



BOARD OF DIRECTORS

Wednesday, March 12, 2025
12:00 P.M. - 2:00 P.M.
Walter A. Scheiber Board Room

AGENDA

- 11:00 A.M. LUNCH WITH REGIONAL PUBLIC SAFETY AND EMERGENCY RESPONDERS**
Ronald F. Kirby Training Center (1st Floor)
- 12:00 P.M. 1. CALL TO ORDER**
Rodney Lusk, COG Board Chair
- 2. CHAIR'S REPORT**
Rodney Lusk, COG Board Chair
- 12:05 P.M. 3. EXECUTIVE DIRECTOR'S REPORT**
Clark Mercer, COG Executive Director
- A. FY2025 Second Quarter Financial Report
B. COG Budget Update
- 12:10 P.M. 4. AMENDMENTS TO THE AGENDA**
Rodney Lusk, COG Board Chair
- 5. APPROVAL OF THE MINUTES FROM JANUARY 15, 2025**
Rodney Lusk, COG Board Chair
- Recommended Action: Approve minutes.**
- 6. ADOPTION OF CONSENT AGENDA ITEMS**
Rodney Lusk, COG Board Chair
- A. Resolution R6-2025 – Ratify Executive Committee approval of Resolution authorizing COG to receive a grant to execute the “Comprehensive Invasive Plant Management in Fairfax County Parkland and Public Spaces” Project
B. Resolution R7-2025 – Resolution authorizing COG to receive a grant, procure and enter into a contract to conduct Phase 40 of the Continuous Airport System Planning (CASP) Program
- Recommended Action: Ratify Resolution R6-2025 and adopt Resolution R7-2025.**

- 12:15 P.M. 7. REFLECTIONS ON AND RECOGNITION OF THE REGIONAL RESPONSE TO THE JANUARY 29 MID-AIR COLLISION**
Scott Boggs, COG Homeland Security and Public Safety Managing Director
John A. Donnelly, Sr., District of Columbia Fire and EMS Chief
Pamela A. Smith, Metropolitan Police Department Chief of Police
Mark Schwartz, Arlington County Manager
Jon Bender, Prince George's County Assistant Fire Chief
Rich Madaleno, Montgomery County Chief Administrative Officer
- The board will be briefed on the response to the January 29 mid-air collision near Ronald Reagan Washington National Airport and recognize the agencies and organizations throughout the region for their contributions.
- Recommended Action: Receive briefing and adopt Resolution R8-2025.**
- 1:00 P.M. 8. CHANGES TO THE FEDERAL WORKFORCE AND IMPACTS TO THE REGION**
Clark Mercer, COG Executive Director
- The board will be briefed on the regional impact of the recent changes to the federal government workforce and efforts to support affected residents living and working in the region. COG will be launching a new web page featuring federal employment data and resources for impacted workers.
- Recommended Action: Receive briefing.**
- 1:40 P.M. 9. EXECUTIVE SESSION/CLOSED MEETING**
Rodney Lusk, COG Board Chair
- Pursuant to Board Rules of Procedure 4.08 and 4.09, the Board will vote to hold an Executive Session/Closed Meeting of Board Members only for discussion of two matters:
- 1) personnel matter – annual evaluation of COG's Executive Director; and
 - 2) discussion of property in which COG has an interest and consultation with legal counsel as pertains to this matter.
- Recommended Action: Receive briefing and adopt Resolution R9-2025.**
- 1:55 P.M. 10. OTHER BUSINESS**
- 2:00 P.M. 11. ADJOURN**
The next COG Board Meeting will take place in-person on Wednesday, April 9 from 12:00 – 2:00 P.M.

AGENDA ITEM #2

CHAIR'S REPORT

AGENDA ITEM #3

EXECUTIVE DIRECTOR'S REPORT



MEMORANDUM

TO: COG Board of Directors
FROM: Clark Mercer, COG Executive Director
SUBJECT: Executive Director's Report – March 2025
DATE: March 5, 2025

POLICY BOARD & COMMITTEE UPDATES

National Capital Region Transportation Planning Board (TPB) – In January, the TPB discussed its 2025 focus areas: Visualize 2050 National Capital Region Transportation Plan approval, roadway safety, implementation of climate change recommendations, and bolstering the region's transportation resilience. The board approved nearly \$3 million for DC transportation projects, including \$2.1 million to rehabilitate the Capital Crescent Trail. In February, the TPB approved final 2025 regional transit asset management targets for revenue vehicles, including bus, rail, and service vehicles rail track, systems, and signals and staff presented results of the 2024 TPB Intercity Travel Study.

Climate, Energy, and Environment Policy Committee (CEEPC) – At its January meeting, CEEPC discussed the 2025 outlook for the committee, including discussing focus areas and legislative priorities. CEEPC also had in depth discussions on priorities for the new projects, including a climate goals mid-course review, a potential regional climate outreach and education initiative, and engagement for the Climate Pollution Reduction Grant comprehensive climate plan development.

Chesapeake Bay and Water Resources Policy Committee (CBPC) – At its January meeting, the committee received a federal legislative update covering the new Congress, committee assignments, and the upcoming reconciliation package. The committee also received an overview of key legislative issues in Maryland and Virginia, focusing on budget concerns and specific bills that could affect local wastewater, drinking water, and stormwater management. Additionally, there was a presentation on



Building Bridges for a Stronger DMV Region

Partnership is at the heart of the Council of Governments' work, and in 2024, COG launched some of its most ambitious collaborations yet, such as the DMVMoves transit initiative, a major backup water supply study, and new efforts to enhance public safety coordination.

Learn more about this collaborative work and how COG is building on these initiatives in 2025 in COG's annual report and corresponding video.

[View the annual report & video](#)

the Potomac Secondary Source Study, highlighting the project's goals, its current status, and next steps.

Food and Agriculture Regional Member (FARM) Policy Committee – At its February meeting, the committee received a presentation on Avian Influenza by Maryland's State Veterinarian and MD's State Public Health Veterinarian. The MD Secretary of Agriculture and Virginia's Deputy Commissioner of Agriculture also provided comments. Staff prepared a handout of key messages in consultation with the speakers. Staff also developed and distributed two comprehensive memos on federal and state food and agriculture legislation.

Human Services Policy Committee (HSPC) - At the January HSPC meeting, committee members were briefed by representatives from the District of Columbia, Prince George's County, and Virginia Social Services on Kinship Care for families, which focuses on moving from a child welfare system to a "child and family wellbeing system." Members also received an overview of the District of Columbia's Office of the State Superintendent of Education and the Low-Income Investment Fund research detailing childcare infrastructure in the District of Columbia.

OUTREACH & PROGRAM HIGHLIGHTS

Federal Workforce – On February 20, Clark Mercer participated in a meeting of public, private, and philanthropic partners to discuss joint actions to support area federal employees impacted by changes to the workforce. On February 22, Mercer joined a panel of speakers to address the Emergency Committee on the Impacts of Federal Workforce and Funding Reductions of the Virginia General Assembly. He discussed federal workforce cuts and associated impacts to the Commonwealth of Virginia.

