

COUNTY COUNCIL OF TALBOT COUNTY, MARYLAND

Council Meeting

March 11, 2025; 5:00 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

TRANSCRIPT OF PROCEEDINGS

MR. CALLAHAN: Okay. I want to welcome everybody. We'll go ahead and get started with the agenda and the meeting tonight.

If everybody could stand, and I'll do the prayer, then the Pledge of Allegiance of the Flag.

(Prayer and Pledge of Allegiance.)

MR. CALLAHAN: Okay. We'll go ahead and get started on the agenda. We've had the agenda before us. Is there any additions, deletions, or corrections to the agenda, Council?

MR. STEPP: Mr. Council President, I'd like to make a motion to move public comments for anyone here to speak on behalf of the DEI resolution repeal. I'd like to make a motion that anyone who would like to speak on that be able to do so before our vote tonight.

MR. CALLAHAN: Okay.

1 MR. STEPP: There's a lot of folks who
2 obviously I know are here who would like to
3 speak on that behalf. And I'd like to make
4 sure that everybody gets the opportunity to
5 speak their voice beforehand.

6 MR. CALLAHAN: All right. So I got a
7 motion on the floor. Is there a second?

8 SPEAKER: Point of order.

9 MR. CALLAHAN: All right. I'll second it.
10 All right. Madam Secretary, we got a
11 motion and second. Can you call the vote.

12 SECRETARY: Mr. Callahan.

13 MR. CALLAHAN: Aye.

14 SECRETARY: Mr. Stepp.

15 MR. STEPP: Aye.

16 SECRETARY: Mr. Leshner.

17 MR. LESHNER: Nay.

18 SECRETARY: Mr. Mielke.

19 MS. MIELKE: Nay.

20 SECRETARY: Ms. Haythe.

21 MS. HAYTHE: Nay.

1 MR. CALLAHAN: Okay.

2 SPEAKER: You don't want to hear us talk.

3 MR. CALLAHAN: Okay. Let's move on. So
4 let's do the disbursements from March 4th to
5 March 11th. Council has had a chance to take a
6 look at it. Is there any additions, deletions,
7 or corrections to that?

8 MS. HAYTHE: No.

9 MR. CALLAHAN: Okay. Is there a motion?

10 MS. HAYTHE: Motion to approve.

11 MR. CALLAHAN: Okay. Got a second?

12 MR. LESHER: Second.

13 MR. CALLAHAN: Okay. We got a motion and
14 second. Madam Secretary, could you call the
15 vote.

16 SECRETARY: Mr. Callahan.

17 MR. CALLAHAN: Aye.

18 SECRETARY: Mr. Stepp.

19 MR. STEPP: Aye.

20 SECRETARY: Mr. Leshner.

21 MR. LESHER: Aye.

1 SECRETARY: Mr. Mielke.

2 MS. MIELKE: Excuse me. Aye.

3 SECRETARY: Ms. Haythe.

4 MS. HAYTHE: Aye.

5 MR. CALLAHAN: Okay. Okay. Next on the
6 agenda, Madam Secretary, could you go ahead and
7 read the presentation, proclamation.

8 SECRETARY: Proclamation, Endometriosis
9 Awareness Month, March 2025.

10 Whereas, endometriosis is a disease
11 affecting at least one in ten women of
12 reproductive age, whereby the endometrium, a
13 type of tissue that normally grows in the
14 uterus, also grows outside the uterus.

15 And whereas, many of the estimated
16 200 million women worldwide who have
17 endometriosis live with debilitating chronic
18 pain and fatigue, on average experiencing a
19 delay of up to ten years between the first
20 symptoms and diagnosis, with between 30 to 50
21 percent experiencing infertility.

1 And whereas, although endometriosis can
2 affect every organ of the body, even the eyes
3 and brain, at the present time the disease can
4 only be definitively diagnosed via a
5 laparoscopic surgical procedure. And health
6 care providers must focus on managing the
7 symptoms of the disease with various
8 treatments.

9 And whereas, the first worldwide
10 endometriosis march took place in 2014, with
11 events held in more than 40 countries. And by
12 2018, 63 countries around the world were
13 participating in the annual event, which has
14 been sponsored by the American Medical
15 Association, the American College of
16 Obstetricians and Gynecologists, the American
17 Society for Reproductive Medicine, the Society
18 of Laparoendoscopic Surgeons, the International
19 Federation of Gynecology and Obstetrics, and
20 the European Society of Human Reproductive and
21 Embryology.

1 And whereas, there is a need for further
2 research and increased funding for research of
3 endometriosis, which would hopefully lead to
4 earlier detection, discovery of the cause of
5 the disease, and reliable, less invasive, and
6 less costly way to diagnose the disease, more
7 effective ways to manage symptoms, and a cure.

8 Now, therefore, we, the County Council of
9 Talbot County, do hereby proclaim March 2025 as
10 Endometriosis Awareness Month in Talbot County
11 and urge all citizens to help increase
12 awareness of endometriosis and the importance
13 of diagnosing this disease, which to date has
14 no known cure.

15 Given under our hands and the great seal
16 of Talbot County this 11th day of March in the
17 year of our Lord, 2025.

18 MR. CALLAHAN: Okay. Welcome.

19 MS. HANNAWALD: Welcome. Thank you for
20 having me back.

21 MR. CALLAHAN: Thank you for coming.

1 MS. HANNAWALD: So first I just want to
2 say thank you. For the past five years, you,
3 the county, has supported Endo Warriors of the
4 Eastern Shore and Endometriosis Awareness. And
5 I am very grateful for that and so are all of
6 the women and their families in this county.

7 My name is Shannon Hannawald. I am an
8 ambassador for the Endometriosis Association
9 and I am also the founder of Endo Warriors of
10 the Eastern Shore.

11 I got this disease when I was 15. It
12 started with horrible menstrual cramps. The
13 first five years, the doctors told my parents
14 that I was lying because I wanted to get out of
15 school.

16 There's no way to diagnose endometriosis
17 except for by laparoscopic surgery.

18 So when I was 17, I attempted to take my
19 own life because I was at the point where I
20 felt like I had no other choice. There were no
21 other options, nobody was listening to me, and

1 that was where I was stuck at.

2 After that, I finally found a doctor who
3 did the surgery and diagnosed me with stage
4 four endometriosis.

5 I miraculously had my first son. Then
6 I've had 19 surgeries since then. We had to go
7 through IVF, and we lost a baby before we had
8 my son, who is now seven years old.

9 I am extremely grateful that I am able to
10 have them. But because endometriosis takes on
11 average ten years to receive a diagnosis, there
12 are many women that are not able to have
13 children because by the time they are
14 diagnosed, the endometriosis has taken over
15 their entire reproductive system.

16 The endometriosis doesn't just go away
17 when you have a hysterectomy. It still grows
18 on other organs. It's been found in the lungs
19 and the brain. It grows on your intestines and
20 the colon. It has many autoimmune disorders
21 associated with it. One of them being Crohn's.

1 And I bring that up only because I was
2 diagnosed with that. I spent 14 months in the
3 hospital every single month for about four or
4 five days because the insurance company didn't
5 want to pay for the treatment for the Crohn's.

6 So I had doctors in the emergency room
7 that took me back to that 16-year-old girl that
8 was in a really dark place because they told me
9 that endometriosis was not painful, that it was
10 not an emergency, and they did not know why I
11 was there.

12 The difference was I was not that
13 16-year-old girl anymore and I let them have
14 it.

15 So it is extremely important to me because
16 I have many nieces by blood and by love. And
17 it is my job to protect them and make sure that
18 they never feel the way that I felt that night
19 when I felt like I didn't have any option but
20 to take my own life.

21 Endometriosis can affect girls as young as

1 eight years old. It causes severe pain. It is
2 a mental, emotional, and physical disease. And
3 it affects not just us but the people that love
4 and care about us. So it is important that we
5 keep bringing awareness to this disease.

6 And I greatly appreciate you guys
7 supporting that and showing the women in Talbot
8 County that they are not alone.

9 MR. CALLAHAN: Well, thanks a lot. I
10 appreciate it.

11 Council.

12 MS. HAYTHE: Well, each year you come in.
13 Certainly appreciate you coming in.

14 I, too, was diagnosed last year and had
15 the surgery. But not only did I have that, I
16 had adenomyosis with it. So certainly knows
17 your struggles and your pain.

18 So keep doing what you're doing. And way
19 I can help you support your efforts, please let
20 me know.

21 MS. HANNAWALD: Thank you.

1 MS. HAYTHE: Thank you so much.

2 MS. MIELKE: It's so commendable that you
3 had a personal tragedy, and you turned that
4 into something positive, which was to sponsor a
5 cause to deal with the issue. And that's just
6 the right thing to do, and I commend you for
7 doing that.

8 MS. HANNAWALD: Thank you so much.

9 MR. LESHER: I'll just echo the thanks for
10 your work in raising this awareness. And happy
11 to provide this opportunity to provide you that
12 platform to get the word out.

13 MS. HANNAWALD: Thank you so much.

14 MR. STEPP: Shannon, as you mentioned,
15 you're here every year. And I'm sure it's not
16 easy to bring up all that you do every year.

17 So thank you for doing it. Thank you for
18 bringing awareness to it.

19 I sent you my picture last year.

20 MS. HANNAWALD: Yes.

21 MR. STEPP: Fifteenth?

1 MS. HANNAWALD: No. It was actually this
2 past Friday. But I haven't made the album yet.
3 So if take your picture, send it to me, and
4 I'll put it in the album.

5 MR. STEPP: Consider it done.

6 MS. HANNAWALD: Okay.

7 MR. CALLAHAN: Yeah. I just want to say
8 the same thing. Is you're brave being here.
9 And we really commend you being here, making
10 the awareness.

11 And the Council is behind you. That's for
12 sure. And we really, really appreciate you
13 coming in here every year telling us about that
14 awareness and keeping young ladies aware of
15 this kind of stuff.

