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COUNTY COUNCIL OF TALBOT COUNTY, MARYLAND

Council Meeting

December 13, 2022; 6:00 p.m.

Council Chambers, Easton, Maryland

COUNCIL MEMBERS:

Chuck F. Callahan

Pete Leshner

Keasha N. Haythe

Lynn L. Mielke

Dave Stepp

Reported by

Diane Houlihan

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<p>1 TRANSCRIPT OF PROCEEDINGS</p> <p>2</p> <p>3 MR. CALLAHAN: Okay. I want to welcome</p> <p>4 everybody. Special night tonight. We have</p> <p>5 three new, two Council ladies, we want to</p> <p>6 welcome. We want to welcome you guys. And</p> <p>7 Mr. Stepp, we want to welcome you guys and wish</p> <p>8 you well. And looking forward to working with</p> <p>9 you guys, that's for sure, and ladies.</p> <p>10 So okay. So welcome everybody. Let's go</p> <p>11 ahead. Mr. Stepp is going to say the prayer</p> <p>12 tonight, and then we're going to follow that</p> <p>13 with the Pledge of Allegiance of the Flag.</p> <p>14 (Prayer and Pledge of Allegiance.)</p> <p>15 MR. CALLAHAN: Okay. Thank you,</p> <p>16 Mr. Stepp. That was great. Appreciate it.</p> <p>17 Okay.</p> <p>18 Let's start tonight's agenda. The</p> <p>19 December 13th, is before us. Is there any</p> <p>20 additions, deletions, or corrections to the</p> <p>21 agenda?</p>	<p>1 SECRETARY: Ms. Haythe.</p> <p>2 MS. HAYTHE: Aye.</p> <p>3 MR. CALLAHAN: Okay. Next on the agenda</p> <p>4 is the minutes of November 22nd. And the</p> <p>5 Council has had that before us. Are there any</p> <p>6 additions, deletions, or corrections to the</p> <p>7 minutes, Council? Okay. Hearing none, the</p> <p>8 chair moves that the minutes be accepted as</p> <p>9 unanimous consent.</p> <p>10 And I need to back up to the agenda. I</p> <p>11 need to move the agenda with -- accept it as</p> <p>12 unanimous consent. I didn't do that, or did</p> <p>13 the vote --</p> <p>14 SECRETARY: You did when you voted to</p> <p>15 amend it. Yeah, you're good.</p> <p>16 MR. CALLAHAN: Okay. I just want to make</p> <p>17 sure of that. Okay.</p> <p>18 Next on the list is disbursements of</p> <p>19 November 29th, December 6th, and the 13th of</p> <p>20 December. Council has had a chance to review</p> <p>21 this. Are there any deletions, additions, or</p>
Page 3	Page 5
<p>1 MR. LESHHER: Mr. President, I'd like to</p> <p>2 move two additional items under county</p> <p>3 manager's report.</p> <p>4 First, a letter of support for Shore</p> <p>5 Regional Health for their Certificate of Need.</p> <p>6 And second, a mid-year COLA for county</p> <p>7 personnel.</p> <p>8 MR. CALLAHAN: Okay. Is there a motion?</p> <p>9 MR. LESHHER: So I've moved for that.</p> <p>10 MS. MIELKE: I second.</p> <p>11 MR. CALLAHAN: Okay. We got a motion and</p> <p>12 second. Madam Secretary, can you call the vote</p> <p>13 for that.</p> <p>14 SECRETARY: Mr. Callahan.</p> <p>15 MR. CALLAHAN: Aye.</p> <p>16 SECRETARY: Mr. Stepp.</p> <p>17 MR. STEPP: Aye.</p> <p>18 SECRETARY: Mr. Leshher.</p> <p>19 MR. LESHHER: Aye.</p> <p>20 SECRETARY: Ms. Mielke.</p> <p>21 MS. MIELKE: Aye.</p>	<p>1 corrections to the disbursements? Okay.</p> <p>2 Hearing none, the chair moves that the</p> <p>3 disbursements be accepted as unanimous consent.</p> <p>4 Okay. Good.</p> <p>5 The next on there is Judge Kehoe. You</p> <p>6 want to come on up. You got a presentation.</p> <p>7 How you doing, Judge?</p> <p>8 HONORABLE KEHOE: I'm doing well.</p> <p>9 MR. CALLAHAN: That's good. Good.</p> <p>10 HONORABLE KEHOE: I'm doing well. Thank</p> <p>11 you, Mr. President. And Council Members, thank</p> <p>12 you for having me.</p> <p>13 You're the legislative branch and</p> <p>14 executive branch of our government. And on</p> <p>15 behalf of the judicial branch, I congratulate</p> <p>16 you on your election victories and welcome you</p> <p>17 to the Talbot County government.</p> <p>18 And just want to say that I look forward</p> <p>19 to working with you over the next four years.</p> <p>20 A little bit about the Circuit Court.</p> <p>21 SECRETARY: Excuse me, sorry. Judge</p>