Transit/DMVMoves – On February 24, COG's Clark Mercer, Kanti Srikanth, and Eric Randall briefed the Transit Caucus of the Maryland General Assembly on the DMVMoves transit initiative. On February 28, the DMVMoves Community Partners Advisory Committee and Government Partners Advisory Committee met jointly to discuss Metro's updated funding needs and receive updates on DMVMoves' working groups.

Economic Development – On February 5, ULI-Washington hosted the Third Annual Future Forum: Creating a Playbook of Resilient Housing and Economic Development Solutions at the National Building Museum. COG was a partner in helping organize the event, which drew more than 400 commercial real estate professions and local government officials from around the region.



Collaboration in Action: Roadway Safety

In the latest episode of COG's Collaboration in Action video series, Clark Mercer spoke with officials across the region, including District of Columbia Councilmember and 2024 TPB Chair Christina Henderson, on several initiatives to create safe streets for all road users—highlighting COG/TPB roadway safety programs.

[Watch the episode](#)

Electrifying the Future Forum – On January 30, COG and the Greater Washington Region Clean Cities Coalition hosted a forum, Electrifying the Future: Strategies for Climate Pollution Reduction, at the Washington Auto Show. This event, which brought together more than 100 participants, including elected officials, environmental planners, and fleet managers, examined the current state of vehicle electrification in the region and provided an outlook to sustain growth and further expand EV usage.

Point-in-Time Count - On January 29, COG housing staff joined with volunteers in the District of Columbia to participate in the Point-in-Time (PIT) Count of persons experiencing homelessness. On January 22 and 29, area jurisdictions conducted their annual counts, which are required by the U.S. Department of Housing and Urban Development and will inform COG's regional report on homelessness that is released in the spring.

Allies in Action - The Transportation Planning Board joined nearly 200 organizations around the country in pledging to be part of the federal Allies in Action initiative. By becoming an ally, the TPB is committed to increasing roadway safety in the District of Columbia, suburban Maryland, and Northern Virginia, while providing \$480,000 in technical assistance grants and continuing to sponsor and implement the Street Smart safety campaign.

Winter weather coordination – In January and February, the COG Department of Homeland Security and Public Safety (DHSPS) held conference calls to support regional coordination and collaboration to prepare for, respond to, and recovery from the significant snowfall that widely impacted the NCR. Setting a record high for engagement on COG's snow calls, 1,000 stakeholders from across the region participated.

MEDIA HIGHLIGHTS

DCA mid-air collision - Stories referencing COG and the region's Mutual Aid Agreement appeared on outlets like the NBC national news as well as local news sites like FFXNow. COG and area governments also coordinated messaging encouraging residents to call 911 if they found debris from the accident, which was shared widely on social media as well as media outlets like the Washington Post, WTOP, Inside NoVA, DC News Now, 7 News, CBS News, and several wire stories.

[DC News Now](#)

Return-to-office & commuting - Recent stories on NBC4, DC News Now, and WTOP about employees returning to work have featured COG's Commuter Connections program as a free service and valuable resource for area residents.

[NBC4](#)



Federal workforce changes and impact

Clark Mercer's presentation to the VA General Assembly and COG data analyses have been cited by various outlets, including the Washington Post, AP, Axios, Virginia Mercury, WAMU, and VPM, on the topic of the federal workforce changes and the potential impact to the metropolitan Washington region.

[Virginia Mercury](#)



MEMORANDUM

TO: COG Board of Directors
FROM: Clark Mercer, COG Executive Director
Julie Mussog, Chief Financial Officer
SUBJECT: Fiscal Year 2025 Second Quarter Financial Report
DATE: February 5, 2025

We are providing the following interim financial reports to the Board of Directors for the six months ended December 31, 2024:

- Statement of Revenue, Expense, and Change in Net Position for the period July 1, 2024 – December 31, 2024
- Comparative Statement of Net Position as of December 31, 2023, and December 31, 2024

SUMMARY AND HIGHLIGHTS

As of the first six months of the fiscal year, the net surplus from operations is \$1.4 million. This surplus is primarily a timing issue where we have collected funds in advance of expenses being recognized. The Housing Affordability Planning Program (\$0.4 million grant from Amazon), Loudon Learners (\$0.9 million) and IRE program funds (\$0.1 million) are driving the increase in restricted project funds. The increase in undesignated funds is a result of higher revenues than budgeted in investment income and the REIT dividend.

Operating revenue is tracking to close to budget at 42% six months into the year. Total operating expenses are tracking lower to the FY2025 budget at 37%. Lower federal and state revenue to the budget is driven by lower spend in Transportation Planning Board Work Program (TPB) and Commuter Connections (\$3.5 and \$1.9 million). These are cost reimbursement projects, so the year-to-date expenses are also lower than budget but tracking to the prior year. Spend and thus revenues are typically higher in the second half of the year for most programs at COG. Salaries are lower than budget due to unbudgeted turnover and delays in hiring some new budgeted positions in TPB and Community Planning. Consulting expense is lower than budget due to lower spend in TPB, Metro Area Transportation Operations Coordination (MATOC) and in multiple environmental programs. These programs typically have higher spend in the second half of the year. Other employee benefits are running higher than salaries at 50% of budget year to date due to the timing of payments for healthcare and one additional month of expense included in the balance.

Subrecipient pass-through funds are at 16% of the amount budgeted. Both Enhanced Mobility and UASI are at about 16% of their budget totals and we expect them to track higher in the second half of the year.

The Statement of Net Position as of December 31, 2024 shows an overall increase in net position of \$2.9 million. The increase reflects the increase in the capital reserve fund for the office renovation

project and undesignated funds which reflects the positive surplus from the end of FY2024 and some current year surplus due to the REIT dividend and investment income.

Board-designated reserves, which include the operating and capital expenditures reserves remain 100% funded at \$11.7 million (\$5.2 operating reserve and \$6.5 capital reserve).

Metropolitan Washington Council of Governments
Comparative Statement of Net Position
As of December 31, 2023 and December 31, 2024

	FY2025 as of 12/31/2024	FY2024 as of 12/31/2023	Increase (Decrease)
Assets			
Cash & Investments	21,020,200	18,079,300	
Accounts receivable	12,965,700	10,774,800	
Prepaid expenses and other assets	(274,400)	674,700	
Capital assets, net of depreciation	2,127,200	2,309,500	
Total Assets	35,838,700	31,838,300	4,000,400
Liabilities			
Accounts payable	3,831,900	3,476,900	
Accrued payroll, leave & other liabilities	1,826,000	2,464,200	
Deferred revenue	4,277,000	2,916,200	
Other Non-current Liabilities	-		
Total Liabilities	9,934,900	8,857,300	1,077,600
NET POSITION*			
Net investment in capital assets	2,127,200	2,309,500	(182,300)
Board designated reserves	11,739,300	10,341,600	1,397,700
Restricted project funds	7,929,700	8,296,100	(366,400)
Undesignated	4,107,600	2,033,800	2,073,800
Total Net Position	25,903,800	22,981,000	2,922,800
Total Liabilities and Net Assets	35,838,700	31,838,300	4,000,400

*Excludes Net Pension Asset of \$6,587,000 which is available only for pension plan benefits.