16 So thank you. Appreciate it.

17 MS. HANNAWALD: Thank you very much.

18 MR. CALLAHAN: We have something for you.
19 Come on up.

20 MR. LESHER: First, we have to -- you need
21 a motion.

1 MR. CALLAHAN: That's right.

2 MR. STEPP: So moved.

3 MR. LESHER: To move the proclamation. I
4 will second.

5 MR. CALLAHAN: I got worked up there about
6 that.

7 MS. MIELKE: You already moved the vote.

8 MR. CALLAHAN: Exactly. Okay. Is there a
9 motion?

10 MR. STEPP: We got a motion and a second
11 already.

12 MR. CALLAHAN: Okay. Got a motion and
13 second. Madam Secretary, could you call the
14 vote.

15 SECRETARY: Mr. Callahan.

16 MR. CALLAHAN: Aye.

17 SECRETARY: Mr. Stepp.

18 MR. STEPP: Aye.

19 SECRETARY: Mr. Leshner.

20 MR. LESHNER: Aye.

21 SECRETARY: Mr. Mielke.

1 MS. MIELKE: Aye.

2 SECRETARY: Ms. Haythe.

3 MS. HAYTHE: Aye.

4 MR. CALLAHAN: Okay. Now, now you can
5 come up.

6 MS. HANNAWALD: Okay.

7 MR. LESHER: Thank you for all you do.

8 MS. HANNAWALD: Thank you so much.

9 MS. KILMON: Okay. We'll let these guys
10 go. Okay.

11 One, two, three. Perfect.

12 MS. HANNAWALD: Thank you. Thank you,
13 guys, so much.

14 MS. HAYTHE: Thank you.

15 MS. MIELKE: Thank you.

16 MR. STEPP: Thank you.

17 MR. LESHER: Thank you.

18 MR. CALLAHAN: Thank you.

19 Okay. Madam Secretary, next is a
20 presentation. Kenley Timms with Coming Home.

21 MR. TIMMS: Mr. President, Members of the

1 Council, first of all, I would like to thank
2 you for giving us this opportunity to talk.

3 My name is Kenley Timms. I am the
4 commander of VFW Post 5118 in Easton. And with
5 me is Wayne Hall, who is the president of the
6 Vietnam Veterans Chapter 648 here in Easton.

7 We're here to talk about a Welcome Home
8 Parade that we're giving to our Vietnam
9 community.

10 Vietnam veterans, when they returned from
11 Vietnam, never received a welcome home like our
12 younger military members do. So we're taking
13 this as an opportunity to, 50 years later, to
14 reach out and celebrate. It's really not a
15 celebration, but it's a celebration that we're
16 thanking our Vietnam veterans.

17 I'm just going to read a couple of things
18 here.

19 The Vietnam War Veterans Recognition Act
20 of 2017 designated March 29th as National
21 Vietnam Veterans Day. We chose the next day,

1 the 30th, it's a Sunday.

2 The United States of America Vietnam War
3 Commemorative honors all veterans who served on
4 active duty in the United States Armed Forces
5 any time from November 1, 1955, to May 15,
6 1975, regardless of their duty assignment
7 location.

8 And I'd like to stress a little bit. Even
9 members of the military now don't give the
10 Vietnam era veterans the recognition that they
11 deserve because they were told where to go, how
12 to do it, and that's what they did.

13 Many of them probably volunteered for
14 Vietnam and didn't even get that opportunity to
15 go, but they were State side. They may have
16 been in Germany or Japan, but they were helping
17 the members that were actually in the war
18 itself.

19 So we are here to celebrate the thing,
20 this celebration. And the parade will be
21 March 30th. It's going to start at 1 o'clock.

1 It's actually going to be a small ceremony out
2 here in front of the courthouse by the
3 memorial. Wayne will give a short talk. We'll
4 lay a wreath.

5 And from there, the parade will start.
6 The parade will run from Dover Street, up
7 Washington Street, Glebe Road, directly to the
8 VFW. It's only approximately a half a mile.

9 We've had a great, great response. We
10 were wondering how many units were going to be
11 in the parade. Every day I get a call of
12 somebody volunteering. And the only thing
13 we're asking, if you want to be in the parade,
14 that it's military related, especially Vietnam.
15 But if you're military related, please come
16 out.

17 Another major concern we have is how do we
18 reach out to our Vietnam veterans. And this is
19 a platform I think will reach out.

20 So please, everybody here, reach out to
21 your Vietnam veterans, Vietnam era veterans.

1 Family members, we're also going to honor
2 family members. We have Gold Star members that
3 will be riding in convertibles in the parade.
4 I'm sure you're aware because we can look at
5 the memorial out front, we have Gold Star
6 parents here in Talbot County.

7 So that's pretty much it. Like I say,
8 we're just inviting the community out, and
9 we're hoping that we have thousands of people
10 in the street.

11 After the parade, we're asking everybody
12 to come to the VFW. We're going to have
13 ceremonies there. We're going to do a
14 roundtable event where we honor the POW,
15 missing in action soldiers. If you haven't
16 seen it, it's worthwhile. Takes about 17
17 minutes.

18 And then we're going to have a
19 commemorative 50-year pinning at 3 o'clock and
20 another at 5 o'clock. And this is for Vietnam
21 era veterans who were never recognized. They

1 will receive a pin and we do a proclamation and
2 we give it to them.

3 This will be the last one because this
4 year it will end.

5 So we encourage everybody after the
6 parade, please come to the VFW. We're going to
7 have food. It's just going to be a great time
8 to honor our veterans.

9 Again, thank you for allowing us to sit
10 here in front of this telling our county.

11 MR. CALLAHAN: Thank you.

12 MR. STEPP: Kenley, as always, appreciate
13 all you do. Right. We'll be there.

14 MR. HALL: Thank you.

15 MR. TIMMS: Thank you.

16 MR. LESHER: I look forward to being there
17 as well.

18 And you know they say it's never too late
19 to say thank you. And that pertains to our
20 vets. Although for some, I have a Scout leader
21 who was an Army veteran from that era, and he's

1 no longer with us. We should have done this
2 long ago. But I'm grateful that this is
3 getting organized now.

4 SPEAKER: Thank you.

5 MS. MIELKE: Thank you for the
6 commemoration.

7 I was married to a Vietnam vet. And
8 unfortunately, we've lost him, principally
9 because of PTSD. And he's sorely missed.

10 So I'm so glad to see this celebration. I
11 only wish that he had been here to see it
12 himself because he would have finally learned
13 that he was appreciated for what he did.

14 Thank you.

15 MS. HAYTHE: So we certainly thank our
16 veterans for their service. We thank you for
17 putting this together.

18 And I look forward to the celebration, as
19 my colleagues have stated.

20 MR. TIMMS: I hope to see you all there
21 that day.

1 MS. MIELKE: We'll be there.

2 MR. TIMMS: You're cordially invited.

3 MS. MIELKE: We'll be there.

4 MR. CALLAHAN: Exactly. And like I say,
5 you bring a lot to our attention all the time,
6 Kenley. And you're in the trenches with us all
7 the time.

8 And I can't thank you enough. And we're
9 blessed to have somebody like you and your
10 service and all the Vietnam vets that are
11 around here, because there's a lot of them.
12 And we really appreciate you guys, you know.

13 And this will give you a little bit of a
14 pat on the back. And I'm glad to see that.

15 So really appreciate you bringing that to
16 our attention.

17 MR. TIMMS: Thank you so much.

18 MR. HALL: Appreciate it. Thank you.

19 MR. CALLAHAN: Okay. All right. Next on
20 the presentation is a Delmarva Community
21 Transit. Madam Secretary.

1 SECRETARY: Well, they're doing a
2 presentation first.

3 MR. CALLAHAN: Yup. How are you?

4 MS. WATERS: I'm sorry. I don't think
5 Keith and Henry are going to be able to make it
6 tonight, but I'm here.

7 MR. CALLAHAN: So they literally threw you
8 under the bus. That's okay. You'll do a great
9 job.

10 How are you?

11 MS. WATERS: Great. How are you this
12 evening?

13 MR. CALLAHAN: Good, good. So you want to
14 introduce yourself.

15 MS. WATERS: I'm Andrea Waters. And I am
16 the transportation grant specialist for
17 Delmarva Community Transit.

18 MR. CALLAHAN: Okay.

19 MS. WATERS: So in this year's grant, I'm
20 going to give you the executive summary of this
21 year's annual transportation plan for FY26.

1 MR. CALLAHAN: Okay.

2 MS. WATERS: This plan covers
3 transportation for Talbot, Kent, and Caroline
4 County.

5 And in the operating section of the grant,
6 we are asking for funding for 5311, which is
7 public transportation. The federal and State
8 portion that we're requesting is \$925,820. The
9 local share is shared by Talbot, Kent, and
10 Caroline County, and that is \$308,607. For a
11 total of \$1,234,427.

12 Under the SDAT portion of the operating
13 grant that provides transportation for seniors
14 and persons with disabilities, the State
15 portion is \$421,768. And the local share is
16 shared by Talbot, Kent, and Caroline Counties
17 is \$140,589. For a total of \$562,357.

18 Under the Americans with Disabilities Act,
19 the State portion is \$40,000. The local
20 portion is Talbot County only, and that is
21 \$4,444. For a total of \$44,444.

1 Capital this year, we're asking for
2 preventative maintenance cost to help with
3 keeping the buses in good running order. The
4 federal and State portion of that is \$25,500.
5 The local share is \$4,500 shared by the three
6 counties. For a total of \$30,000.

7 And we're asking for propane conversion
8 kits for the buses for seven of them. The
9 federal and State portion of that is \$65,450.
10 The local portion shared by the three counties
11 is \$11,550.

12 MR. CALLAHAN: Okay.

13 MS. WATERS: And that's it.

14 MR. CALLAHAN: Okay. Thank you. Any
15 discussion from Council?

16 MR. LESHER: I may be one of the few in
17 the room who has used the system, particularly
18 the St. Michaels shuttle, and have an
19 appreciation for this is a rural area, and
20 public transportation is tough. And the
21 schedules are sparse.

1 And really appreciate what you provide for
2 us. And I know that we put in some local
3 county funds to ensure that there are more
4 services here. Really appreciate all that DCT
5 does for this community.

6 MS. WATERS: We use that money for the
7 Talbot mobility on demand.

8 MR. LESHER: Yes.

9 MS. WATERS: Where people can just call in
10 during a certain portion of the day and just
11 get picked up at their house and go where they
12 want to go.

13 MR. LESHER: Which is so valuable.

14 MS. WATERS: And it supplements what we're
15 doing here. That's very needed service.

16 MR. CALLAHAN: Any other questions from
17 Council?

18 MS. MIELKE: No.

19 MR. CALLAHAN: No?

20 MS. HAYTHE: No. I thought Henry was
21 coming in, though.

1 And I was going to thank him because he
2 helped my college student this summer. He had
3 to ride public transportation. So we had to
4 get the schedule, and he experienced that. So
5 certainly helped him a lot.

6 MS. WATERS: We're moving over to a new
7 software system. And today was the go live
8 day. So it was a lot going on. And sorry.