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<p>1 Kehoe, if you could sit and speak into                  2 microphone --                  3 HONORABLE KEHOE: Certainly.                  4 SECRETARY: We're not picking up sound                  5 this evening.                  6 HONORABLE KEHOE: Certainly.                  7 SECRETARY: Thank you.                  8 HONORABLE KEHOE: Council Member Mielke is                  9 somewhat familiar, having been a lawyer,                  10 somewhat familiar with what the Circuit Court                  11 does. But I like to tell people that the                  12 Circuit Court is what you think of when you                  13 think of court. And a lot goes on in the                  14 courtroom, but a lot also goes on behind the                  15 scenes.                  16 And I invite all of you, either                  17 individually or collectively, I'd be happy to                  18 meet with you to show you what we do behind the                  19 scenes to make sure that the administration of                  20 justice in this county goes as smoothly as                  21 possible.</p>	<p>1 too.                  2 HONORABLE KEHOE: Thank you.                  3 MR. CALLAHAN: That's for sure.                  4 HONORABLE KEHOE: Thank you.                  5 MS. HAYTHE: Thank you.                  6 HONORABLE KEHOE: All right.                  7 MR. CALLAHAN: Okay. Moving on, okay, now                  8 we're going to do an update. The Talbot County                  9 Department of Emergency Services, Talbot County                  10 Paramedics.                  11 Guys, come on up. How you guys doing                  12 tonight?                  13 MR. LeCATES: Good evening.                  14 MR. DYOTT: Hi.                  15 MR. LeCATES: How is everybody?                  16 MR. CALLAHAN: Good, good.                  17 MR. LeCATES: So thank you for the                  18 opportunity. So we want to come and give an                  19 update on --                  20 MR. CALLAHAN: Would you mind telling the                  21 audience who you are?</p>
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<p>1 And if you have any questions for me now,                  2 I'm happy to answer. But I welcome you and                  3 congratulate you.                  4 MS. HAYTHE: Thank you.                  5 MS. MIELKE: Thank you.                  6 MR. CALLAHAN: Thank you, Judge.                  7 Keasha.                  8 MS. HAYTHE: No questions. Thank you for                  9 coming. And I look forward to working with                  10 you.                  11 MR. CALLAHAN: Lynn.                  12 MS. MIELKE: No questions.                  13 MR. CALLAHAN: Mr. Stepp.                  14 MR. STEPP: No questions, Judge. Thank                  15 you.                  16 MR. CALLAHAN: Pete.                  17 MR. LESHER: Thank you for the invitation,                  18 and I look forward to taking you on that.                  19 HONORABLE KEHOE: Okay.                  20 MR. CALLAHAN: Thank you, Judge. And we                  21 appreciate everything you do for Talbot County,</p>	<p>1 MR. LeCATES: Sure. I'm sorry.                  2 MR. CALLAHAN: No problem.                  3 MR. LeCATES: Brian LeCates, director of                  4 Talbot County Emergency Services.                  5 MR. DYOTT: I'm Wayne Dyott, president of                  6 the Talbot Paramedic Foundation. And I have                  7 with me tonight board member and the                  8 chairperson of our AED program, Mr. Bill                  9 Wilson.                  10 MR. CALLAHAN: Bill, you want to come on                  11 up? Come on up.                  12 MR. LeCATES: And also in the audience                  13 today, we have our EMS division chief, Matt                  14 Watkins, and paramedic Rachel Cox. And you'll                  15 hear why those guys are important in just a                  16 second.                  17 So we wanted to come to you this evening                  18 to just discuss and update you guys on the AED                  19 program that we're doing.                  20 So to give you a little history, right                  21 around 2000, Talbot County government teamed up</p>

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1 with Talbot County Paramedic Foundation and  
 2 created a public access AED program.  
 3 What that does is puts defibrillators out  
 4 in the community. So anything from like YMCA,  
 5 Lowe's, bigger stores, gyms, churches, you name  
 6 it. We've got over 220 AEDs in the community  
 7 currently. And from the time of inception  
 8 through probably last year, we've had multiple  
 9 saves that are directly attributed to the  
 10 public access AED program.  
 11 Some of those were at the YMCA, Lowe's.  
 12 Those are some that come to mind. The  
 13 Tidewater Inn.  
 14 People were able -- they went into an  
 15 out-of-hospital sudden cardiac arrest, and we  
 16 were able to have an AED on site that someone  
 17 used effectively and, for lack of better words,  
 18 restarted their heart into a viable cardiac  
 19 rhythm prior to EMS getting there. So it gives  
 20 us a viable patient as an EMS provider versus  
 21 us getting there and then initiating care.

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1 Care was started from the get-go.  
 2 So it allows us to have a viable patient  
 3 and hopefully a good outcome for those folks  
 4 that are suffering from the sudden cardiac  
 5 arrest. So that's kind of the history of it.  
 6 AEDs are only good for a certain amount  
 7 of time and then they need to be replaced. So  
 8 we were notified by our manufacturer several  
 9 years ago, a couple of years ago, that they  
 10 were no longer going to be serviceable by the  
 11 manufacturer.  
 12 So we team up with the Paramedic  
 13 Foundation again and said we've got to do  
 14 something to get these -- at the time, we had  
 15 123 of that specific type AED we needed to get  
 16 out of the field because if something happened  
 17 to them, they would no longer be serviceable  
 18 and they would be, you know, trash.  
 19 So we teamed up with the Paramedic  
 20 Foundation and we created a grant process with  
 21 the generosity from the Council and Paramedic

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1 Foundation the business. So all three give a  
 2 third of the funding and they get a brand new  
 3 AED.  
 4 So that's a program that's been ongoing  
 5 and we're still working towards replacing all  
 6 of those AEDs.  
 7 In the meantime, and I don't want to steal  
 8 the thunder from Wayne because he is the  
 9 gentleman behind a lot of this, I want him to  
 10 kind of take over and talk about some of our  
 11 AEDs in parks, which is really a program that  
 12 is getting up and running right now and it's  
 13 really fantastic.  
 14 So I'll turn it over to Wayne and you  
 15 won't have to hear from me anymore.  
 16 MR. CALLAHAN: Okay.  
 17 MR. DYOTT: Thank you. The AED program,  
 18 the public access AED program that we now have  
 19 and that Brian was talking about would not even  
 20 be possible without Talbot Department of  
 21 Emergency Services maintaining and doing the

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1 training for all the people and places that we  
 2 put them in. So that's a very important part.  
 3 He was being pretty humble there.  
 4 But Department of Emergency Services, with  
 5 the help of Talbot Paramedic Foundation and  
 6 Talbot County Council, has made that program a  
 7 very large success in our community.  
 8 That public access AED program is a  
 9 nationally-recognized program. It was  
 10 recognized by the International Fire Chiefs  
 11 Association as a number one program for a small  
 12 county anywhere in the United States a few  
 13 years back.  
 14 About almost five, six months ago I guess,  
 15 we realized that there was a bigger and better  
 16 market out there for AED recognition in the  
 17 field for public access. A company named Safe  
 18 Station out of Canada manufactures a cabinet  
 19 that makes AED more reliable, more accessible,  
 20 and basically more readily available to the  
 21 public because they can recognize it in a