Metropolitan Washington Council of Governments
FY 2025 Statement of Revenue, Expense, and Change in Net Position
For the six months ended December 31, 2024
With Comparisons to Approved Budget and Prior Year Results

Prepared on an accrual basis

	Fiscal YTD As of 12/31/2024	Budget FY2025	% of Budget	Prior FY As of 12/31/2023
Operations Revenue				
Federal and state revenue	13,045,100	34,650,900		13,403,800
Member dues	2,651,400	5,302,900		2,541,200
Regional funds	1,811,700	3,638,200		2,510,200
Building revenue	367,500	480,900		375,000
Other revenue*	3,429,900	6,503,700		2,824,400
Total Operations Revenue	21,305,600	50,576,600	42%	21,654,600
Operations Expense				
Salaries - Direct program	5,744,200	14,781,400		6,191,700
Other employee benefits	1,569,200	3,142,600		1,669,200
Consultants	4,114,600	19,350,900		3,669,300
Other direct program expense	3,617,100	6,837,100		3,496,700
Support services, rent and other allocated expense	4,862,400	10,271,100		4,832,900
Total Operations Expense	19,907,500	54,383,100	37%	19,859,800
Net Surplus (Deficit) - Operations	1,398,100	(3,806,500)		1,794,800
Increase (Decrease) in Designated Program Fund Balance	922,600	(3,610,100)		1,154,600
Change in Undesignated Fund Balance	475,500	(196,400)		640,200

*Other Revenue includes sponsorships, donations, fees for services, and other miscellaneous revenue.

Revenue - All Sources	FY2025 YTD	FY2025 Budget	
Operations	21,305,600	50,576,600	42%
Special Revenue Funds	161,400	-	#####
Subrecipient Pass-Through	1,324,700	8,131,000	16%
Contributed Services			
Total Revenue - All Sources	22,791,700	58,707,600	



MEMORANDUM

TO: COG Board of Directors
FROM: Clark Mercer, COG Executive Director
SUBJECT: Update on Federally Funded Programs at COG
DATE: March 5, 2025

COG's work in many departments involves either implementing federal programs or receiving and using federal funds. These programs and funding are based on laws and guided by published federal regulations. As such, it is important to recognize that published guidance from appropriate federal agencies will guide any changes we make to our work activities and funding plans. These guidelines are not yet available. COG will proceed with our work activities, acknowledging that COG will need to be flexible and open to changes as further guidance becomes available.

COG leadership actively tracks and provides input whenever there is an opportunity. Where we are today is a snapshot in time. We will know more over the next few months, but what we know as of today is that the impacts on COG are minimal.

Risk to funding that affects staff positions –No risk for this FY that ends June 30, 2025.

Next Fiscal Year July thru June 2026 (FY26) we see no risk to the funding for staffing within Department of Transportation (DTP), Climate, Energy and Air Pollution (CEAP), Department of Community and Planning Services (DCPS), Water Programs, or Department of Homeland Security and Public Safety (DHSPS). A few reasons for this are that with CEAP, DCPS, and Water programs do not depend on federal funds for the base program for the staff, or with DTP the federal funding comes from federal formula programs and uses the Highway Trust Fund, both are rooted in federal law and can only be changed by an act of congress. Additionally, the federal funds that fund DTP are not tied to diversity, equity and inclusion or Green New Deal/Climate programs that the new administration is focused on. Also, DTP does not depend on discretionary grant programs for its base funding. Lastly, some of the department of transportations use a lagging fiscal year approach to pass the money to COG, meaning our FY25 funding from departments of transportation is federal FY24 monies. This means that money has already been authorized and obligated by the federal agencies making it hard to take back. DHSPS receives approximately \$1.5 million in Urban Area Security Initiative grant funding to support staff positions across the department. These funds have already been allocated and our current funding will last through October 1, 2025. The notice for funding opportunity for FY26 has not been published yet but it is expected to be level to higher funding than the prior fiscal year. If in the unlikely event the

funding is cut there is an expectation that local funding would be considered.

For the next fiscal year, FY27, there is a low risk that the funding levels for some of the programs could be reduced like the TAP Set Aside and Enhanced Mobility, but we are not sure. The Federal Highway Administration and Federal Transit Administration representatives that we have spoken to are saying that at least for the next fiscal year these should be funded (as they are part of a formula program), and they are working to make sure this happens. In the event there is any reduction in funding levels for some of these programs our budgets are built such that we will be able to scale back some consultant work, data purchasing, or the monies we pass through to other entities without affecting staffing.

There are a few work activities with a sizable portion of federal grant funds that CEAP is administering that faces a low or uncertain risk. This is because these funds are tied to New Green Deal program, and they are discretionary and not part of a federal formula or the Highway Trust Fund. The critical takeaway is that none of the COG staff positions working on these programs will be affected as the staff positions are not dependent on these discretionary grants. The impact of any reduction or termination will be on the agencies receiving this as pass through and or consultants that would have done some work on the grant.

In conclusion, some work activities funded by federal dollars are more related to this region's priorities and not explicitly required by federal regulations. This is particularly applicable to DTP but relevant for all COG programs. Climate Change is an example of this. Until we get more definitive guidance from the Feds, we are proactively revisiting how these work activities are described in our documents and our presentations. We are not stopping the work but being mindful of the context in which these work activities are presented. In the event that federal funds cannot be used for such work that is a priority for our region, then we will engage with our members to see what options there may be to fund such work. Giving up working on things that are a priority for this region is not something that we are considering.

Appendix

29% of COG revenue is federal, but a significant portion of that is the money that goes to buying UASI equipment. Of the \$10 million for DHSPS only \$1.5 million supports COG staff. The rest of the federal revenue is for Transportation and as noted above probably not at risk without congressional approval to change funding formulas or HTF. The State revenue is mostly the funding the states get from the federal government that they contract with us. This also would require congressional approval to change funding formulas or HTF.

FY24 Actual Revenues

	Revenue	%	
Federal Grants and Contracts	\$16.2	29%	\$10M DHSPS but only \$1.5 for salary, \$6M is mostly Transportation
State Grants and Contracts	\$23.7	43%	\$16M TPB, \$5.6 CCWP, \$0.8 Air
Total Revenue	\$55.6		

The chart below shows headcount by department and the total fully loaded salary for that headcount. DEP and DCPS have minimal federal support for salaries. DHSPS has \$1.5 million of their salaries supported by federal funds. DTP is mostly federal and or state money that is derived from federal funds.