9 MS. HAYTHE: That's all right. Just tell
10 him that I appreciate his help.

11 MS. WATERS: Okay. You're welcome. I
12 will pass that on.

13 MR. CALLAHAN: Okay. That's good.

14 MR. STEPP: Do you need to read the
15 resolution?

16 SECRETARY: We do need a vote.

17 MR. CALLAHAN: Yeah. We do need a vote.

18 MS. HAYTHE: Motion to approve.

19 MS. MIELKE: Second.

20 MR. STEPP: Second.

21 MR. CALLAHAN: Okay. Motion to approve

1 the FY26 annual transportation plan. Madam
2 Secretary, could you call the vote.

3 SECRETARY: Mr. Callahan.

4 MR. CALLAHAN: Aye.

5 SECRETARY: Mr. Stepp.

6 MR. STEPP: Aye.

7 SECRETARY: Mr. Leshner.

8 MR. LESHER: Aye.

9 SECRETARY: Mr. Mielke.

10 MS. MIELKE: Aye.

11 SECRETARY: Ms. Haythe.

12 MS. HAYTHE: Aye.

13 MR. CALLAHAN: Okay. Thank you.

14 MS. WATERS: Thank you very much.

15 MR. CALLAHAN: Okay. Thank you.

16 MS. WATERS: Have a good evening.

17 MR. CALLAHAN: I appreciate you coming
18 tonight. Okay.

19 Madam Secretary, next on the list is a
20 motion to take the administrative resolution
21 off the table.

1 Is there a motion?

2 MR. STEPP: I'll make a motion.

3 MR. LESHER: Second.

4 MR. CALLAHAN: Okay. We got a motion and
5 second to take the administrative resolution
6 off the table. Madam Secretary, could you call
7 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: Mr. Mielke.

15 MS. MIELKE: Aye.

16 SECRETARY: Ms. Haythe.

17 MS. HAYTHE: Aye.

18 MR. CALLAHAN: Okay. Now, if you could go
19 ahead and read the resolution, please.

20 SECRETARY: The entire thing?

21 MR. LESHNER: Title.

1 MR. CALLAHAN: Yeah. The title is fine.
2 Yeah.

3 MR. STEPP: Actually can we read the whole
4 thing?

5 MR. CALLAHAN: Yeah.

6 MR. STEPP: So everyone knows what we're
7 voting on?

8 MR. CALLAHAN: Sure. Yup. If you could
9 read the whole thing, that would be great.

10 SECRETARY: Administrative resolution
11 repealing administrative resolutions of
12 June 23, 2020, and July 24, 2020, regarding
13 diversity training and development of a Talbot
14 County diversity statement, respectively.

15 Whereas, on June 23, 2020, the County
16 Council of Talbot County, Maryland, the County
17 Council, adopted an administrative resolution
18 requiring that the county manager produce a
19 report for the County Council within 30 days on
20 diversity training for Talbot County, Maryland,
21 the county.

1 Employees. Identifying future training
2 opportunities and establishing an annual
3 reporting requirement on diversity training and
4 opportunities for county employees. The
5 June 23rd administrative resolution.

6 And whereas, on July 14, 2020, the County
7 Council adopted an administrative resolution
8 requiring the development of a county diversity
9 statement, the inclusion of such a statement in
10 the county employee handbook and requiring a
11 written acknowledgment from each county
12 employee and board, commission, and committee
13 member that they have received, read, and
14 understand the statement. The July 14th
15 administrative resolution.

16 And whereas, on January 20, 2025, the
17 President of the United States issued an
18 executive order that, in part, directed the
19 director of the Office of Management and
20 Budget, assisted by the United States Attorney
21 General and the director of the Office of

1 Personnel Management to coordinate the
2 termination of, quote, diversity, equity, and
3 inclusion, end quote, and, quote, diversity,
4 equity, inclusion, and accessibility, end
5 quote, mandates, policies, programs,
6 preferences, and activities in the federal
7 government.

8 And whereas, the County Council is
9 desirous of repealing the June 23rd and
10 July 14th administrative resolutions for
11 consistency with the President's January 20,
12 2025, Executive Order.

13 Now, therefore, be it resolved by the
14 County Council of Talbot County, Maryland, that
15 the June 23rd and July 14th administrative
16 resolutions are hereby repealed in their
17 entirety and are of no further force and
18 effect.

19 In accordance with paragraph one above,
20 effective immediately the county manager shall
21 not be required to submit an annual report to

1 the County Council on diversity training
2 initiatives and new opportunities for such
3 trainings.

4 In accordance with paragraph one above,
5 effective immediately the county's diversity,
6 equity, and inclusion statement adopted
7 pursuant to the July 14th administrative
8 resolution by motion of the County Council on
9 September 22, 2020, is hereby repealed and of
10 no further force and effect.

11 The same shall be removed from the county
12 employee handbook and the county website as
13 soon as practicable.

14 Be it further resolved that this
15 administrative resolution shall take effect
16 immediately upon adoption.

17 Introduced by the County Council of Talbot
18 County, Maryland, at a regular meeting on
19 February 25, 2025, at which meeting copies were
20 distributed to the public for inspection.

21 Adopted by the County Council of Talbot

1 County, Maryland, at a regular meeting on
2 March 11, 2025, at which meeting copies were
3 available to the public for inspection.

4 Given under our hands in the great seal of
5 Talbot County this 11th day of March in the
6 year of our Lord, 2025.

7 MR. CALLAHAN: Okay. Thank you, Madam
8 Secretary. Okay.

9 So I guess at this time, we'll go ahead
10 and open it up for discussion.

11 MS. HAYTHE: No discussion.

12 MS. MIELKE: No discussion.

13 MS. HAYTHE: Just a motion.

14 MR. CALLAHAN: Council.

15 MS. HAYTHE: Yeah. No discussion.

16 MS. MIELKE: Just a vote.

17 MR. CALLAHAN: Okay. You want to say
18 anything?

19 MR. STEPP: I've got some comments I'd
20 love to read here.

21 MR. CALLAHAN: Sure.

1 MR. STEPP: All right. So forgive me,
2 again, everyone. I want to go ahead and read
3 some comments I put together here.

4 So I'd like to begin by thanking everyone
5 for coming out for this topic, both today and
6 two weeks ago. Again, this is the First
7 Amendment at work.

8 My remarks today will be rooted in clarity
9 and fact, as it is clear to me that from public
10 comments last week, there are many out there
11 that do not understand what this resolution is
12 and what that it is not.

13 First, this is not a matter that extends
14 beyond Talbot County employment. Many have
15 tried to make this about themselves. Other
16 topics, such as race, gender identity,
17 accessibility, and have even gone as far as
18 tried to distort God, distort religion, distort
19 our Constitution, and even distort basic math.

20 Since our last meeting, I've heard from
21 even more Talbot County employees. And zero

1 employees have expressed the desire in keeping
2 these resolutions. Instead, they have advised
3 they are all in favor of repealing these
4 resolutions.

5 MS. MIELKE: Objection.

6 MR. STEPP: Another fact. The US
7 Constitution, specifically in the 14th
8 Amendment, the Civil Rights Act of 1964, the
9 Americans with Disabilities Act, the Maryland
10 Constitution, and the Talbot County Charter, as
11 they stand, apply to protect everyone in Talbot
12 County.

13 If this Council would like to reaffirm
14 their support of the current laws that I just
15 mentioned, that as a county we will protect all
16 individual civil rights, then let's do that.

17 If this vote today does not gain from the
18 Council or community, then any vote to keep
19 these two administrative resolutions in place
20 proves four things.

21 One, this a political stunt.

1 Two, that you're not interested in your
2 citizens' true civil rights and protections.

3 Three, it proves that you place more value
4 in the two resolutions than existing civil
5 rights and protections.

6 And four, that you simply choose to go
7 against the oath of office you took when you
8 took this office.

9 SPEAKER: Wow.

10 MR. STEPP: Fact.

11 MR. CALLAHAN: Be quiet. Be quiet.

12 MR. STEPP: Fact: The ramifications of
13 having a DEI statement in place have already
14 started to affect Talbot County. Everyone on
15 this Council has received an email from our
16 Sheriff stating that the \$40,000 grant
17 currently in their way for policing in the Town
18 of Trappe was not contained in the list of
19 grants unaffected by President Trump's
20 Executive Order. This guidance was received
21 directly from the State of Maryland.

1 In that same email, the Sheriff speaks to
2 the violent crimes that have happened in Trappe
3 over the last few years, including homicide,
4 abduction, car thefts, and car burglaries.

5 Any vote to keep these two administrative
6 resolutions in place simply proves that playing
7 politics is more important than the safety of
8 our citizens of Trappe.

9 Fact: The two administrative resolutions
10 specifically called for a diversity statement.
11 How equity and inclusion were added to the end
12 product, I don't know. But it proves that
13 these resolutions were brought in under
14 political pretenses, without regard for true
15 and real unity.

16 Wording in the ultimate DEI employee
17 statement actually includes this language:
18 Equitable treatment does not necessarily mean
19 treating everyone the same. They should be
20 thrown out on their own merit.

21 One final thought. I mentioned two weeks

1 ago that this is fiscal responsibility and
2 fighting for you. That still remains unchanged
3 today.

4 A vote to keep these two administrative
5 resolutions only takes the federal tax dollars
6 that Talbot County citizens have already paid
7 into and will continue to pay into and assures
8 they're used in other counties across the
9 country where DEI policies are not in place.

10 A yes vote to repeal these two resolutions
11 guaranties that Talbot County citizens's
12 federal tax dollars stay in Talbot County and
13 benefit all, and I repeat, all of our citizens.

14 Council, the choice is yours. Thank you
15 all for your time.

16 Mr. President, back to you.

17 MR. LESHER: I'd like to respond.

18 MR. CALLAHAN: Thank you, Mr. Stepp.

19 MS. HAYTHE: Yeah. There's a lot to
20 unpack there.

21 MR. CALLAHAN: Please.

1 MS. HAYTHE: We really were not going to
2 go there tonight with -- because all five of us
3 have agreed to sit here and tell the truth, the
4 whole truth, and nothing but the truth. And in
5 some of those statements, the truth was not
6 told.

7 And we are physically (sic.) responsible.
8 Yes, and we are protected under the Civil
9 Rights Act. But this statement has nothing to
10 do with that at all when it talks about
11 diversity. It is not doing any harm to the
12 employees.

13 And I personally have not heard from one
14 employee in Talbot County government that has
15 said that they wanted to remove and repeal this
16 statement. And if we are going to say that,
17 then they need to email all five of us, just
18 like many of you did with whatever opinion you
19 may have.