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1 standardized cabinet. We wanted to standardize  
 2 the way people recognized AEDs in our  
 3 community.  
 4 This cabinet is for public access outside.  
 5 That's how we're using it. And we started out  
 6 and we wanted to identify areas that we thought  
 7 would get the most bang for our buck and who  
 8 needed it the most. So we identified Talbot  
 9 County's parks and recreation areas, and that's  
 10 where we have started our program.  
 11 Our first program was at the Northeastern  
 12 Park out behind the Suburban Propane, the large  
 13 park out there. As you all know, it's very  
 14 well used, it's highly attended on the weekends  
 15 and during the weeknights. We thought we would  
 16 take that project on as the first gold standard  
 17 project for us.  
 18 Our gold standard means that our goal is  
 19 to establish a public access AED station  
 20 anywhere in one of our Talbot County public  
 21 parks within a three-minute timeline. So

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1 anywhere you are in that park, if someone has a  
 2 cardiac event, you can leave that patient's  
 3 side, walk to an AED, and get back to that  
 4 patient within three minutes. That's our gold  
 5 standard. We have met that standard at  
 6 Northeastern Park.  
 7 We just finished the same project at  
 8 Idlewild Park. We're very happy with that.  
 9 And so Idlewild Park is now covered within the  
 10 same golden standard that we have everywhere  
 11 else.  
 12 These cabinets are expensive. They're  
 13 over \$5,500 each. We placed three, seven now.  
 14 Our goal is to go to Trappe next at the Home  
 15 Run Baker Park. We've identified three sites  
 16 there. Hopefully in the next month that  
 17 project will be completed. Then we'll move on  
 18 from there.  
 19 The cost of the project is exponential.  
 20 We were lucky enough to have another foundation  
 21 join us, Team Chase Foundation out of Wye

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1 Mills, Maryland. They were doing a project  
 2 somewhat like ours, and we met and talked about  
 3 the projects that we were doing together and  
 4 decided that we would be better as a team to  
 5 challenge this big project.  
 6 So Team Chase out of Wye Mills, Team Chase  
 7 Foundation is our full partner in this, along  
 8 with Talbot County Department of Emergency  
 9 Services.  
 10 The project is quite a project to install.  
 11 They're hard to install. They have to have  
 12 electricity, they're heated, they're air  
 13 conditioned, they have power supplies, they're  
 14 lighted 24 hours a day.  
 15 They have video access. If somebody opens  
 16 the cabinet, they're videoed. So want people  
 17 in the public to know if there's any vandalism,  
 18 they'll be nicely recognized.  
 19 But Team Chase, ourselves, Talbot County  
 20 Department of Emergency Services have partnered  
 21 up to make this happen.

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1 It's a project that can't go without  
 2 contractor help. We need people that have to  
 3 help us. We can't drill the big holes that  
 4 need for the foundations and things. Easton  
 5 Utilities has helped us and the Town of Easton.  
 6 They've partnered with us and did all the  
 7 legwork for us on that part.  
 8 And there's electric company in Wye Mills,  
 9 Maryland, called Gunther's Electric that has  
 10 come on board and they do all the electrical  
 11 hookups for us for free. And they're going to  
 12 continue with us throughout this entire  
 13 project. And that is a big deal.  
 14 MR. CALLAHAN: That is.  
 15 MR. DYOTT: We can't thank Gunther's  
 16 Electric enough. That's really stepping up to  
 17 the plate. That's a big deal.  
 18 MR. CALLAHAN: Yeah.  
 19 MR. DYOTT: So that's where we are in our  
 20 program.  
 21 We have received national recognition

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1 already on this part of our program from Safe  
 2 Station in Canada. They put a nice article out  
 3 on Facebook, I don't know whether you saw it or  
 4 not, recognizing this program as one of the  
 5 lead programs in the United States.  
 6 So we're putting Talbot County on the map,  
 7 but we're also making it a very safe place for  
 8 our kids to play and our parents to watch their  
 9 kids play and grandparents. So Talbot County  
 10 is going to be one of the safest places with a  
 11 safe station in the very near future.  
 12 MR. CALLAHAN: That sounds great.  
 13 Bill, you want to say a word or two?  
 14 MR. WILSON: No. These safe stations, I  
 15 tell you for the last year and a half, two  
 16 years, since I've come to learn more about what  
 17 they are and what they're all about, they're  
 18 easily recognizable. They are very functional,  
 19 as well as being appealing, and it's really an  
 20 eye catcher. So you will definitely know, the  
 21 public will know where they are. So if they

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1 are needed, they're right there for them.  
 2 MR. CALLAHAN: That's awesome.  
 3 MR. WILSON: Very good.  
 4 MR. CALLAHAN: So just a thought. Maybe,  
 5 Brian, in months to come with this program  
 6 growing, we might want to do a short little,  
 7 because the public has access and there's going  
 8 to be a lot of people that don't know how to  
 9 use it. So we might want to think about, in  
 10 months to come, maybe bringing the actual AED  
 11 here.  
 12 MR. LeCATES: Sure.  
 13 MR. CALLAHAN: So you can show people how  
 14 to actually do it.  
 15 MR. LeCATES: Sure. We'd be happy to do  
 16 that.  
 17 MR. CALLAHAN: Something to that effect.  
 18 MR. LeCATES: We could do a quick  
 19 demonstration.  
 20 And once we grow this out, we really want  
 21 to publicize it even more.

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1 MR. CALLAHAN: Right.  
 2 MR. LeCATES: So we're right in the  
 3 infancy of it right now.  
 4 MR. CALLAHAN: Right.  
 5 MR. LeCATES: And we want to maybe make  
 6 some maps that show where all the AEDs are in  
 7 the county.  
 8 MR. CALLAHAN: Right.  
 9 MR. LeCATES: Things of that nature and  
 10 really get the word out through social media  
 11 and through venues like this.  
 12 MR. CALLAHAN: That would be great.  
 13 MR. LeCATES: So we'd be happy to.  
 14 MR. CALLAHAN: That would be great.  
 15 Ms. Haythe, you got anything to say?  
 16 MS. HAYTHE: No. I just think it's great.  
 17 I saw the pictures and the locations where  
 18 they're in the various parks in Talbot County.  
 19 So thank you for doing that and all that  
 20 you do to make Talbot County safe. Thank you.  
 21 MR. CALLAHAN: Ms. Mielke.