Employee Headcount by Department

Department of Transportation
 Department of Environmental Programs
 Department of Community Planning and Services
 Department of Homeland Security and Public Safety
 Office of Finance and Administrative Services
 Information Technology
 Executive Office and Member Services
 Office of Human Resources
 Office of Communications

FY2024	FY2025
55	54
23	25
7	6
11	10
11	11
7	6
3	3
4	4
2	3
123	122

Total FY25 Staffing Budget fully loaded

\$17.0
 \$5.5
 \$1.1
 \$3.5
 \$27.1

AGENDA ITEM #4

AMENDMENTS TO THE AGENDA

AGENDA ITEM #5

APPROVAL OF THE MINUTES

METROPOLITAN WASHINGTON COUNCIL OF GOVERNMENTS
777 North Capitol Street, NE
Washington, D.C. 20002

MINUTES
COG Board of Directors Meeting
January 15, 2025

BOARD MEMBERS AND ALTERNATES: See attached chart for attendance.

SPEAKERS:

Emmett Jordan, City of Greenbelt Mayor/COG Audit Committee Chair
Karla Bruce, Race Forward Chief of Staff
Hazel Monae, City of Gaithersburg/COG Chief Equity Officers Committee Co-Chair
Monica Beyrouiti Nunez, COG Government Relations and Member Services Manager
Eli Russ, COG Senior Public Safety Planner

1. CALL TO ORDER AND PLEDGE OF ALLEGIANCE

COG Board Chair Charles Allen called the meeting to order at 12:00 P.M. and led the Pledge of Allegiance.

2. ELECTION OF 2025 COG BOARD OFFICERS

A motion and second was made to adopt Resolution R1-2025 electing the 2025 COG Board Officers of Chair Rodney Lusk, Vice Chair Reuben Collins and Vice Chair Charles Allen. Chair Allen passed the gavel to 2025 COG Board Chair Lusk to continue the meeting. Chair Lusk thanked Chair Allen for his service.

Action: The board adopted Resolution R1-2025.

3. ELECTION OF 2025 POLICY & ADMINISTRATIVE COMMITTEE LEADERSHIP

A motion and second was made to adopt Resolution R2-2025 approving the policy and administrative committee leadership, in addition to the Maryland General Assembly COG Board member.

Action: The board adopted Resolution R2-2025.

4. CHAIR'S REPORT

- A) 2025 COG Boards and Policy Committees Meeting Dates
- B) New Board Members

5. EXECUTIVE DIRECTOR'S REPORT

COG Executive Director Clark Mercer briefed the board on the following:

- Point-in-Time Homelessness Count
- Ticket Reciprocity
- Water Supply
- Transportation Grants
- EV Strategies for Climate Pollution Reduction Auto Show Event

6. AMENDMENTS TO THE AGENDA

There were no amendments to the agenda.

7. APPROVAL OF THE MINUTES FROM NOVEMBER 13, 2024

The minutes from the November 13, 2024, board meeting were approved. Emmett Jordan, Takis Karantonis and Alyia Gaskins abstained.

8. ADOPTION OF CONSENT AGENDA ITEMS

A. Resolution R3-2025 – Resolution authorizing COG to procure and enter into a contract to purchase instructional design and learning development preparedness support services

Action: The board adopted Resolution R3-2025.

9. FY2024 AUDITED FINANCIAL STATEMENTS

Audit Committee Chair Emmett Jordan presented the FY2024 audit report including a unmodified/clean opinion of COG's financial statements.

Action: Received briefing and adopted Resolution R4-2025.

10. 2025 LEGISLATIVE PRIORITIES

The board was briefed by Chair Rodney Lusk on the proposed 2025 Legislative Priorities as reviewed by the COG Legislative Committee. The Board reviewed and discussed what should be included in the legislative package.

Action: Received briefing and adopted Resolution R5-2025.

11. 2025 DMV ECONOMIC MOBILITY LEARNING ACTION COHORT

The board was briefed on the upcoming economic mobility learning action cohort to bring together jurisdictions in the region to collectively field test and refine a suite of evolving upward mobility tools developed by Opportunity Insights, Results for America and Urban Institute to positively impact local community outcomes. In partnership with the Government Alliance on Race and Equity, the cohort will focus on the development and implementation of strategies that support equitable, upward economic mobility.

Action: Received briefing.

12. DEVELOPMENT OF COG'S REGIONAL CRIME DASHBOARD

The board was briefed on the status of COG's development of a regional crime dashboard. The dashboard examines real-time data for the major violent and property criminal offenses across participating jurisdictions and allows users to identify crime trends over time periods as well as compare specific or multiple types of crimes.

Action: Received briefing.

13. OTHER BUSINESS

There was no other business.

14. ADJORN

The meeting was adjourned at 2:00 P.M.

**COG Board of Directors
Meeting
January 15, 2025 Attendance**

<u>Jurisdiction</u>	<u>Member</u>	<u>Y/N</u>	<u>Alternate</u>	<u>Y/N</u>
<i>District of Columbia</i>				
Executive	Hon. Muriel Bowser		Ms. Beverly Perry	
	Mr. Kevin Donahue		Mr. Tomas Talamante	
Council	Hon. Phil Mendelson		Hon. Brianne Nadeau	Y
	Hon. Charles Allen	Y		
<i>Maryland</i>				
City of Bowie	Hon. Tim Adams		Mr. Dufour Woolfley	
Charles County	Hon. Reuben Collins	Y	Hon. Thomasina Coates	
City of Frederick	Hon. Michael O'Connor		Hon. Gayon Sampson	
Frederick County	Hon. Jessica Fitzwater		Ms. Victoria Venable	
City of College Park	Hon. Denise Mitchell	Y	Hon. Fazlul Kabir	
City of Gaithersburg	Hon. Robert Wu		Hon. Neil Harris	
City of Greenbelt	Hon. Emmett Jordan	Y	Hon. Kristen Weaver	
City of Laurel	Hon. Keith Sydnor	Y	Hon. Kyla Clark	
Montgomery County - Exec	Hon. Marc Elrich		Mr. Richard Madaleno Ms. Fariba Kassiri	
Montgomery County - Council	Hon. Evan Glass	Y		
Montgomery County - Council	Hon. Kate Stewart	Y		
Prince George's County - Exec	Hon. Tara Jackson	Y	Mr. Barry Stanton	
Prince George's County - Council	Hon. Tom Dernoga	Y	Hon. Wanika Fisher	
Prince George's County - Council	Hon. Ingrid Watson	Y	Hon. Krystal Oriadha	
City of Rockville	Hon. Monique Ashton			
City of Takoma Park	Hon. Talisha Searcy	Y		
Maryland General Assembly	Hon. Brian Feldman			
<i>Virginia</i>				
City of Alexandria	Hon. Alyia Gaskins	Y	Hon. Sarah Bagley	
Arlington County	Hon. Takis Karantonis	Y		
City of Fairfax	Hon. Catherine Read	Y	Hon. Stacey Hardy-Chandler	
Fairfax County	Hon. Rodney Lusk	Y	Hon. Daniel Storck	
Fairfax County	Hon. Jeff McKay		Hon. Andres Jimenez	
Fairfax County	Hon. James Walkinshaw		Hon. Walter Alcorn	
City of Falls Church	Hon. David Snyder	Y	Hon. Marybeth Connelly	
Loudoun County	Hon. Laura TeKrony	Y		
Loudoun County	Hon. Phyllis Randall	Y	Hon. Koran Saines	
City of Manassas	Hon. Mark Wolfe	Y	Hon. Sonia Vasquez Luna	
City of Manassas Park	Hon. Darryl Moore	Y		
Prince William County	Hon. Deshundra Jefferson	Y	Hon. Kenny A. Boddye	
Prince William County	Hon. Andrea Bailey	Y	Hon. Tom Gordy	
Virginia General Assembly	Hon. Mark Sickles			