20 And I respect each and every one of you
21 that responded. And I hope I emailed back to

1 every one of you saying at least thank you, no
2 matter what side you were on.

3 But what we are not going to do as this
4 Council is stand here and accept the lies that
5 are pushed down from the federal government to
6 our local community. We are not going to stand
7 for it.

8 And let me tell you. Here as a minister,
9 we can play under, you know, we can play under
10 God, but God sees all things. And I am not
11 going to allow it sitting here. I'm not. I am
12 not. We are not going to do this. We are not
13 going to do this.

14 Pete, go ahead and say whatever you want
15 to unpack. But we're not doing this.

16 SPEAKER: That's not true.

17 SPEAKER: Stop the lies.

18 MR. CALLAHAN: Okay.

19 MS. HAYTHE: We're not doing it, we're not
20 doing it.

21 MR. CALLAHAN: Excuse me.

1 MS. HAYTHE: Honesty is the best policy
2 and the truth shall set you free is what the
3 word of God says.

4 MR. CALLAHAN: Go ahead, Pete.

5 MR. LESHER: I simply want to address the
6 idea that retaining these statements, the
7 statement in the employee handbook and the
8 annual report on training, could somehow
9 disqualify us for federal grants.

10 MS. HAYTHE: Yeah.

11 MR. LESHER: If you look at the Executive
12 Order concerning this, it does not deprive
13 federal funds for our airport modernization,
14 for rural development, or for policing.

15 And if you take, for example, the -- so
16 those funds are not in peril.

17 Not only that --

18 SPEAKER: That's not true.

19 MR. LESHER: If you look at the grant to
20 the Sheriff's Office, the Sheriff's Office
21 actually has its own employee handbook, not the

1 county's employee handbook. They don't use
2 this one with the statement. The Sheriff's
3 Office also does not participate in the county
4 training. So that particular grant is applied
5 for by the Sheriff's Office and not by the
6 civilian side of county government.

7 These funds -- but the airport funds, the
8 rural development funds, also, at least as the
9 White House has currently worded the existing
10 executive statements, does not imperil these
11 local grants.

12 MR. STEPP: So you're saying our Sheriff
13 is lying?

14 MR. LESHER: I'm not saying the Sheriff is
15 lying.

16 MS. HAYTHE: Well, if you look up that
17 grant, which I did, it has no reference to DEI.
18 There is no federal grant that you apply for
19 that you have to say whether or not you have a
20 DEI policy.

21 As a nonprofit, I have applied for several

1 grants. It is based on equal opportunity and
2 it's based on discrimination. Those are the
3 only things in the grant application. It does
4 not mention anything about DEI or any reference
5 to DEI, none whatsoever.

6 MR. STEPP: So the State is wrong?

7 MS. HAYTHE: I'm not saying the State or
8 I'm not saying anything wrong.

9 I'm just stating what the application says
10 as it relates to when you make application to
11 apply for it. That's what I'm saying.

12 And you know, we have a statement. And
13 diversity is important. And we all should go
14 through diversity training because there are
15 biases in a lot of us that we don't even
16 recognize. And I recognize that I sometimes
17 have bias.

18 And in fact, to push it further, not just
19 the employees, but Council members should go
20 through diversity training as well. We all
21 should because there is bias. I mean there's

1 bias on this Council. I've received it. So I
2 mean we should go through diversity training.
3 That's a fact.

4 SPEAKER: It's hard to look in a mirror
5 sometimes. You should have to.

6 SPEAKER: When you're ugly, it hurts.

7 MR. STEPP: Well, the same grant number,
8 when we apply through these grants, it applies
9 through the same county grant numbers. So
10 Pete, your point is moot.

11 I mean I don't know what to say. I feel
12 like I've said enough.

13 SPEAKER: We all do.

14 SPEAKER: Not all of us.

15 MR. CALLAHAN: First of all, let's respect
16 this Council's opinion. Okay. Please, because
17 we've respected yours. Okay. So just please.

18 MS. GRIFFIS: This is a weird way to show
19 it.

20 MR. CALLAHAN: What?

21 MS. GRIFFIS: You're trying to get rid

1 of -- let's just call it what is it.

2 Diversity, equity, and inclusion, just --

3 (Cross talk.)

4 SPEAKER: Point of order.

5 MR. STEPP: In which the administration --

6 MS. MIELKE: Point of order, point of
7 order.

8 (Cross talk.)

9 SPEAKER: (Indiscernible.)

10 SPEAKER: (Indiscernible.)

11 SPEAKER: So she's disrupting the meeting
12 and that's okay?

13 MR. CALLAHAN: It's not.

14 SPEAKER: I'm being disrespected right
15 now --

16 MS. HAYTHE: Public comments at the end.

17 SPEAKER: (Indiscernible.)

18 MR. CALLAHAN: That's it.

19 MS. MIELKE: Point of order.

20 MR. CALLAHAN: Point of order. That's it.
21 Okay.

1 I apologize. Okay. Nobody bust out.

2 Okay.

3 We're trying to talk as a Council, and
4 that's what we're elected to do. We're here to
5 listen to you guys, and we have listened to you
6 guys.

7 MR. STEPP: For the record, we tried that.
8 But three Council members didn't want those to
9 speak in the audience.

10 SPEAKER: Exactly.

11 MS. HAYTHE: No. We had public comments
12 in the same order at our last meeting, and we
13 did not move anything to the front.

14 All of these people that were here at our
15 last meeting stayed until our official public
16 comments at the end so that we could hear them.
17 We specifically tabled it so that we could hear
18 public comments.

19 And so we are keeping with the same order
20 that we had at our last meeting to have the
21 public comments in the end, where they should

1 be.

2 They still get to speak and we still get
3 to hear them because I want to hear them as
4 well.

5 However, we didn't move it. We didn't
6 move it last time and we didn't move it this
7 time.

8 MR. STEPP: Three-two vote.

9 MR. CALLAHAN: Fair enough.

10 MS. HAYTHE: Yeah. So they hopefully will
11 stay.

12 MR. CALLAHAN: Lynn, do you need to say
13 anything?

14 SPEAKER: After the vote?

15 MS. MIELKE: Well, I think I'm on record a
16 couple of times on my view.

17 MR. CALLAHAN: Yeah. Sure.

18 MS. MIELKE: And I think that the main
19 flaw with this administrative resolution is
20 that it's not a proper interpretation of the
21 Executive Order that was executed, nor the

1 Executive Order's intent to revoke a previous
2 Executive Order.

3 And so it really doesn't apply to our two
4 resolutions that Mr. Stepp wants to rescind.

5 MR. STEPP: The ones that you're on record
6 for saying they're just policies? Okay. Got
7 it.

8 MR. CALLAHAN: Well, I want to make sure
9 we're crystal clear. It's a statement. Okay.

10 So I just want to say a few comments
11 because I haven't said a whole lot. Okay.

12 I was one of the ones that were here to
13 actually put this on here. And everybody knows
14 that at this stage.

15 And I've listened to a lot of people.
16 I've made a lot of phone calls.

17 And first of all, I want to really, really
18 thank staff because it's really stressed out
19 staff a little bit. And this is one of these
20 subjects that mean a lot to everybody. And it
21 really do.

1 So staff, I really, really appreciate you
2 helping. I've talked to Donna. I've talked to
3 Clay. I've talked to Patrick. And, you know,
4 I really appreciate the effort that you've made
5 trying to help us make a decision. Okay. And
6 at least, if anything, talk through it. Okay.
7 Because it is very, very important to
8 everybody. It really is, and it means a lot.

9 And I'm not going to sit up here half the
10 night talking about the dos and don'ts.

11 Unfortunately, I've seen enough in the
12 last month that it hasn't got me to the point
13 where, you know, where I need to be with a lot
14 of people.

15 You know, when you really -- and I've read
16 a lot of stuff on this, tell you the truth.

17 And really one thing, and I told Keasha,
18 and me and Keasha have talked a lot about this.
19 We have. And we're on the opposite sides of
20 this. That's what's good about democracy.
21 Sometimes you can agree to disagree. And we

1 rarely, me and her rarely disagree.

2 And, you know, we've got Pete and we've
3 got Lynn. And that's what it's all about.

4 This Council is not going to agree to
5 everything.

6 But there's one thing I did read, and I
7 read it very closely, and everybody has read
8 it. That in the President Lyndon Johnson
9 signed this EEO in July 2, 1964. And they did
10 a lot of work making that and creating that.
11 And that changed a lot of things, okay, for the
12 best. And it really did.

13 And I look at that as the blueprint and
14 the foundation for everything.

15 And I'm a little up in the air of dumping
16 something on top of that. And that's kind of
17 where I stand a little bit.

18 I think things are all in place where they
19 need to be. And I really appreciate you guys
20 being out here listening to me and coming in
21 here.

1 And we gave you an opportunity last
2 meeting to vent and say what you want. And I
3 really do appreciate you guys being out here,
4 and I do respect you guys because that's your
5 opinion. And that's what it's all about.

6 And we got to be civil on things.

7 So at this time, let's go ahead and vote.
8 Madam Secretary, could you call the vote.

9 SECRETARY: Mr. Callahan.

10 MR. CALLAHAN: Aye.

11 SECRETARY: Mr. Stepp.

12 MR. STEPP: Aye.

13 SECRETARY: Mr. Leshner.

14 MR. LESHNER: Nay.

15 SECRETARY: Ms. Mielke.

16 MS. MIELKE: Nay.

17 SECRETARY: Ms. Haythe.

18 MS. HAYTHE: Nay.

19 MR. CALLAHAN: Okay. Okay. Next on the
20 agenda, Madam Secretary, introduction to
21 administrative resolution.

1 SECRETARY: A resolution authorizing
2 Talbot County to file an application with the
3 Maryland Transit Administration of the Maryland
4 Department of Transportation --

5 MR. CALLAHAN: Excuse me, Madam Secretary.
6 Let's let everybody leave.

7 SECRETARY: Okay.

8 MR. CALLAHAN: Yeah. Okay. Thank you,
9 guys. Appreciate it.
10 Go ahead, Madam Secretary. Sorry about
11 that.

12 SECRETARY: That's okay.

13 A resolution authorizing Talbot County to
14 file an application with the Maryland Transit
15 Administration of the Maryland Department of
16 Transportation for a section 503 -- 5303, 5304,
17 5307, 5309, 5310, and 5311 grant under the
18 Federal Transit Act.