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1 MS. MIELKE: Thank you.  
 2 MR. CALLAHAN: Mr. Stepp.  
 3 MR. STEPP: No. Brian, thanks to you and  
 4 your entire team. I've been out to Idlewild  
 5 and North Park and seen them. I mean  
 6 absolutely wonderful.  
 7 Thank you for the legacy training you did  
 8 years ago on the AEDs when you did the first  
 9 aid training, stop the bleed cert. I mean all  
 10 the above that you're here for our county. So  
 11 thank you very much for that.  
 12 MR. LeCATES: Thank you.  
 13 MR. CALLAHAN: Mr. Leshner.  
 14 MR. LESHNER: Well, I heard two good  
 15 stories from this tonight. One is the lives  
 16 saved and that will continue to be saved  
 17 because of the availability of this equipment  
 18 in places where people gather.  
 19 But also, all the partnerships that you've  
 20 put together to bring the cost of this down and  
 21 the funding that you're bringing to the table,

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1 that's really significant and that takes a lot  
 2 of effort.  
 3 So thank you for all your efforts to make  
 4 this come about.  
 5 MR. LeCATES: Well, thank you.  
 6 And I can't sing the praises of Talbot  
 7 County Paramedic Foundation enough. Not  
 8 only -- this is one small project that  
 9 they're -- well, it's not a small project.  
 10 This is one project they're doing.  
 11 But they have funded heart monitors for us  
 12 in the past, they've funded, 100 percent funded  
 13 our ultrasound project. And that was \$9,000  
 14 per ambulance that they raised money and  
 15 donated to us to be able to have cutting edge  
 16 technology.  
 17 So the Paramedic Foundation is where the  
 18 real praise is deserved. So thank you.  
 19 MR. STEPP: Thank you.  
 20 MR. CALLAHAN: Well, we really thank you  
 21 guys for everything you do.

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1 And you guys that are back here, thanks  
 2 for coming tonight. We really appreciate it.  
 3 You guys mean a lot to us and a lot to the  
 4 community because, I tell you, you're a phone  
 5 call away and you're right there. So I'm proud  
 6 to be a part of it.  
 7 Mr. Stamp, want to say something? That  
 8 was your field at one time.  
 9 MR. STAMP: We are very fortunate in  
 10 Talbot County to have an amazing emergency  
 11 services system. Certainly the respect and  
 12 dedication of Mr. Dyott, who leads the  
 13 Paramedic Foundation.  
 14 I'm honored to be on the Paramedic  
 15 Foundation, and I think we're all doing the  
 16 right thing for our community. And it's a good  
 17 place to live. So thank you.  
 18 MR. CALLAHAN: And I'll leave this one  
 19 thing to kind of embarrass him a little bit.  
 20 So congratulations on being the most beautiful  
 21 person in Maryland.

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1 MR. DYOTT: Well, thank you very much.  
 2 Thank you very much.  
 3 MR. LeCATES: And I would be remiss  
 4 without saying, Rachel, if you want to stand  
 5 up.  
 6 So Rachel is one of our paramedics. She's  
 7 riding the paramedic unit on routine shift.  
 8 But on her off shift, she's 100 percent doing  
 9 the AEDs, CPR program.  
 10 MR. CALLAHAN: Great.  
 11 MR. LeCATES: And doing a lot of good work  
 12 in there. So that's why she's here with us  
 13 tonight. I want to make sure that she is  
 14 recognized for that.  
 15 And then obviously Matt Watkins, our EMS  
 16 chief that you'll see more of in the upcoming  
 17 months I'm sure.  
 18 MR. CALLAHAN: Okay. That's great. Well,  
 19 we really appreciate everything you guys do.  
 20 That's for sure.  
 21 MR. DYOTT: Thank you for having us.

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1 MR. LeCATES: Thank you.  
 2 MR. WILSON: Thank you very much.  
 3 MR. STAMP: Good job.  
 4 MR. CALLAHAN: Let's go ahead with the  
 5 next thing on the agenda. Mr. Stamp, you want  
 6 to take over for a few minutes.  
 7 MR. STAMP: Yeah. That would be good.  
 8 MR. CALLAHAN: Okay.  
 9 MR. STAMP: First item that we have under  
 10 the county manager's report is for board and  
 11 committee appointments. That would be the  
 12 annual assignment of the liaison roles for the  
 13 County Council.  
 14 So I will read off the boards.  
 15 MR. CALLAHAN: Would you mind explaining  
 16 to the public that each member up here takes  
 17 care of some boards here. That would be great.  
 18 MR. STAMP: Exactly. So there are 23 I  
 19 believe, 23 boards that the County Council  
 20 provides liaison to that board on a regular  
 21 basis. And then periodically those roles

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1 change.

2 So the first order of business in the new

3 Council is to decide which boards that they

4 would like to be the liaison to. You have had

5 the opportunity to look at this, and I'm going

6 to go through these in its entirety and then

7 ask for Council support for a motion and vote

8 to assign the liaisons.

9 MR. CALLAHAN: Thank you.

10 MR. STAMP: So the first is the Airport

11 Board. The Airport Board we recommended be

12 represented by Chuck Callahan.

13 The next is the Board of Education

14 liaison. We're recommending Chuck Callahan.

15 The Commission on Aging, recommending Lynn

16 Mielke.

17 Economic Development Commission. We are

18 recommending Chuck Callahan.

19 Emergency Services Advisory Board,

20 recommending Dave Stepp.

21 Golf Board, recommending Lynn Mielke.

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1 Library Board, recommending Pete Leshner.

2 Local Emergency Planning Commission.

3 We're recommending Dave Stepp.

4 The Maryland Association of Counties would

5 be Keasha Haythe and Lynn Mielke.

6 Midshore Regional Council, two members

7 would be Chuck Callahan and Lynn Mielke.

8 Neighborhood Service Center would be --

9 the Neighborhood Service Center Board of

10 Directors would be Keasha Haythe.

11 Parks and Recreation Advisory Board would

12 be Dave Stepp.