Y = present V = virtual

Total: 23

AGENDA ITEM #6

ADOPTION OF CONSENT AGENDA ITEMS

ADOPTION OF CONSENT AGENDA ITEMS

March 2025

A. RESOLUTION AUTHORIZING COG TO RECEIVE A GRANT TO EXECUTE THE “COMPREHENSIVE INVASIVE PLANT MANAGEMENT IN FAIRFAX COUNTY PARKLAND AND PUBLIC SPACES” PROJECT

The board will be asked to adopt Resolution R6-2025 authorizing the Executive Director, or his designee, to receive and expend grant funds from Virginia’s Department of Forestry FY25 Virginia PRISM Support for Invasive Species Program in the amount of \$80,000 for invasive species management. The resolution also authorizes the Executive Director, or his designee, to proceed with procurement for a contractor, or contractors, to manage invasive species on Fairfax County Park Authority parkland, update Fairfax Department of Public Works tree of heaven inventory and manage hemlock wooly adelgid on Fairfax Department of Public Works parkland. Funding for this effort will be provided through a grant from Virginia’s Department of Forestry FY25 Virginia PRISM Support for Invasive Species Program. No COG matching funds are required.

RECOMMENDED ACTION: Ratify Resolution R6-2025, approved by Executive Committee on February 19, 2025.

B. RESOLUTION AUTHORIZING COG TO RECEIVE A GRANT, PROCURE AND ENTER INTO A CONTRACT TO CONDUCT PHASE 40 OF THE CONTINUOUS AIRPORT SYSTEM PLANNING (CASP) PROGRAM

The board will be asked to adopt Resolution R7-2025 authorizing the Executive Director, or his designee, to receive and expend grant funds from Federal Aviation Administration (FAA) in the amount of \$277,800. The resolution also authorizes the Executive Director, or his designee, to proceed with procurement for a contractor, or contractors, and enter into a contract to Phase 40 of the Continuous Airport System Planning (CASP) Program. The grant will include the following tasks in support of the CASP Program: (1) Process 2025 Air Passenger Survey, Phase 2, and (2) 2025 Ground Access Forecast & Element Update. COG will be required to provide a match of \$27,780 which is available in the budget of the Department of Transportation Planning.

RECOMMENDED ACTION: Adopt Resolution R7-2025.

AGENDA ITEM #7

REFLECTIONS ON AND RECOGNITION OF THE REGIONAL RESPONSE TO THE JANUARY 29 MID-AIR COLLISION



NEWS RELEASE

COG statement on mid-air collision near Reagan National Airport

Washington, DC (Jan. 30, 2025) – The following is a statement by Metropolitan Washington Council of Governments Board of Directors Chair Rodney Lusk in response to the aviation collision at Reagan National Airport. Lusk is a Fairfax County Supervisor.

“Our hearts go out to all the passengers and crew members of the aircrafts that collided near DCA and their families. Area officials are incredibly grateful to our region’s first responders for their service and heroism. It’s clear that our longstanding collaborative work as a region to develop the National Capital Region Mutual Aid Agreement helped support a seamless, swift response by District of Columbia, Maryland, and Virginia responders to this major incident. Agencies have also been leveraging various regional public safety tools, including regional alert notifications, mapping, and video resources, for enhanced situational awareness, and COG stands ready to provide additional assistance as needed by our members.”

CONTACT:

Steve Kania: skania@mwkog.org, (202) 962-3249

The Council of Governments is an independent, nonprofit association where area leaders address regional issues affecting the District of Columbia, suburban Maryland, and Northern Virginia.

LEVERAGING REGIONALISM TO SUPPORT NCR RESPONSE OPERATIONS

Scott Boggs, Managing Director
Department of Homeland Security and Public Safety (DHSPS)

COG Board Meeting
March 12, 2025



1

The Importance of Regionalism

- In a regional system, each sovereign jurisdiction must coordinate, share information, and allocate resources when needed during mutual aid and significant events that require situational awareness.
- The National Capital Region (NCR) homeland security and public safety community must maintain a collective regional perspective at the local, state, and federal levels and commit to working collaboratively across jurisdictions and disciplines.
- NCR stakeholders work regionally to learn from emergencies, emulate key successes, and correct critical failures.



March 12, 2025 | 2

2

Strengthening Regional Coordination

- Following the 1982 Air Florida crash, a COG task force, including police, fire, and EMS officials, made a series of recommendations implemented by area governments to strengthen the region's disaster response.
- The actions taken since then have served the NCR during other major emergencies and have been continually improved upon by regional partners.
 - September 11, 2001
 - January 6, 2021
 - January 29, 2025 - Mid-Air Collision



3

NCR Mutual Aid Agreement (MAA) 2005

Mutual aid is the provision of law enforcement, fire, rescue, emergency health and medical services, transportation, communications, public works and engineering, mass care, and resource support.

- Three situations trigger Mutual Aid under the Act:
 - A public service event (e.g., Presidential Inauguration)
 - An emergency (e.g., major disaster, a declared state of emergency, or declared local emergency)
 - Local emergency has been interpreted to include regular emergency responses across state lines
 - Training or exercises for either situation
- MAA provides public safety and other emergency services across jurisdictional boundaries which increases the ability to preserve the safety and welfare of the entire NCR.
- Authorized by the Intelligence Reform & Terrorism Prevention Act (2004), which also defines the NCR.

4

Mutual Aid Operations Plans (MAOP)

- Operational agreements between jurisdictions to provide mutual aid.
- Agreed upon methods and procedures among the specific emergency providers for their respective jurisdictional response to a request for mutual aid.
- Contain the “nuts and bolts” of how a discipline puts the MAA into action.
- Current MAOPs include:
 - Police
 - Fire and Rescue
 - Emergency Management
 - Transportation
 - Corrections
 - Debris Removal



5

RICCS, NCR Watch Desk, and Coordination Calls

- **Regional Incident Communication and Coordination System (RICCS) and NCR Watch Desk**
 - A system used for rapid communication to homeland security and public safety personnel, as well as government officials during major incidents via email, text, voice, and conference call.
 - RICCS is operated at the NCR Watch Desk 24/7 and provides situational awareness of varying incidents occurring in the NCR.
- **Coordination Calls**
 - Convene short-notice teleconferences among public safety personnel to coordinate regional preparation and response.