19 Whereas, the Maryland Transit
20 Administration is a designated recipient in
21 Maryland for grants under the Federal Transit

1 Act.

2 And whereas, the administrator of the
3 Maryland Transit Administration of the Maryland
4 Department of Transportation is authorized to
5 make grants to counties and to local
6 governments for a mass transportation program
7 or projects.

8 And whereas, the contract for financial
9 assistance will impose certain obligations upon
10 the applicant, including revision by the
11 contract of the local share of the project cost
12 in the program.

13 And whereas, it is required by the United
14 States Department of Transportation, in
15 accordance with the provisions of Title Six of
16 the Civil Rights Act of 1964, that in
17 connection with the filing of an application
18 for assistance under the Federal Transit Act,
19 the applicant given assurance that it will
20 comply with Title Six of the Civil Rights Act
21 of 1964 and the United States Department of

1 Transportation requirements thereunder.

2 And whereas, it is the goal of the
3 applicant that minority business enterprise be
4 utilized to the fullest extent possible in
5 connection with this project, and that definite
6 procedures shall be established and
7 administered to ensure that minority business
8 shall have the maximum construction contract
9 supplies, equipment contracts, or consultant
10 and other services.

11 Now, therefore, be it resolved by Talbot
12 County, Maryland, the filing of the aforesaid
13 application be endorsed.

14 And be it further resolved that copies of
15 this resolution be sent to the Maryland Transit
16 Administration of the Maryland Department of
17 Transportation.

18 Now, therefore, the County Council of
19 Talbot County, Maryland, hereby endorses this
20 resolution, thereby indicating approval
21 thereof.

1 Given under the hands and the great seal
2 of Talbot County this 11th day of March in the
3 year of our Lord, 2025.

4 MR. CALLAHAN: Okay. Thank you, Madam
5 Secretary. Good job.

6 Mr. Thomas, you want to add anything to
7 this?

8 MR. THOMAS: I don't have anything further
9 to add.

10 MR. CALLAHAN: Okay. Okay. So I guess at
11 this time, for introduction, raise our hands.

12 MR. LESHER: Introduced by Council.

13 MR. CALLAHAN: Okay. Madam Secretary, you
14 want to do the next one.

15 SECRETARY: Well, you can vote on this.

16 MS. HAYTHE: Got to vote on this.

17 MR. CALLAHAN: I'm sorry.

18 MR. STEPP: It's an administrative
19 resolution, right?

20 MR. CALLAHAN: Yup.

21 MR. STEPP: I'll make a motion that we

1 approve it.

2 MS. HAYTHE: Second. Did you make a
3 second?

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

6 MS. HAYTHE: I thought Dave made a motion.

7 MR. CALLAHAN: Yup. He did.

8 MS. HAYTHE: Did you make a motion?

9 MR. CALLAHAN: Yeah. He did. We got a
10 motion and second.

11 Madam Secretary, could you call the vote.

12 SECRETARY: Mr. Callahan.

13 MR. CALLAHAN: Aye.

14 SECRETARY: Mr. Stepp.

15 MR. STEPP: Aye.

16 SECRETARY: Mr. Leshner.

17 MR. LESHNER: Aye.

18 SECRETARY: Mr. Mielke.

19 MS. MIELKE: Aye.

20 SECRETARY: Ms. Haythe.

21 MS. HAYTHE: Aye.

1 MR. CALLAHAN: Okay. Good. Thank you.

2 All right.

3 The next is a introduction of a numbered
4 resolution.

5 SECRETARY: A resolution to approve
6 execution of a lease of certain real property
7 at the Easton Airport consisting of 9,424
8 square feet, more or less, to Tri Gas & Oil
9 Company, Inc. for a term of ten years with the
10 right to renew for up to two additional
11 five-year terms with rent of \$1,119.49 per
12 year. Subject to an annual escalation of
13 two percent per year over the rent for the
14 preceding year.

15 MR. CALLAHAN: Okay.

16 MR. RISHER: Council, good evening. Micah
17 Risher, the airport manager.

18 Didn't know if you had any questions about
19 this one.

20 This one is basically a continuation of a
21 lease that we've had with a long-time tenant,

1 Tri Gas & Oil. We've had a very good
2 relationship.

3 They've actually expanded their area
4 slightly and have a slightly larger propane
5 operation.

6 So this is just setting up another
7 long-term deal with them with an option of two
8 additional five-year terms after that. So this
9 is essentially a 20-year deal.

10 It's good for the airport. It's good for
11 the community because they've relocated that
12 large propane tank that was out on Brooklets
13 out there.

14 MR. CALLAHAN: Right.

15 MR. RISHER: And it's good for the airport
16 because it provides more financial stability as
17 well.

18 So I'm happy to answer any questions you
19 may have.

20 MR. CALLAHAN: Okay. Any discussion?

21 MS. MIELKE: It's just for a vote.

1 Introduce.

2 MR. CALLAHAN: It's introduced. Yeah.
3 But it was just, if you need any questions on
4 what's been said.

5 MR. LESHER: Just one. Reading the lease,
6 it appears that all that we are leasing here is
7 dirt.

8 MR. RISHER: Yes, that's correct,
9 Mr. Leshner. It's just a land lease. That's
10 right.

11 MR. CALLAHAN: Yeah. Any other questions?
12 Okay.

13 So raise our hands to introduce this.

14 MR. LESHER: Introduced by Council.

15 SECRETARY: The public hearing will be
16 scheduled for Tuesday, April 8th.

17 MR. CALLAHAN: Okay. And the number?

18 SECRETARY: At 5:30.

19 MR. CALLAHAN: And the number?

20 SECRETARY: It's Resolution Number 370.

21 MR. CALLAHAN: 370, okay.

1 MR. STEPP: Thanks, Micah.

2 MR. CALLAHAN: Okay. Great. Okay. Go
3 ahead and do the next one, Madam Secretary.

4 SECRETARY: Resolution Number 371. Well,
5 if introduced. A resolution to amend the
6 Talbot County comprehensive water and sewer
7 plan by reclassifying and remapping certain
8 real property located at 5536 Public Landing
9 Road, Royal Oak, Maryland. And further
10 described as tax map 46, parcel 46. From
11 unprogrammed to S-1, immediate priority status,
12 pursuant to an application filed by Talbot
13 County, Maryland.

14 MR. CALLAHAN: Okay. Any questions on
15 this, Council?

16 MR. STEPP: No.

17 MR. CALLAHAN: Okay. Raise our hands to
18 introduce.

19 MR. LESHER: Introduced by Council.

20 SECRETARY: This will be known as
21 Resolution Number 371, and the public hearing

1 will be on Tuesday, April 8th, at 5:30 p.m.

2 MR. CALLAHAN: Okay. The next one.

3 SECRETARY: A resolution to amend the
4 Talbot County comprehensive water and sewer
5 plan by reclassifying and remapping two parcels
6 of real property located at 23452 Pine Point
7 Road, Bozman, Maryland, and Pine Point Road,
8 Bozman, Maryland. And further described as tax
9 map 31, parcel 352, lot two, and tax map 31,
10 parcel 351, lot three, respectively. From
11 unprogrammed to S-1, immediate priority status,
12 pursuant to an application filed by Christopher
13 F. Daniels and DeVon Williams Daniels, trustees
14 under the C&D Daniels Trust dated May 30, 2024.

15 MR. CALLAHAN: Okay. Council, any
16 discussion on this resolution?

17 MR. LESHER: I recall when we had a
18 comprehensive water and sewer plan amendment
19 the last time around, there was one down on
20 Bellevue Road where there was a developed
21 parcel and an undeveloped parcel.

1 And it looks like we've got another on
2 that same model here. We've got a developed
3 parcel, and we've got an adjacent undeveloped
4 parcel.

5 And as I recall, the way it went down last
6 time is that the developed parcel, with
7 possibly failing septic or at least a
8 questionable one, was granted the sewer
9 extension and the undeveloped was ultimately
10 removed from that resolution.

11 The requester I hope is aware of that,
12 that change?

13 MR. CLARKE: I don't know, but we'll make
14 sure that they are aware of that.

15 MR. LESHER: Thank you.

16 MR. CALLAHAN: All right. Raise our hands
17 to introduce.

18 MR. LESHER: Introduced by Stepp and
19 Callahan and Haythe.

20 SECRETARY: This will be known as
21 Resolution Number 372, and public hearing will

1 be held on Tuesday, April 8th, at 5:30 p.m.

2 MR. CALLAHAN: Okay. Great.

3 SECRETARY: A resolution to amend the
4 Talbot County comprehensive water and sewer
5 plan by reclassifying and remapping a portion
6 of certain real property located at 24500
7 Rolles Range Road, St. Michael's, Maryland.
8 And further described as tax map 23, parcel 41.
9 From unprogrammed to S-1, immediate priority
10 status, pursuant to an application filed by
11 Rolles Range Partners, LLC.

12 MR. CALLAHAN: Okay. Any questions or
13 discussion Council? Okay.

14 MR. LESHER: Mr. Clarke, this is a funny
15 one.

16 MR. CLARKE: Yes, it is.

17 MR. LESHER: Because it is a property that
18 has two different classifications running down
19 the middle of it.

20 Is part of the property now served or is
21 it simply eligible to be served?

1 MR. CLARKE: It is eligible to be served
2 at this point in time.

3 And right now where they are looking at
4 trying to expand the sewer service area would
5 be include I guess two structures and the
6 house, if I'm not mistaken.

7 So this is really to expand the sewer
8 service area to include those two, those other
9 components that would be served.

10 MR. LESHER: And those current units are
11 being served by -- all of this is now being
12 served by septic?

13 MR. CLARKE: At this point in time, they
14 were outside the sewer service area. So they
15 would have to be -- go through that process for
16 a septic system.

17 However, the applicants, because they've
18 already received a portion of their parcel
19 being served with sewer, they're looking to
20 expand that to encompass the additional part of
21 the property.

1 So it's really an expansion of that sewer
2 service area.

3 MR. LESHER: But it's not now a failing
4 septic?

5 MR. CLARKE: I'm not aware that -- I
6 believe one of what is being requested is
7 actually a house, a new house, that would be
8 built on the property. And I think there's two
9 structures that would be added to the end that
10 are on the property today.

11 MR. LESHER: Thank you.

12 MR. CALLAHAN: Okay.

13 MS. HAYTHE: So once we introduce, though,
14 Planning Commission has to look at it as well,
15 right?

16 (Cross talk.)

17 MS. HAYTHE: Planning Commission.

18 (Cross talk.)