13 Public Works Advisory Board would be Pete

14 Leshner.

15 Social Services Board of Directors would

16 be Pete Leshner.

17 Talbot Arts Council would be Pete Leshner.

18 Talbot County Chamber of Commerce

19 Government and Regulatory Meeting would be

20 Keasha Haythe.

21 Talbot Family Network Board of Directors

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1 would be Chuck Callahan.

2 The Tourism Board would be Keasha Haythe.

3 Upper Shore Aging, Incorporated Board of

4 Directors would be Pete Leshner.

5 And the Weed Control Committee would be

6 Dave Stepp.

7 These are the recommended liaisons to

8 those boards. If the Council would care to

9 take action to approve.

10 MR. LESHER: I'll move for the

11 appointments as presented by the county

12 manager.

13 MS. HAYTHE: I second.

14 MR. CALLAHAN: Okay. We got a motion and

15 second. Madam Secretary, could you call the

16 vote.

17 SECRETARY: Yes. Mr. Callahan.

18 MR. CALLAHAN: Aye.

19 SECRETARY: Mr. Stepp.

20 MR. STEPP: Aye.

21 SECRETARY: Mr. Leshner.

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1 MR. LESHER: Aye.

2 SECRETARY: Ms. Mielke.

3 MS. MIELKE: Aye.

4 SECRETARY: Ms. Haythe.

5 MS. HAYTHE: Aye.

6 MR. STAMP: Very good.

7 So I would ask Ray Clarke come forward,

8 your county engineer.

9 The first item that Ray is going to

10 present to you, a request from the Department

11 of Public Works to purchase septic tank

12 effluent pump, STEP, system for the region two

13 St. Michael's wastewater system and E/One

14 grinder pumps for the region one, Unionville,

15 Tunis Mills, Copperville, wastewater system.

16 As you read in your agenda packet, the

17 Department of Public Works is requesting

18 Council approval to purchase eight replacement

19 E/One grinder pumps from Freemire & Associates

20 in the sum of \$25,639.20.

21 The cost will be charged to the



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1 Unionville, Tunis Mills, Copperville operating  
 2 budget.  
 3 Also requesting the purchase of ten Orenco  
 4 STEP units in the sum of \$68,679.44. The cost  
 5 will be charged to the St. Michael's asset  
 6 budget.  
 7 Ray is here to provide further details and  
 8 answer any questions you might have.  
 9 MR. CLARKE: Again, Council, for the STEP  
 10 systems, these are actually septic tank  
 11 effluent pump systems. So these are actually  
 12 new systems that we'll be purchasing. And  
 13 ultimately, these go in, into a house that's  
 14 going to be built or let's say a septic system  
 15 that's going to be replaced.  
 16 What we'll be doing is we'll be working  
 17 with the Finance Office as well on this.  
 18 As a property owner is coming in to be  
 19 connected to sewer, they'll have to buy that  
 20 STEP unit from the county. So we will be  
 21 reimbursed. So we are working with the Finance

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1 Office on creating an inventory and also a  
 2 reimbursement program for that. So we'll be  
 3 working with them to kind of get an accounting  
 4 of what our inventory is let's say at the end  
 5 of the fiscal year. So that's something we'll  
 6 be working with them on.  
 7 Again, buying ten. We're eligible for a  
 8 discount. So we get about a \$644 per system  
 9 discount. So that's, for ten, that's about  
 10 \$6,000 in a discount by buying ten at a time.  
 11 So any questions on the STEPs?  
 12 MR. LESHAR: So Mr. Clarke, I presume that  
 13 you'll go through these first ten, you'll then  
 14 get the reimbursement from those property  
 15 owners, and then you'll be able to get a  
 16 similar discount in the future buying the next  
 17 group of these?  
 18 MR. CLARKE: Yes. And so the Council is  
 19 aware, we are looking at -- we do have new  
 20 houses being built in Bellevue. I think  
 21 there's 14 new houses that are being planned.

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1 We also have at this point in time we're  
 2 trying to get sewer down Ferry Bridge Road,  
 3 which we have three houses going down Ferry  
 4 Bridge Road. So these would actually be used  
 5 for those houses at this point in time.  
 6 And just for your also information, as a  
 7 house is being upgraded with the STEP unit, if  
 8 it's an existing house, they would be eligible  
 9 through the Bay Restoration Fund for  
 10 assistance. If they make less than \$300,000,  
 11 they get \$25,000. If they make more than  
 12 \$300,000, they get \$12,500. So that would be  
 13 part of the program as well.  
 14 MR. LESHAR: And that funding would pay  
 15 for more than just this pump, it's for the  
 16 whole upgrade to the connection fees?  
 17 MR. CLARKE: -- cap (inaudible), yes, sir.  
 18 MR. CALLAHAN: Okay.  
 19 MR. CLARKE: And then the other one I  
 20 guess is the grinder pumps. Again, we're  
 21 looking at buying eight because we would

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1 receive a ten percent discount on those.  
 2 This is actually to replace or provide us  
 3 an inventory for replacement pumps.  
 4 Unfortunately, E/One, they no longer  
 5 support their 200 or 2000 series grinder pumps.  
 6 So we're in a position we're trying to pull  
 7 what we can as far as spare parts out of some  
 8 of the pumps that we have and utilize those,  
 9 but we need to have some replacement pumps.  
 10 This will actually probably won't be a  
 11 reimbursable unless we utilize it from a  
 12 different sanitary district. So like in the  
 13 case, The Preserve at Wye Mills, they do have  
 14 grinder pumps. If we had to put one out there,  
 15 we would have to charge The Preserve at Wye  
 16 Mills for that pump. And at the same time, if  
 17 it was taken out of let's say Tilghman Island,  
 18 region five, we would have to charge region  
 19 five for that pump.  
 20 MR. CALLAHAN: Okay. Any other Council  
 21 members?