6

January 29, 2025 – Regional Response

- 300 first responders on the scene
 - More than 90 agencies overall participated throughout the response and recovery effort
- COG supported the regional response through:
 - Regional emergency management coordination calls
 - Amplifying messaging through coordination with region's public information officers
 - Leveraging information sharing, such as mapping and video programs, and other resources



Metropolitan Washington
Council of Governments

March 12, 2025 | 7

7

Scott Boggs

Managing Director, Department of Homeland Security & Public Safety
(571) 722-4305
sboggs@mwkog.org

mwkog.org

777 North Capitol Street NE, Suite 300
Washington, DC 20002



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8

DCA TOGETHER RELIEF FUND

LATEST UPDATES AND IMPACT

In the aftermath of the tragic midair collision on January 29 that claimed the lives of all 67 passengers, service members, and crew, the Capital Region Community Foundations quickly mobilized to launch the DCA Together Relief Fund. This community-supported crisis response fund aims to aid impacted families, first responders, and nonprofit organizations supporting community recovery and healing. In close coordination with the Wichita Foundation and its ICT Together Fund, this effort will ensure that those affected receive the care, resources, and support they need during this difficult time.

In response to this tragedy, there has been an incredible outpouring of support from more than 500 generous individuals, families, and businesses from across 32 states and the District plus several different countries. Together, we have mobilized over \$130,000 in critical support to help provide hope and healing to those impacted by this heartbreaking loss.

Community members interested in learning more or to support this effort can visit <https://donate.thecommunityfoundation.org/dcattogether>.

Grantmaking Efforts

Thanks to these acts of kindness and generosity, we have made two initial emergency response grants:

- A grant to Food on the Stove helped provide over 1,000 hot meals and hydration to first responders involved in the recovery efforts. Food on the Stove will also continue its efforts to support first responders with the launch of Food for Thought—an initiative designed to foster mental health awareness for first responders through weekly events offering food, mental health resources, counseling, and prayer services.
- A grant to Wendt Center for Loss and Healing helped provide no-cost trauma and grief services for impacted individuals and organizations in our community. Wendt's immediate response included emotional support sessions, psychoeducation sessions, and coaching—all tailored to ensure that recovery and healing efforts are responsive, accessible, and help to begin processing the losses.

Ongoing Support for Families

With the recovery operation complete, the families will face additional challenges that require ongoing financial and emotional support. We are coordinating with local

authorities, the Red Cross, and other relief funds to provide a second wave of support to help meet their immediate and long-term needs.

This will include direct financial assistance to help families cover their basic necessities – from paying rent or mortgage to utilities – and address continuing needs for grief counseling or other mental health supports. We will begin disbursing resources on a rolling basis via an application process available to immediate family members. We are working with the Red Cross – which provided immediate support to the families in partnership with American Airlines – to help reach and verify impacted family members.

Corporate Partners

We extend our heartfelt gratitude to our esteemed corporate partners—including Truist and Monumental Sports & Entertainment—for their generous contributions to the DCA Together Relief Fund. Their unwavering support and commitment will play an instrumental role in our efforts to provide relief and assistance to families, first responders, and impacted communities.

We were honored to be one of three designated charity partners selected by Monumental Sports & Entertainment as it pays tribute to the victims and their families through the “Legacy on Ice” benefit event held at Capital One Arena on March 2. All proceeds and donations will go to the Monumental Sports & Entertainment Foundation’s Legacy on Ice Program, which will directly benefit the U.S. Figure Skating Foundation, our DCA Together Relief Fund, and DC Fire & EMS Foundation.

ABOUT THE CAPITAL REGION COMMUNITY FOUNDATIONS

The Capital Region Community Foundations is a partnership among several of our region’s leading community foundations including ACT for Alexandria, Arlington Community Foundation, Community Foundation for Loudoun and Northern Fauquier Counties, Community Foundation for Northern Virginia, and Greater Washington Community Foundation. Together, the community foundations serving the region have a more than 100-year history as community connectors and conversation brokers who work tirelessly to preserve, enhance, and protect the quality of life for our neighbors. This role often places us directly in the middle of our community’s most important decisions, most pressing issues, and most promising opportunities.

**METROPOLITAN WASHINGTON COUNCIL OF GOVERNMENTS
777 NORTH CAPITOL STREET, NE
WASHINGTON, DC 20002**

**RESOLUTION RECOGNIZING THE REGIONAL RESPONSE AND COORDINATION TO THE JANUARY 29,
2025 MID-AIR COLLISION**

WHEREAS, the Metropolitan Washington Council of Governments (COG) is comprised of the 24 jurisdictions of the metropolitan Washington region's local governments and their governing officials, plus area members of the Maryland and Virginia legislatures and the U.S. Senate and House of Representatives, and COG provides a focus for action on issues of regional concern; and

WHEREAS, our longstanding collaborative work as a region to develop the National Capital Region Mutual Aid Agreement helped support a seamless, swift response by District of Columbia, Maryland, and Virginia responders to the tragic mid-air collision near the Ronald Reagan Washington National Airport (DCA) on January 29, 2025; and

WHEREAS, the National Capital Region Mutual Aid Agreement helps local jurisdictions respond to incidents that call for resources beyond the capacity and capability of a single jurisdiction and describes how to access mutual aid/assistance when needed; and

WHEREAS, COG and area public safety officials have also collaboratively developed regional resources to enhance interagency communication, such as emergency alert notifications through the Regional Incident Communication and Coordination System (RICCS), prioritized the acquisition and deployment of interoperable technologies, and regularly held joint regional trainings and exercises; and

WHEREAS, the efficient and coordinated response to the regional emergency exemplifies the critical role of regional partnership and mutual aid; and

WHEREAS, the COG Board commends the heroic response to the incident by first responders representing our local, state, and federal agencies and disaster relief provided by our jurisdictions and regional partners and is grateful for the strong commitment to regional coordination by public safety officials.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE METROPOLITAN WASHINGTON COUNCIL OF GOVERNMENTS THAT:

The Board honors the lives lost on January 29, 2025 and recognizes the exceptional regional emergency response and coordination efforts to the mid-air collision near DCA. The Board thanks our local, state, federal and regional partners for their contributions in response to this tragic event and their ongoing commitment to the public safety and well-being of the metropolitan Washington region.