19 MR. LESHER: And Public Works.

20 MR. CALLAHAN: And Public Works.

21 MS. HAYTHE: And Public Works.

1 MR. CALLAHAN: Yup.

2 MS. MIELKE: You know it's not approved
3 yet?

4 MS. HAYTHE: Yeah. So a new house, you
5 said, Ray, on this particular structure?

6 MR. CLARKE: It would be a new house, yes.
7 There would also be a new house.

8 MS. HAYTHE: Just one?

9 MR. CLARKE: Just one, yes.

10 MR. YELTON: There's also some -- just to
11 avoid any confusion. There's also two existing
12 structures on the property. I believe that's
13 the two additional houses that are being
14 discussed.

15 Those are internal renovations. And those
16 have received special exception approval from
17 the Board of Appeals and will be soon coming in
18 for a site plan approval for that project.

19 MR. CALLAHAN: Okay. Any other? Okay.
20 Raise our hands to introduce.

21 MR. LESHER: Introduced by Callahan and

1 Stepp.

2 SECRETARY: This will be known as
3 Resolution Number 373, and the public hearing
4 will be held on Tuesday, April 8th.

5 MR. CALLAHAN: Okay.

6 SECRETARY: At 5:30 p.m.

7 MR. CALLAHAN: Got you. Okay. Next,
8 Madam Secretary.

9 SECRETARY: A resolution to amend the
10 Talbot County comprehensive water and sewer
11 plan by reclassifying and remapping certain
12 real property located at 8288 Bozman Neavitt
13 Road, St. Michael's, Maryland. And further
14 described as tax map 31, parcel 333, lot two.
15 From unprogrammed to S-1, immediate priority
16 status, pursuant to an application filed by
17 Thomas Sullivan.

18 MR. CALLAHAN: Okay. Pete?

19 MR. LESHER: This one is an existing house
20 on 4.6 acres.

21 MR. CLARKE: Yes.

1 MR. CALLAHAN: Okay. Any other questions?

2 MS. HAYTHE: No.

3 MR. CALLAHAN: Okay. Raise our hands.

4 MR. LESHER: Introduced by Council.

5 SECRETARY: The public hearing will be on
6 Tuesday, April 8th, at 5:30 p.m. This will be
7 known as Resolution 374.

8 MR. CALLAHAN: Okay.

9 SECRETARY: A resolution to amend the
10 Talbot County comprehensive water and sewer
11 plan by reclassifying and remapping certain
12 real property located at 26396 St. Michaels
13 Road, Easton, Maryland. And further described
14 as tax map 33, parcel 30. From unprogrammed to
15 S-1, immediate priority status, pursuant to an
16 application filed by 2500 Saint Michaels
17 Holdings, LLC.

18 MR. CLARKE: This, too, is for an existing
19 house, yes, sir.

20 MR. LESHER: This one has one existing
21 house on 50 acres.

1 So is this one eligible for subdivision
2 after it receives this classification?

3 MR. YELTON: So Councilman Leshner, I
4 looked at the revision plat that the State had
5 had on record for this before this meeting.
6 And it was unclear based on the State's SDAT
7 assignment of that 50 acres and what was shown
8 on that plat to be -- whether it was true that
9 that was 50 acres still or if the State doesn't
10 have the 50 acres correct in the tax assessment
11 for the property.

12 And so I think at the most, at this time
13 I'd have to look into it.

14 Most likely, you'd still be at one
15 dwelling per 20 acres. So at 50, you would be
16 at two. So potentially, you're looking at one
17 additional development right on this site.

18 However, I believe when I was looking at
19 the plat, that there were no additional
20 development rights assigned to this parcel.

21 And so it's a little confusing with the 50

1 acres because I think they decreased it and
2 gave some to the parcel that's on the right.

3 But unfortunately, at this time, it's just
4 a little unclear.

5 MS. HAYTHE: So can you repeat again? One
6 dwelling per?

7 MR. YELTON: Twenty acres.

8 MS. HAYTHE: Twenty acres.

9 MR. YELTON: Most of the parcel, about
10 99 percent of the parcel, or just about, is in
11 the RC district. The rest is in the WRC
12 district.

13 MR. LESHER: Thank you.

14 MR. CALLAHAN: Okay. Any other?

15 And everybody knows about where it's at?
16 It's just before the bridge on the right-hand
17 side, the St. Michael's Bridge, just before
18 that.

19 MS. HAYTHE: On the right?

20 MR. CALLAHAN: On the right, yup. Okay.

21 Raise our hands.

1 MR. LESHER: Introduced by Callahan and
2 Stepp.

3 MS. HAYTHE: And --

4 MR. LESHER: And Haythe.

5 MS. HAYTHE: I had my hand raised.

6 SECRETARY: This will be known as
7 Resolution Number 375, and the public hearing
8 will be on Tuesday, April 8th, at 5:30 p.m.

9 MR. CALLAHAN: Okay.

10 SECRETARY: A resolution to amend the
11 Talbot County comprehensive water and sewer
12 plan by reclassifying and remapping certain
13 real property located at 7952 Church Neck Road,
14 St. Michael's, Maryland. And further described
15 as tax map 32, parcel 154. From unprogrammed
16 to S-1, immediate priority status, pursuant to
17 an application filed by Edmund Fleetwood
18 Dunstan and Augusta Harrison Dunstan.

19 MR. CALLAHAN: Okay. Any questions on
20 this?

21 MR. LESHER: No questions.

1 MR. CALLAHAN: Kind of the same thing.

2 Yup. Okay. Raise our hands.

3 MR. LESHER: Introduced by Council.

4 SECRETARY: And this will be known as
5 Resolution Number 376, and the public hearing
6 will be held on Tuesday, April 8th, at 5:30
7 p.m.

8 MR. CALLAHAN: Okay.

9 SECRETARY: A resolution to amend the
10 Talbot County comprehensive water and sewer
11 plan by reclassifying and remapping certain
12 real property located at 3965 Ocean Gateway,
13 Trappe, Maryland. And further described as tax
14 map 55, parcel 51. From unprogrammed to S-1,
15 immediate priority status, pursuant to an
16 application filed by the Town of Trappe.

17 MR. CALLAHAN: Okay. Pete?

18 MR. LESHER: I got to talk about this last
19 time.

20 MR. CALLAHAN: Okay. Good.

21 MR. LESHER: Nothing further.

1 MR. CALLAHAN: Proud of you. Anything
2 else?

3 MS. HAYTHE: No.

4 MR. CALLAHAN: Okay. Raise our hands.

5 MR. LESHER: Introduced by Callahan,
6 Stepp, and Haythe.

7 SECRETARY: This will be known as
8 Resolution Number 377. The public hearing will
9 be on Tuesday, April 8th, at 5:30 p.m.

10 MR. CALLAHAN: Okay. Good.

11 MR. CLARKE: Thank you.

12 MS. HAYTHE: All right. Madam Secretary,
13 good job on that.

14 Thank you, guys. Okay.

15 Next on the agenda is introduction of
16 legislation.

17 SECRETARY: A bill to repeal official
18 zoning map 32 of Talbot County and reenact the
19 same with amendments to the zoning
20 classifications of tax map 32, parcel 36,
21 consisting of 3.737 acres, more or less, from

1 town residential, TR, to general commercial,
2 GC, and of a portion of tax map 32, parcel 91,
3 consisting of 4.6603 acres, more or less, from
4 TR to GC.

5 MR. CALLAHAN: Okay. Mr. Stepp.

6 MR. STEPP: Is this the Shannahan property
7 and the Inn?

8 SPEAKER: Yes, it is.

9 MR. CALLAHAN: Yup. And this a bill.

10 So any questions on this or anything?

11 MS. HAYTHE: No.

12 MR. CALLAHAN: Okay. I guess we should
13 raise our hands for this.

14 MS. MIELKE: Just to introduce it, right?

15 MR. CALLAHAN: Yeah.

16 MR. LESHER: To introduce it.

17 Introduced by Callahan, Stepp, and Haythe.

18 SECRETARY: This will be known as Bill
19 Number 1584, and the public hearing will be on
20 Tuesday, April 8th, at 5:30 p.m.

21 MS. MIELKE: Long night.

1 MS. DeFLOW: Thank you.

2 MR. CALLAHAN: Okay. Thank you, guys.

3 Appreciate it.

4 Okay. Good job, Madam Secretary.

5 So I guess what we'll do is update on the
6 airport. The man in charge is coming in here.
7 He's flying in.

8 MR. RISHER: Keep this moving for you,
9 Mr. President.

10 MR. CALLAHAN: Okay.

11 MR. RISHER: Here we go, once the mouse
12 wakes up.

13 Good afternoon, again. Evening, again,
14 Council. Micah Risher, your airport manager.
15 Thank you. It's always a pleasure to come in
16 and give you an update.

17 And if anybody hasn't paid attention, we
18 have a little something going on out there. So
19 figured I'd talk through it just a little bit.

20 First of all, a little bit of a recap.
21 Construction package one is what was completed

1 last year. If you see by the picture of me
2 standing there, that's in the exact same spot
3 out there on the airfield just a few months
4 apart. So that really gives you a good visual
5 of just the amount of fill that was brought in.
6 Nearly 500,000 cubic yards of earth was moved
7 last year to prepare the southwest end of
8 runway four for our relocation.

9 And you can see there in that bottom
10 picture that was nearing the end. They had
11 started putting topsoil down. You really can't
12 appreciate how much fill was brought in. But
13 it was one of the largest projects that was
14 ever done on the Eastern Shore of Maryland.

15 And just to kind of give everybody a
16 visual how much is 471,765 cubic yards. Well,
17 if it was spread across a football field one
18 foot deep, we would need 221 football fields.
19 So that's kind of another visual of just how
20 much earth was moved last year.

21 And we were certainly aware that we were

1 making some dust. There was dust in the area.
2 We were very sensitive to that. And we know at
3 times it was getting on people's cars and
4 businesses and things of that nature. So we
5 thank you, everybody, for bearing with us and
6 pardon our dust as we were moving through the
7 project.

8 But that project is done. So we are
9 prepared to move on to package two, which if
10 anybody has been by the old Black & Decker
11 anytime since last Wednesday, it looks
12 noticeably different.

13 We picked up the demo permit from the Town
14 of Easton last Wednesday at 10 o'clock. And by
15 11 o'clock, they had already torn about
16 100-foot into the building. So we are well
17 underway. It no longer looks like it does in
18 that picture there.

19 Reynolds Excavating is our prime
20 contractor.

21 The big thing here, and I'll go into the

1 details here in a slide. But we did a lot of
2 environmental testing, a lot of environmental
3 mitigation to get to this point. So one thing
4 that we want to reassure the public is all the
5 due diligence was done.