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1 MS. HAYTHE: No questions.  
 2 MR. LESHER: I'll move approval as  
 3 requested.  
 4 MS. MIELKE: Second.  
 5 MR. CALLAHAN: Okay. We got a motion and  
 6 second to move forward with Mr. Clarke's  
 7 recommendations.  
 8 SECRETARY: Mr. Callahan.  
 9 MR. CALLAHAN: Aye.  
 10 SECRETARY: Mr. Stepp.  
 11 MR. STEPP: Aye.  
 12 SECRETARY: Mr. Leshner.  
 13 MR. LESHER: Aye.  
 14 SECRETARY: Ms. Mielke.  
 15 MS. MIELKE: Aye.  
 16 SECRETARY: Ms. Haythe.  
 17 MS. HAYTHE: Aye.  
 18 MR. STAMP: The next item Ray is going to  
 19 speak to you about, he's requesting the award  
 20 of a contract for expansion of spray irrigation  
 21 field for The Preserve at Wye Mills wastewater

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1 treatment plant.  
 2 As you read in your agenda packet, the  
 3 Department of Public Works is requesting  
 4 Council approval to award spray irrigation work  
 5 to Sussex Irrigation in the sum of \$27,762.68.  
 6 The cost would be charged to The Preserve  
 7 at Wye Mills' contractual services line item.  
 8 And Ray will give you further detail on  
 9 it.  
 10 MR. CLARKE: Again, for the general public  
 11 as well, right now we currently are spray  
 12 irrigating on about two acres. This would  
 13 expand it to 12 acres.  
 14 We are limited to about two inches per  
 15 acre per week to spray irrigate on. So this  
 16 would actually allow us to rotate through the  
 17 fields potentially two acres here, two acres  
 18 there on a weekly basis.  
 19 At the same time, we are working to  
 20 transfer the wastewater treatment plant from  
 21 The Preserve at Wye Mills Property Owners

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1 Association to Talbot County. As part of that,  
 2 we will be, as part of that transfer agreement,  
 3 the property owners will have to pay \$1,200.  
 4 In addition to the \$1,200, they will also be  
 5 paying \$150 per month for the operation and  
 6 maintenance services that will be provided.  
 7 So again, once I guess the transfer  
 8 agreement has been set, then we will then  
 9 charge each property owner \$1,200. They pay I  
 10 think the first 600 within 90 days and then in  
 11 180 days will pay the remaining \$600 for \$1,200  
 12 that would generate about \$80,400 out of the 67  
 13 lots.  
 14 So that's where this expenditure would  
 15 come from.  
 16 MR. CALLAHAN: That's great. Council.  
 17 MS. HAYTHE: No questions.  
 18 MR. LESHER: I'll move to approve.  
 19 MR. CALLAHAN: Okay.  
 20 MS. HAYTHE: Second.  
 21 MR. CALLAHAN: Got a motion and second to

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1 take the recommendation for The Preserves.  
 2 SECRETARY: Mr. Callahan.  
 3 MR. CALLAHAN: Aye.  
 4 SECRETARY: Mr. Stepp.  
 5 MR. STEPP: Aye.  
 6 SECRETARY: Mr. Leshner.  
 7 MR. LESHER: Aye.  
 8 SECRETARY: Ms. Mielke.  
 9 MS. MIELKE: Aye.  
 10 SECRETARY: Ms. Haythe.  
 11 MS. HAYTHE: Aye.  
 12 MR. STAMP: Thank you, Ray.  
 13 MR. CLARKE: Thank you. Merry Christmas.  
 14 MR. CALLAHAN: Appreciate it. Good job.  
 15 MR. STAMP: Council, we have a request for  
 16 a letter of support for the University of  
 17 Maryland Shore Regional Health Certificate of  
 18 Need application to the Maryland Health Care  
 19 Commission for the regional medical center  
 20 project. Requesting Council approval to draft  
 21 a letter to send a letter in support of that.

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1 MR. CALLAHAN: Okay.

2 MR. LESHER: I'll move to authorize the

3 letter of support.

4 MS. MIELKE: I'll second.

5 MR. CALLAHAN: Okay. We got a motion and

6 second to send a letter of recommendation.

7 Madam Secretary, could you call the vote.

8 SECRETARY: Mr. Callahan.

9 MR. CALLAHAN: Aye.

10 SECRETARY: Mr. Stepp.

11 MR. STEPP: Aye.

12 SECRETARY: Mr. Leshner.

13 MR. LESHNER: Aye.

14 SECRETARY: Ms. Mielke.

15 MS. MIELKE: Aye.

16 SECRETARY: Ms. Haythe.

17 MS. HAYTHE: Aye.

18 MR. STAMP: And finally, Council, as you

19 all know, across the country we're seeing

20 inflationary pressures affect many people.

21 They are also affecting our employees.

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1 Over the past year, we've lost 16

2 employees, which is a significant number, to

3 other jurisdictions. So in addition to the

4 inflationary pressures, there is a highly

5 competitive environment that we're faced when

6 it comes to especially our paramedics and

7 police officers and correctional officers and

8 some of our other key positions.

9 I'm asking Council's consideration to

10 approve a two percent midyear COLA in the

11 amount of \$264,545, which those funds are in

12 the FY23 budget and available for use for this

13 purpose.

14 I will mention in requesting this that two

15 of our neighbors, Queen Anne's County has

16 approved a two percent midyear COLA and

17 Caroline a three percent midyear COLA.

18 I will also make note that the State of

19 Maryland, the governor has approved a

20 4.5 percent cost of living midyear COLA for

21 State employees.

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1 And so this would be in line with just

2 trying to stay competitive for the important

3 positions that we have.

4 And so I would ask Council's consideration

5 for this request.

6 MR. CALLAHAN: Thank you, Mr. Stamp.

7 Council.

8 MR. LESHNER: Mr. Stamp, could you quantify

9 for us what's at risk, what we're losing

10 because of price competition for county

11 employees to other jurisdictions or private

12 industry?

13 MR. STAMP: Yeah. It's not -- so I

14 mentioned that we've lost 16 this past year.

15 And those include dispatchers, deputies,

16 correctional officers. So you have the cost of

17 the employee, but then you have the cost

18 associated with training new employees.

19 So it's not just the salary cost that you

20 lose. It's the cost that you have to train up

21 individuals, which is not an insignificant

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1 amount of money.