AGENDA ITEM #8

CHANGES TO THE FEDERAL WORKFORCE AND IMPACTS TO THE REGION

2023 ACS 5-Year

S2409 Class of Worker by Sex for the Full-Time, Year-Round Civilian Employed Population 16 years and Over

Link to Census Website

[S2409: Class of Worker by Sex for ... - Census Bureau Table](#)

COG Member Jurisdictions	Residents Who Are Federal Govt. Employees (Full- Time, Year-Round Civilian Workers)	Residents Who Are Employed (Full-Time, Year-Round Civilian Workers)	Share of Employed Residents Who Are Federal Workers
COG Region	399,389	2,312,123	17.3%
DC portion of COG Region	63,072	289,685	21.8%
MD portion of COG Region	163,818	964,020	17.0%
VA portion of COG Region	172,499	1,058,418	16.3%
Maryland (Statewide)	302,663	2,334,809	13.0%
Virginia (Statewide)	321,516	3,147,719	10.2%
Total DC MD VA (Statewide)	687,251	5,772,213	11.9%

[Source: U.S. Census Bureau, "Class of Worker by Sex for the Full-Time, Year-Round Civilian Employed Population 16 Years and Over," American Community Survey 5-Year Estimates, 2023, Table S2409](#)

Residents Who Are Federal Civilian Workers by COG Jurisdiction

COG Member Jurisdictions	Federal Workers	Margin of Error +/-	Total Workers	Margin of Error +/-	Share of Employed Residents Who Are Federal Workers
District of Columbia	63,072	2,248	289,685	3,051	21.8%
Charles County	17,735	1,295	68,543	1,208	25.9%
Frederick County	12,171	777	109,928	1,531	11.1%
City of Frederick	3,481	420	32,248	1,279	10.8%
Montgomery County	68,848	2,076	410,513	3,233	16.8%
City of Gaithersburg	3,748	531	27,603	1,112	13.6%
City of Rockville	6,092	665	27,266	1,155	22.3%
City of Takoma Park	1,135	189	6,578	417	17.3%
Prince George's County	65,064	2,001	375,036	3,237	17.3%
Town Bladensburg	275	168	3,066	481	9.0%
City of Bowie	5,419	648	24,872	963	21.8%
City of College Park	800	216	8,334	859	9.6%
City of Greenbelt	1,357	273	9,599	699	14.1%
City of Hyattsville	1,317	304	9,151	705	14.4%
City of Laurel	1,901	412	13,148	718	14.5%
Arlington County	25,067	1,138	116,039	1,713	21.6%
City of Alexandria	16,793	967	75,548	1,353	22.2%
Fairfax County	76,749	2,188	458,767	3,601	16.7%
City of Fairfax	1,120	227	9,737	460	11.5%
City of Falls Church	1,186	198	5,771	319	20.6%
Loudoun County	19,391	1,001	179,770	1,791	10.8%
Prince William County	29,833	1,595	188,258	2,231	15.8%
City of Manassas	1,634	362	16,974	688	9.6%
City of Manassas Park	726	229	7,554	477	9.6%
COG Region	399,389		2,312,123		17.3%

Note: Maryland municipalities are included in the appropriate county level total.

Analysis of American Community Survey data by COG Staff, Metropolitan Washington Council of Governments

[Source: U.S. Census Bureau, "Class of Worker by Sex for the Full-Time, Year-Round Civilian Employed Population 16 Years and Over," American Community Survey 5-Year Estimates, 2023, Table S2409](#)

As the 2025 legislative session comes to a close, questions remain regarding federal cuts

An early analysis of spending during fiscal year 2024 showed that about one-third of state spending is supported by federal funding.

By Elizabeth Beyer - February 22, 2025

A special bipartisan committee met for the first time Saturday morning, on the last day of the 2025 legislative session, to gain an understanding of the current landscape shaped by the first few weeks of the second Trump Administration, which has already announced a number of federal cuts.

“As we prepare to adopt our budget today, I think each of us is very keenly aware that Virginia relies on its partnership with the federal government to provide critical services that Virginians rely on,” said Del. David Bulova, D-Fairfax, who chairs the special committee.

He noted that those services include education, housing, health care services and transportation, to name a few. He said workforce spending cuts could affect individual families as well as the Virginia economy and state budget. The Virginia constitution requires the legislative body to balance the commonwealth’s budget each year, and as such, Bulova said, it’s “prudent” for the General Assembly to work to understand how federal cuts could affect the state’s economy. He also noted that the legislative body has a responsibility to help Virginians navigate challenges posed by federal cuts.

“They will be turning to us as their elected leaders to do what we can to help them,” he said.

The committee’s charge will be to:

- Collect and analyze data on the potential scope of workforce and funding cuts;
- Assess the likely economic and budgetary impacts on Virginia;
- Meet with stakeholders, including state agencies, businesses, and nonprofits to understand their concerns and gather mitigation strategies; and
- To provide policy recommendations to the General Assembly to address the challenges posed by federal reductions.

The committee plans to meet about four times in different parts of the state: First in Northern Virginia, then in Hampton Roads, followed by a meeting to take place in Western Virginia and finally in Richmond.

“If the federal government changes the rules, then we will have to adjust,” said Del. Robert Bloxom, R-Accomack County, who sits on the special committee as ranking member. “All of this is in flux — we don’t know if they’ll just cut funding across the board or if they’re going to change the rules or if they’ll change the applications, we really just don’t know yet.”

How workforce cuts could affect Virginia remains unknown, for now

There are about 145,000 federal jobs in Virginia, according to the Office of Personnel Management. About 315,000 federal workers reside in Virginia, according to the Census Bureau — that includes federal employees who live in Virginia and commute into Washington, D.C., or Maryland — and there are about 400,000 contracted employees in the commonwealth, according to data presented to the committee by Clark Mercer, executive director of the Metropolitan Washington Council of Governments and once chief of staff to then-Gov. Ralph Northam.

About [28,628 federal jobs are located in Virginia’s 5th, 6th and 9th Congressional districts](#) combined, according to a 2024 report by the Congressional Research Service. About 10% of the workforce in Virginia are federal employees.

“There’s a lot of unknowns; anyone who tells you they know exactly what’s going on in D.C. and how that’s going to affect Virginia isn’t being truthful,” Mercer said.

He noted that the level of federal workers in Virginia has been relatively stable going back several presidential administrations.

Three scenarios of reduction are playing out, Mercer said. Those being cut include probationary employees, those who took buyouts and formal reductions in force. Employees under the “probationary” category includes workers who recently received a raise or promotion, not just new hires or employees who are under review due to performance issues.

Mercer said that, as of Saturday, 295,000 federal employees had been cut. Of those, 220,000 were probationary; 75,000 had accepted buyouts.

“This is very fluid and kind of changes by day,” Mercer said. “So much of our state workforce is funded with and relies on federal dollars.”

How federal funding cuts could affect state and locality budgets also remains unknown, for now

“Additional analysis is needed over the next several months to truly understand the challenges reductions in federal spending can cause for the state government, state government services, as well as our workforce,” said Kim McKay, a legislative fiscal analyst for the House Appropriations Committee, during a presentation to the special committee on Saturday.