6 There was a small amount of lead paint
7 that was properly mitigated, asbestos tile, all
8 the freon removed from the HVAC units. But
9 everything was properly mitigated, legally
10 mitigated, and there's nothing hazardous or
11 toxic left in that building.

12 And we actually have our environmental
13 management plan for the public to download if
14 we wish. It's on the website. So it's all
15 right there. Very transparent. But that's the
16 big thing that we want to reassure people, is
17 there's nothing hazardous or toxic in that
18 building as the demo begins.

19 MR. CALLAHAN: So Micah, can I just kind
20 of build on that for a second?

21 MR. RISHER: Yes.

1 MR. CALLAHAN: Because I've had a lot of
2 people ask me because it's an old building and
3 it has asbestos in it. It did?

4 MR. RISHER: It did.

5 MR. CALLAHAN: It did.

6 MR. RISHER: It no longer does.

7 MR. CALLAHAN: Yeah. So that can clean
8 all that up.

9 We really appreciate you being on that
10 because that was a concern of a lot of people.

11 MR. RISHER: And it was a justifiable
12 concern.

13 MR. CALLAHAN: Yeah. Absolutely.

14 MR. RISHER: I mean I'm a lifelong
15 resident myself.

16 MR. CALLAHAN: Yeah.

17 MR. RISHER: I was concerned. We were all
18 concerned.

19 One thing that I always say is I'm born
20 here, raised here, from here, just like you
21 guys. So I care deeply about the airport and

1 the community. And we're not going to do
2 anything to put anybody in jeopardy.

3 MR. CALLAHAN: Yup.

4 MR. RISHER: Yeah. When you see the
5 little bit of dust that is being created,
6 that's just from the block.

7 MR. CALLAHAN: Yup.

8 MR. RISHER: And the dirt. There's
9 nothing hazardous in that building.

10 And we actually have three air quality
11 monitoring systems triangulating the building.
12 And our engineers are checking that data. It's
13 literally piping the air monitoring results to
14 their phone in real time. We are paying a
15 project manager to be on site every day during
16 that.

17 MR. CALLAHAN: I appreciate that.

18 MR. RISHER: We are actually taking it way
19 above what is required. And the whole project
20 has been like that. So we are exceeding MDE
21 requirements to ensure everything there is safe

1 to the public.

2 MR. CALLAHAN: Okay. Thank you.

3 MR. RISHER: We want everybody to rest
4 assured. And if you ever have any questions,
5 please give me a call and we'll get them
6 answered immediately.

7 MR. CALLAHAN: Okay. Thank you.

8 MR. RISHER: Yes, sir.

9 And then it's very important to know how
10 we're paying for it. So I always wanted to
11 tell you obviously this is funded through the
12 AIP program. This program, package two, is
13 fully funded. We have these monies. It's a
14 \$5.6 million project. About 5.1 of actual
15 construction, 423,000 of project management,
16 and then nearly 18,000 in some administrative
17 cost.

18 But we have those grants executed. There
19 they are. There's the numbers. And the
20 airport share is 303,000.

21 And this is always a good time to remind

1 everybody that these grants are paid for by the
2 Aviation Trust Fund, which the revenue is from
3 users of the system. When you fly, you pay a
4 little bit on your ticket fees, excise taxes on
5 fuel, things of that nature. So essentially
6 users of the system fund capital improvements
7 of the system.

8 And then our share here locally for the
9 airport. The airport is a self-sustaining
10 enterprise fund of Talbot County government.
11 And we have been for over 30 years. So we pay
12 our own way. So no negative impact to any
13 taxpayers with the program.

14 And again, details about our environmental
15 management. If anybody does have any
16 questions, this environmental management plan
17 that you see here is online at
18 eastonairport.com. You can download it and
19 read through.

20 Several phases of testing were complete.

21 When we purchased the property in 2017, we

1 entered it into the MDE's voluntary cleanup
2 program. We made commitments to clean up the
3 space, the entire 58-acre parcel, soil, and the
4 building. They issued an NFRD in 2019. It's
5 been approved by the State. Nothing hazardous,
6 nothing toxic. It's all been removed.

7 And I'll end by saying the entire building
8 is being reclaimed, recycled, reused to the
9 extent possible.

10 So the aluminum and steel are being
11 recycled by the contractor. The block, the
12 brick, the cement pad, and the asphalt are
13 going to be crushed on site and used as subbase
14 for the new airfield.

15 The new runway will be nearly 36 inches in
16 depth. So we'll use that material out on the
17 airfield. So basically the only thing that's
18 going in the landfill is vinyl roof and some
19 insulation. There's really not a lot of waste.
20 It's going to be reused.

21 But that's the big thing, the

1 environmental concerns. We just wanted to make
2 sure that everybody was aware that there's
3 nothing hazardous, nothing toxic. And the
4 building should be completely demolished by the
5 end of March. The contractor is telling us
6 only four weeks to get it down to the ground.

7 And then we certainly have a lot more site
8 work to do to get below ground or below grade.
9 We have to grade the entire 58-acre parcel.
10 There's a stream relocation that's going to
11 happen.

12 The wetlands. If you see there's some
13 debris, woody debris and stuff stacked there
14 now. That's going to create a new wetland
15 area.

16 And again, this is really going to improve
17 the stormwater, the pollution controls. And
18 really it's going to be a site beautification
19 because once that building is gone, it's going
20 to be a green space that's nicely landscaped
21 with a little bit of lighting there by the end

1 of next year.

2 So I'm happy to take any questions you may
3 have.

4 MR. CALLAHAN: Any discussion or questions
5 or anything?

6 MS. HAYTHE: No. Great job.

7 MR. RISHER: Thank you.

8 MS. HAYTHE: Thank you for updating us.

9 MR. RISHER: Yes, ma'am.

10 MR. CALLAHAN: I just want to comment on
11 that, too.

12 You've done a great job.

13 And back to the nightmare of the dust, you
14 know. That contractor put two, three trucks on
15 the road at all times with that dust. So I
16 really, really want to thank the contractor and
17 thank you because I'm right beside it. And it
18 was all those businesses right around there.
19 It was tough on everybody.

20 MR. RISHER: We were working hard.

21 MR. CALLAHAN: You were, you were.

1 MR. RISHER: And that's really what I want
2 everybody to know. That sometimes there is a
3 little bit of dust, a little bit of noise.

4 MR. CALLAHAN: I know it.

5 MR. RISHER: But just know that we're
6 doing everything we can to protect the
7 community.

8 MR. CALLAHAN: You have.

9 MR. RISHER: And to lessen the impacts to
10 the extent that it's possible.

11 MR. CALLAHAN: Well, good job.

12 MR. RISHER: Thank you.

13 MR. STEPP: Thanks, Micah.

14 MR. CALLAHAN: Okay. Next is the, Madam
15 Secretary, would be the discussion on General
16 Assembly legislation.

17 MR. STAMP: Mr. Council President, I'll go
18 ahead and speak to this if you don't mind.

19 MR. CALLAHAN: No problem, Mr. Stamp.

20 MR. STAMP: So under this item on your
21 agenda, discussion of General Assembly

1 legislation, the only item that we have is
2 regarding the State of Maryland's Budget
3 Reconciliation and Finance Act, known of BRFA.
4 That's Senate Bill 321, House Bill 352.

5 The legislature is currently considering
6 this BRFA, which will shift costs onto county
7 governments, which I think that you probably
8 would not like to have done.

9 So you have in your packet a letter
10 expressing your displeasure to the State
11 legislature that if you're so inclined, you
12 might want to take a vote and approve the
13 sending of that letter.

14 MR. CALLAHAN: Okay.

15 MR. LESHER: Well, I certainly, I
16 certainly support sending this letter.

17 We've heard a lot from -- we get briefed
18 by the Maryland Association of Counties. We
19 have really, we have a really great instrument
20 with the Maryland Association of Counties in
21 lobbying, in representing county needs at the

1 State level.

2 And they've identified these costs.
3 They've helped to quantify what these costs
4 would be. And we've seen costs to Talbot
5 County amounting to more than \$1 million per
6 year from this.

7 We are actually far from the worst
8 affected county. Dorchester County,
9 immediately to our south, which has a smaller
10 budget, is going to be affected to the tune of
11 more than 3 million.

12 These costs being pushed down to the
13 counties as a way of relieving the State budget
14 is simply a poor and inappropriate strategy for
15 resolving the State budget, the very real State
16 budget crisis.

17 And so I'd like to see this.

18 I guess my one question on this is in the
19 interest of time, do we send it as is?

20 We also heard from our director of Parks
21 and Recreation, Emily Gimple (sic.), about how

1 this same piece of legislation would affect
2 Program Open Space funding, which we use for
3 park improvements.

4 Is it possible to fit that in there
5 without delaying this? If this is on a time
6 schedule, just do it as is.

7 And the other one that we saw was the cuts
8 to the Area Agency for Aging, which includes
9 our one is Upper Shore Aging, which runs our
10 senior centers. And they, too, would be pretty
11 severely impacted by these cutbacks.

12 If it's possible to add these other
13 things, terrific. If not, let's send the
14 letter as drafted.

15 MR. CALLAHAN: Okay.

16 MS. HAYTHE: I agree. I second it.

17 I serve as the liaison to MACo, and Lynn
18 is backup. So we see these bills firsthand
19 that are flying from the State. And a lot of
20 them, you know, sometimes do have a fiscal
21 impact that will affect Talbot County and our

1 taxpayers.

2 And for that, I second the motion to send
3 the letter as is.

4 MR. CALLAHAN: Okay. We got a motion and
5 second. Madam Secretary, could you call the
6 vote.

7 SECRETARY: Mr. Callahan.

8 MR. CALLAHAN: Aye.

9 SECRETARY: Mr. Stepp.

10 MR. STEPP: Aye.

11 SECRETARY: Mr. Leshner.

12 MR. LESHNER: Aye.

13 SECRETARY: Mr. Mielke.

14 MS. MIELKE: Aye.

15 SECRETARY: Ms. Haythe.

16 MS. HAYTHE: Aye.

17 MR. CALLAHAN: Okay.

18 MR. STAMP: Thank you, Council. We'll get
19 that signed and get it off. Thank you.

20 MR. CALLAHAN: Okay. Thank you.

21 MR. STAMP: We'll move on to the county

1 manager report?