2 And you know, the bottom line is that

3 we're in a highly competitive market right now

4 for talent, and I don't mean to be so basic.

5 But you know, you get what you pay for. And so

6 this is where we find ourselves right now.

7 MR. CALLAHAN: Okay. Any other questions?

8 MS. HAYTHE: No, not at this time.

9 MR. CALLAHAN: Okay.

10 MR. LESHNER: I see plenty of evidence of

11 people moving because of these salary

12 opportunities, and not just from county

13 government. I mean this is a wider phenomenon

14 that we're simply one small part of.

15 And we know how important it is to provide

16 continuity of service of the services that

17 these employees provide to our public and to

18 the safety of our citizens, whether through

19 correctional officers or emergency workers. We

20 can't afford to have too many vacancies in

21 these departments.

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1 And so I think it's important that we move  
 2 forward with the midyear COLA, knowing that  
 3 this is an extraordinary move. This is not a  
 4 normal thing to do a midyear cost of living  
 5 adjustment. But we're in extraordinary times.  
 6 We have to hope that the Federal Reserve  
 7 gets inflation under control and we don't have  
 8 to do this again, that we can just do this  
 9 through part of the normal budget process and  
 10 not have to worry about trying to take  
 11 extraordinary measures to retain our employees  
 12 at a midyear point.  
 13 One final question, Mr. Stamp. This would  
 14 be covered through the contingency?  
 15 MR. STAMP: Yeah. So we do have -- the  
 16 previous Council did approve funds to address  
 17 salary issues. So we do have money in the  
 18 budget to cover this.  
 19 MR. LESHER: Well, with that, I will move  
 20 the approval of the two percent midyear COLA as  
 21 requested by staff.

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1 MR. CALLAHAN: Okay. Do I have a second?  
 2 MS. HAYTHE: Second.  
 3 MR. CALLAHAN: Okay. I got a motion and  
 4 second to put in effect a two percent COLA.  
 5 Madam Secretary, could you call the vote.  
 6 SECRETARY: Mr. Callahan.  
 7 MR. CALLAHAN: Aye.  
 8 SECRETARY: Mr. Stepp.  
 9 MR. STEPP: I am in support of the motion  
 10 but will abstain on this vote as it directly  
 11 affects my family.  
 12 SECRETARY: Mr. Leshner.  
 13 MR. LESHER: Aye.  
 14 SECRETARY: Ms. Mielke.  
 15 MS. MIELKE: Aye.  
 16 SECRETARY: Ms. Haythe.  
 17 MS. HAYTHE: Aye.  
 18 MR. CALLAHAN: Okay.  
 19 MR. STAMP: Council, thank you. And on  
 20 behalf of our employees, we have incredibly  
 21 dedicated employees that work for Talbot

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1 County, not just dedicated, but amazingly good  
 2 at the job they do. So this sends a signal to  
 3 them for your confidence in their work. So  
 4 thank you on behalf of them.  
 5 And that concludes the county manager  
 6 report for this evening. Thank you.  
 7 MR. CALLAHAN: Okay. Madam Secretary,  
 8 could you check to see if, public comment, if  
 9 anybody...  
 10 SECRETARY: Nobody has signed up.  
 11 MR. CALLAHAN: Nobody. Okay.  
 12 Anybody out here would like to come up?  
 13 Come on up here. It's public comment. It's  
 14 public comment. Come on up here.  
 15 MR. CALDWELL: Yeah.  
 16 MR. CALLAHAN: Yeah.  
 17 MR. CALDWELL: Hello, Council. My name is  
 18 Daryl Caldwell. I'm a lieutenant with the  
 19 Easton Volunteer Fire Department.  
 20 I'm familiar with Mr. Leshner,  
 21 Mr. Callahan, Mr. Stamp.

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1 I'd like to congratulate the ones who won  
 2 on the new Council. I want to welcome you. I  
 3 also want to -- you'll see my face again  
 4 because our fire department is doing -- trying  
 5 to build a training center and a regional  
 6 training center. We've reached out to our  
 7 partners in law enforcement and EMS. And other  
 8 than your emotional support, you never know. I  
 9 might ask for financial support.  
 10 But I want you to know that we're right  
 11 here, we welcome you. Easton Volunteer Fire  
 12 Department (inaudible) also welcome you. And  
 13 anything we can do, come around the firehouse,  
 14 have a cup of coffee, have a soda. And  
 15 Mr. Callahan, Mr. Stamp can tell you. You come  
 16 to a firehouse, we'll solve all the problems of  
 17 the world. You'll get all kinds of  
 18 information.  
 19 So congratulations again. And if anything  
 20 we can do to help, let us know. Thank you.  
 21 MS. HAYTHE: Thank you.

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1 MR. CALLAHAN: Thank you, Daryl.  
 2 Appreciate it. Appreciate all you do, too.  
 3 MR. CALDWELL: Thank you.  
 4 MR. CALLAHAN: Okay. Anybody else? You  
 5 don't want to come up, Martha? Come up now.  
 6 MS. SPARKS: I'm good. I'll have my time.  
 7 MR. CALLAHAN: Okay. Okay. I guess we'll  
 8 go ahead and wrap it up with Council comments.  
 9 So who wants to be first?  
 10 MR. STEPP: (Inaudible) Chuck, lead us  
 11 off.  
 12 MR. CALLAHAN: I go last. Sorry.  
 13 MR. STEPP: I'll go ahead and go.  
 14 MR. CALLAHAN: Yeah. Go ahead, go ahead.  
 15 MR. STEPP: I just wanted to thank the  
 16 county for putting faith in myself and the rest  
 17 of the Council here. We hope to make you  
 18 proud.  
 19 But also wish everyone a Merry Christmas,  
 20 Happy Holidays, Happy New Year, and looking  
 21 forward to serving you. Thank you.