McKay noted that early analysis of spending during fiscal year 2024 showed that about one-third of state spending is supported by federal funding. About 95% of that spending is through Virginia’s Secretariat of Education and the Secretariat of Health and Human Resources.

The top five programs supported by federal funds in Virginia are Medicaid, which received about \$14.6 billion from the federal government in fiscal year 2024; aid to public education, which

received \$2.5 billion; higher education, which received \$1.4 billion; social services, which received \$1.4 billion; and transportation, which received \$1.4 billion.

Federal spending supports not only the state budget but Virginia's businesses, individuals and local governments, McKay said, and any contraction of that spending will likely affect the state's general fund revenue due to Virginia's reliance on personal income and sales tax.

"There is a palpable sense of anxiety amongst local government officials about what the impacts are, part of it is just the unknown, the uncertainty," Joe Flores, director of fiscal policy for the Virginia Municipal League, told the committee.

Federal funding accounts for, on average, about 10% of local revenue, he said. Flores noted that questions about federal grant funding and workforce cuts are making it difficult for some localities as they try to pull together their budget for fiscal year 2026.

The General Assembly took steps to ensure it can enter into a special session to address any impacts due to federal cuts. Usually only the governor can call for a special session, but the body moved to circumvent the executive branch by [filing a resolution late Friday](#) that would [expand the scope of an ongoing special session that was never adjourned in 2024](#). That would allow for the General Assembly to gavel into a special session to tackle federal cuts should the need arise.

"We're going to make sure that we continue to do the work necessary to protect the commonwealth of Virginia," Speaker Don Scott, D-Portsmouth, said during a press gaggle after the House gaveled out.



As Trump cuts federal jobs, Virginia lawmakers race to respond

Emergency committee explores impact on workers, local economies, and critical state programs.

By: Charlotte Rene Woods - February 22, 2025 6:19 pm

With federal government slashing jobs and freezing billions in funding, Virginia lawmakers are scrambling to assess the impact and prepare for what's next. On Saturday morning, a bipartisan emergency committee, assembled by House Speaker Don Scott, D-Portsmouth, convened to hear from state agencies and economic experts about the looming challenges ahead.

Clark Mercer, representing the Metropolitan Washington Council of Governments, kicked off the discussion by emphasizing the scale of Virginia's federal workforce. The state is home to over 144,000 federal employees, according to a December 2024 [congressional report](#) — but factoring in commuters working in Washington, D.C. and Maryland, the number rises to over 300,000.

So far, about 295,000 federal employees nationwide have already been affected by the new presidential administration's jobs cuts, Mercer said. That includes 220,000 probationary employees and 75,000 workers who accepted buyout offers.

Probationary employees typically have less than a year on the job, but Mercer noted that the classification also applies to mid-career professionals who recently received promotions. Once promoted, employees enter a probationary period — meaning some long-time workers are also vulnerable to these cuts.

Mercer acknowledged that the ratio of newer hires versus mid-career professionals affected remains unclear. A lack of specific data on layoffs and funding reductions was a recurring concern among both presenters and lawmakers throughout the meeting.

While Northern Virginia and Hampton Roads are home to the largest concentrations of federal workers, Mercer emphasized that federal job losses will ripple across the entire state.

For those seeking unemployment benefits, Mitch Melis with the Virginia Employment Commission explained that displaced workers can receive up to \$9,800 over six months, amounting to \$378 per week while they search for new jobs.

Earlier this week, Gov. Glenn Youngkin acknowledged the impact of President Donald Trump's job cuts but defended the moves as necessary to eliminate "inefficiency and bloat" in the federal workforce. However, he also promised that Virginia is working on an aid package to assist those losing their jobs.

The [Washington Post](#) has reported that affected workers range from the Federal Aviation Administration and Federal Emergency Management Agency employees to workers like mapmakers and cancer researchers.

While Youngkin has promised an aid package for affected workers, he has yet to provide specifics. “I want to communicate it in a package,” he said. “We’ll have a good one for you.”

By Saturday, however, the state’s website included a [page with resources](#) for federal workers.

As laid-off federal employees search for new jobs, localities could see a migration of workers and their families — taking household incomes, local tax contributions and additional wage earners with them.

“The loss of one employee has a multiplier effect,” Joe Flores, fiscal policy director at the Virginia Municipal League, told lawmakers Saturday.

Local governments are already bracing for revenue losses, which could impact public school funding, police departments and infrastructure projects.

Federal dollars make up one third of Virginia’s total state budget, largely supporting Medicaid, public education, SNAP benefits, and transportation.

Additionally, local governments receive \$1.4 billion in direct federal funding, with some Southwest and Southside localities relying on federal money for 20-30% of their revenues, according to House Appropriations Committee analysts.

“There is a palpable sense of anxiety of what local impacts are,” Flores said. “We don’t know what we’re shooting at in terms of trying to set our budgets.”

Virginia’s capital city, Richmond, is already feeling the effects. Federal funding cuts hit a Youngkin-backed [lab school](#) initiative, and a Virginia Commonwealth University program designed to [place teachers](#) in hard-to-staff schools lost critical funding.

Adding to the uncertainty, last month, the U.S. Office of Management and Budget temporarily froze the distribution of federal funds, forcing states to scramble for potential budget solutions. A federal judge has since [blocked](#) the administration from enforcing the policy, but for now, the situation remains unsolved.

Meanwhile, the Trump administration has ordered federal agencies to halt funding tied to climate and energy laws passed under former President Joe Biden — a move that could put billions of dollars in legally designated funding on hold and set the stage for new legal battles.

As uncertainty looms, Virginia lawmakers are looking for ways to prepare their constituents for potential economic fallout. The emergency committee plans to hold a series of meetings across the state to hear from local officials and impacted communities.

Committee chair David Bulova, D-Fairfax, said tentative future meeting locations include Arlington, Hampton Roads, western Virginia, and a final session back in Richmond.

The committee plans to examine key economic concerns, including the rising cost of housing, the impact on transportation, and lessons learned from Virginia’s recovery after the 2008 Great Recession.

Following a few of the meetings on the horizon, Scott suspects lawmakers will reconvene to take up legislation to address issues as needed. He emphasized that Virginia lawmakers plan to “aim first and then shoot” when speaking with media Saturday evening.

“What these venture capitalists folks do sometimes they just come in and take over a company, and they fire everybody, and then they bring back people,” Scott said, noting Trump and top advisor Elon Musk’s entrepreneurial backgrounds.

“They said, oops, we need to bring back these essentials, and they try to fix it afterwards. So what we’re trying to do now is make sure that we’re doing this in smart, sober and thoughtful way.”

AGENDA ITEM #9

EXECUTIVE SESSION/ CLOSED MEETING

AGENDA ITEM#10

OTHER BUSINESS

AGENDA ITEM #11

ADJOURN