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1 MR. CALLAHAN: Mr. Leshner.  
 2 MR. LESHER: I'll likewise welcome my  
 3 colleagues on this Council again and look  
 4 forward to a productive four years with you.  
 5 And on another note, I've been approached  
 6 by constituents to introduce a resolution to  
 7 recognize the Planning Commission's decision  
 8 last year on the consistency of legislation  
 9 awarding sewer connection eligibility for the  
 10 Lakeside development in Trappe.  
 11 I'm working on specific language for that  
 12 resolution. And when completed, will release  
 13 it to allow for transparency and public  
 14 feedback. And I look forward to introducing  
 15 that I hope at our next Council meeting on  
 16 January 10th.  
 17 MR. CALLAHAN: Okay. Ms. Mielke.  
 18 MS. MIELKE: Thank you. I wanted to  
 19 express my gratitude to the citizens who  
 20 elected me to this historic Council, which I'm  
 21 so grateful to be serving on, and to all the

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1 employees of the county.  
 2 I've known some over the years and I've  
 3 been meeting them in our orientation session.  
 4 And we have the best employees I think I've  
 5 encountered. We're so blessed to have them in  
 6 Talbot County, and I want to thank them. And  
 7 the vote for the COLA is really well deserved  
 8 to all of them and wish everybody a happy  
 9 holiday. Thank you.  
 10 MR. CALLAHAN: Ms. Haythe.  
 11 MS. HAYTHE: Well, I sit here with  
 12 excitement and look forward to serving the  
 13 people of Talbot County and working with each  
 14 and every Council member seated here this  
 15 evening.  
 16 I echo what Lynn said. A special thank  
 17 you to the county employees. A two percent is  
 18 a well-deserved COLA. Being a county employee  
 19 myself, I know how the work is hard and, you  
 20 know, you really need to be valued and  
 21 appreciated. So we really do value the county

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1 employees. You do an awesome job at keeping  
 2 the county running smoothly.  
 3 And I just want to wish everyone a Merry  
 4 Christmas and say God bless you to all of you  
 5 and your families during this season.  
 6 MR. CALLAHAN: That's great.  
 7 And I'll wrap it by saying the same thing.  
 8 It's a pleasure. Congratulations being here.  
 9 Looking forward to you guys. Like you say, it  
 10 is historic here.  
 11 And we really appreciate you guys,  
 12 appreciate the public. And I know we were  
 13 really looking forward to tonight. You guys  
 14 done a phenomenal job. That's for sure.  
 15 So other than that, I want everybody to  
 16 have a great holiday.  
 17 And you know, like everybody said, that we  
 18 really value these employees. Okay. There's,  
 19 Mr. Stamp, there's what, 370 some?  
 20 MR. STAMP: There's 305 full-time  
 21 employees, and 107 part time.

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1 MR. CALLAHAN: Okay. So that is what,  
 2 four.  
 3 MR. STAMP: 400.  
 4 MR. CALLAHAN: 400. So we value that a  
 5 lot.  
 6 And I will echo that, you know, we deal  
 7 with the fire departments and EMS and  
 8 recruitment and retention. So we have to look  
 9 at it the same way with our employees. We have  
 10 to take care of them. So it's vital we do  
 11 that.  
 12 You know, sometimes we have to sort of  
 13 keep up with the surrounding counties and  
 14 stuff. Just can't afford to lose some of these  
 15 people that we really count on.  
 16 So other than that, Mr. Leshner, you want  
 17 to go ahead and say the last words here.  
 18 MR. LESHNER: The County Council's next  
 19 meeting will be on Tuesday, January 10th,  
 20 beginning at six o'clock p.m. The Council will  
 21 be convening in open session at 4:30 p.m. and

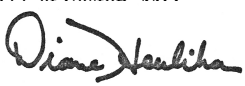
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1 then adjourning into closed session to discuss  
 2 real estate, legal, and personnel matters, as  
 3 listed on the statement for closing that  
 4 meeting.  
 5 The County Council will be meeting on  
 6 Tuesday, December 20th, at three o'clock p.m.  
 7 with the local delegation to discuss the  
 8 upcoming legislative session and at  
 9 four o'clock p.m. with Dr. Clifford  
 10 Coppersmith, president of Chesapeake College,  
 11 for an orientation. Both meetings will be held  
 12 in the Bradley Meeting Room here and are open  
 13 to the public.  
 14 Therefore, is there a motion to adjourn  
 15 this meeting and reconvene as noted?  
 16 MS. HAYTHE: So moved.  
 17 MR. CALLAHAN: Okay. We got a second, a  
 18 motion and a second (inaudible).  
 19 SECRETARY: Do we have a second?  
 20 MR. CALLAHAN: Yup, yup.  
 21 SECRETARY: Sorry. Okay. Thank you.

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1 Mr. Callahan.  
 2 MR. CALLAHAN: Aye.  
 3 SECRETARY: Mr. Stepp.  
 4 MR. STEPP: Aye.  
 5 SECRETARY: Mr. Leshner.  
 6 MR. LESHNER: Aye.  
 7 SECRETARY: Ms. Mielke.  
 8 MS. MIELKE: Aye.  
 9 SECRETARY: Ms. Haythe.  
 10 MS. HAYTHE: Aye.  
 11 MR. CALLAHAN: Thank you. Appreciate it.  
 12 (Meeting concluded at: 6:43 p.m.)  
 13  
 14  
 15  
 16  
 17  
 18  
 19  
 20  
 21

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1 STATE OF MARYLAND  
 2 I, Diane Houlihan, a Notary Public in and  
 3 for the State of Maryland, County of Baltimore City,  
 4 do hereby certify that the within named, Talbot  
 5 County Council Audio, personally appeared before me  
 6 at the time and place herein set according to law,  
 7 was interrogated by counsel.  
 8  
 9 I further certify that the examination was  
 10 recorded stenographically by me and then transcribed  
 11 from my stenographic notes to the within printed  
 12 matter by means of computer-assisted transcription  
 13 in a true and accurate manner.  
 14  
 15 I further certify that the stipulations  
 16 contained herein were entered into by counsel in my  
 17 presence.  
 18  
 19 I further certify that I am not of counsel  
 20 to any of the parties, not an employee of counsel,  
 21 nor related to any of the parties, nor in any way  
 interested in the outcome of this action.  
 AS WITNESS my hand Notarial Seal this 19th  
 day of December, 2022 at Eastern MD.  
  
 Diane Houlihan  
 Notary Public  
 My commission expires September 16, 2025

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