2 MR. CALLAHAN: Yes, sir.

3 MR. STAMP: Okay. Thank you, Mr. Council
4 President.

5 Under the county manager's report this
6 evening, I have several recommendations to you
7 for consideration for board and committee
8 appointments.

9 The first one is involving the Agriculture
10 Land Preservation Advisory Board. We're
11 requesting the appointment of Mr. Keith
12 Shortall and Mr. Gary Gannon to that board.

13 MS. HAYTHE: Motion to approve the
14 appointment.

15 MR. STEPP: Second.

16 MR. CALLAHAN: Okay. Madam Secretary,
17 could you call the vote.

18 SECRETARY: Mr. Callahan.

19 MR. CALLAHAN: Aye.

20 SECRETARY: Mr. Stepp.

21 MR. STEPP: Aye.

1 SECRETARY: Mr. Lesher.

2 MR. LESHER: Aye.

3 SECRETARY: Mr. Mielke.

4 MS. MIELKE: Aye.

5 SECRETARY: Ms. Haythe.

6 MS. HAYTHE: Aye.

7 MR. STAMP: Thank you. The next would be
8 the Bicycle and Pedestrian Advisory Committee.
9 This is a new committee. And we're asking
10 consideration for the appointment of the
11 following: Heather Grant, representing Easton;
12 Bob Burgner, representing Oxford; Phil Starkey,
13 representing Queen Anne; Ava Ellett,
14 representing Trappe; Bob DeGour, representing
15 Easton, citizen representative; Jessica Lister,
16 Cordova, unincorporated area of Chapel
17 District; Frank Carollo, St. Michaels area,
18 unincorporated area of St. Michaels District;
19 Howard Callahan, Sr., Cordova business owner; Ed
20 Heikes, St. Michaels area, Maryland Farm
21 Bureau; Carl Mike Owens, school safety

1 specialist for the Talbot County Public
2 Schools; Lieutenant JR Dobson from the Talbot
3 County Sheriff's Office; and Mr. Pete Leshner,
4 as the Council liaison to the board.

5 MR. STEPP: I make a motion --

6 MS. HAYTHE: Motion to approve.

7 MS. MIELKE: Second.

8 MR. STEPP: I'll do a second.

9 MR. CALLAHAN: Madam Secretary, could you
10 call the vote.

11 SECRETARY: Mr. Callahan.

12 MR. CALLAHAN: Aye.

13 SECRETARY: Mr. Stepp.

14 MR. STEPP: Aye.

15 SECRETARY: Mr. Leshner.

16 MR. LESHNER: Aye.

17 SECRETARY: Mr. Mielke.

18 MS. MIELKE: Aye.

19 SECRETARY: Ms. Haythe.

20 MS. HAYTHE: Aye.

21 MR. STAMP: The next would be the Economic

1 Development Commission. The Town of Oxford is
2 requesting the appointment of Barbara Ranson,
3 Oxford Vintage and Trade, to serve as their
4 representative on the Economic Development
5 Commission.

6 MS. HAYTHE: Motion to approve the
7 appointment.

8 MR. LESHER: Second.

9 MR. CALLAHAN: Okay. Madam Secretary,
10 could you call the vote.

11 SECRETARY: Mr. Callahan.

12 MR. CALLAHAN: Aye.

13 SECRETARY: Mr. Stepp.

14 MR. STEPP: Aye.

15 SECRETARY: Mr. Leshner.

16 MR. LESHER: Aye.

17 SECRETARY: Mr. Mielke.

18 MS. MIELKE: Aye.

19 SECRETARY: Ms. Haythe.

20 MS. HAYTHE: Aye.

21 MR. STAMP: And finally, under boards and

1 commissions, the Upper Shore Aging,
2 Incorporated Board of Directors. We're
3 requesting the appointment of Jenna Marchi to
4 serve as the Talbot County representative on
5 that board.

6 MS. MIELKE: So moved.

7 MS. HAYTHE: Second.

8 MR. CALLAHAN: Okay. We got a motion and
9 second. Madam Secretary, could you call the
10 vote.

11 SECRETARY: Mr. Callahan.

12 MR. CALLAHAN: Aye.

13 SECRETARY: Mr. Stepp.

14 MR. STEPP: Aye.

15 SECRETARY: Mr. Leshner.

16 MR. LESHNER: Aye.

17 SECRETARY: Mr. Mielke.

18 MS. MIELKE: Aye.

19 SECRETARY: Ms. Haythe.

20 MS. HAYTHE: Aye.

21 MR. STAMP: Thank you, Council.

1 At this point, I would like to see if we
2 have a representative from Waterfowl Festival.
3 Great.

4 As you read in your agenda packet, the
5 Waterfowl Festival, Incorporated is requesting
6 a letter of support for their grant application
7 to Maryland Historical Trust in the amount
8 \$100,000 to replace and repair a roof. No
9 county funds are required.

10 And our representative will explain to you
11 any further detail and answer any questions.

12 MS. MOONEY: Absolutely. So I'm Sammie
13 Mooney. I'm the assistant director at
14 Waterfowl Festival.

15 We have been trying to improve the
16 building. It's a step-by-step process.

17 Right now, it's the roof, the barrel roof
18 construction and the flat roof on either side
19 that we're looking to replace.

20 MR. CALLAHAN: Okay. Any questions?

21 MS. MIELKE: No.

1 MS. HAYTHE: No. The building looks
2 great. I mean what's been done so far. I've
3 been in there several times for events, and you
4 guys are doing a great job over there.

5 MS. MOONEY: Yeah. We have some big
6 plans. So we're exited.

7 MS. HAYTHE: So motion to approve, unless
8 there's any other --

9 MR. LESHER: Second.
10 I realize how long it's been getting to
11 this stage. And congratulations for at least
12 the eligibility to apply for this at this
13 point.

14 MR. STEPP: Well needed.

15 MR. CALLAHAN: Okay. We got a motion and
16 second. Madam Secretary, could you call the
17 vote.

18 SECRETARY: Mr. Callahan.

19 MR. CALLAHAN: Aye.

20 SECRETARY: Mr. Stepp.

21 MR. STEPP: Aye.

1 SECRETARY: Mr. Lesher.

2 MR. LESHER: Aye.

3 SECRETARY: Mr. Mielke.

4 MS. MIELKE: Aye.

5 SECRETARY: Ms. Haythe.

6 MS. HAYTHE: Aye.

7 MR. CALLAHAN: Okay thank you.

8 MS. MOONEY: Thank you.

9 MR. STAMP: Thank you.

10 MR. CALLAHAN: Yup. Thank you.

11 MR. STAMP: The next item that I have,
12 Council, is from the Department of Parks and
13 Recreation. They're seeking Council approval
14 to use \$58,250 in contingency funds for
15 emergency repairs to the George Murphy and Bay
16 Hundred community pools.

17 Martha Sparks, finance director, has
18 confirmed that there are sufficient funds
19 available for this request.

20 MR. CALLAHAN: Okay.

21 MS. HAYTHE: We know summer is a coming

1 and we need the pools. So a motion to approve.

2 MR. CALLAHAN: Okay.

3 MR. LESHER: Second.

4 MR. CALLAHAN: Okay. We got a motion and
5 second. Madam Secretary, could you call the
6 vote, please.

7 SECRETARY: Mr. Callahan.

8 MR. CALLAHAN: Aye.

9 SECRETARY: Mr. Stepp.

10 MR. STEPP: Aye.

11 SECRETARY: Mr. Leshner.

12 MR. LESHNER: Aye.

13 SECRETARY: Mr. Mielke.

14 MS. MIELKE: Aye.

15 SECRETARY: Ms. Haythe.

16 MS. HAYTHE: Aye.

17 MR. STAMP: Thank you, Council.

18 At this point, I would like to invite your
19 director of Emergency Services, Brian LeCates,
20 to come forward.

21 MR. CALLAHAN: Yup.

1 MR. STAMP: Brian has a number of requests
2 for you this evening. All of these requests
3 have been funded and/or are part of grants, and
4 they are associated with the new Public Safety
5 Building, of which we all are very excited to
6 cut a ribbon on hopefully this June.

7 So the requests that he has have been
8 checked and they are in order. And he'll
9 answer any questions and add detail.

10 Also, we have Tommy Haddaway, your
11 director of technical services, with him.

12 So I'm going to turn it over to you and
13 let you step through and I'll fill in
14 whatever --

15 MR. LeCATES: Sounds good. Thank you,
16 Mr. Stamp.

17 Good evening, Council. Thank you for
18 having us here this evening.

19 So as Mr. Stamp alluded, we do have four
20 requests before you this evening. These are
21 all items that we have previously discussed,

1 budgeted for, planned for. So it's just time
2 now to execute them, as we're progressing down
3 the road of getting the Public Safety Building
4 up and running.

5 So the first request we have before you is
6 actually for the technology in the training
7 room and our conference rooms. So this would
8 be all the projectors, microphones, things of
9 that nature.

10 It will also act as a backup area. If
11 this room were unavailable and you needed to
12 hold a Council meeting, we would have all the
13 technology to run a Granicus meeting with all
14 the cameras and things like that. So that way
15 you do have some redundancies in your county
16 government.

17 So this is a request for a total of
18 \$552,000, which \$105,000 would be covered by a
19 State homeland security funds. And this is --
20 we're requesting to piggyback on the Maryland
21 State contract and award to ePlus Technologies.

1 We have gone out to bid just to make sure
2 that we are getting the most competitive
3 pricing. And this was the most competitive
4 price and it is also on State contract.

5 MR. STAMP: And again, this is part of the
6 capital improvement program. And there is
7 sufficient funds in the budget for this
8 request.

9 MR. CALLAHAN: Are we going to do each
10 individual one?

11 MR. STAMP: Yeah.

12 MR. CALLAHAN: Okay.

13 MS. HAYTHE: Motion to approve.

14 MR. STEPP: Second.

15 MR. LESHER: One quick question before we
16 vote.

17 Of course, of course, we have planned for
18 all this technology. It hadn't occurred to me,
19 until you brought it up just now, that could be
20 a backup location.

21 Occasionally, we hear from the public that

1 says can't you move to a room with larger
2 capacity. I only remember this as an empty
3 shell.

4 It's not much larger than this, if at all?

5 MR. LeCATES: It would probably be a
6 little bit smaller than this.

7 MR. LESHER: Yeah.

8 MR. LeCATES: Yes. So depending on the
9 setup, we could probably fit the same amount of
10 folks from the public, but it would be a good
11 backup, maybe not a primary location.

12 MR. LESHER: Good. Thank you very much.

13 MR. LeCATES: Absolutely.

14 MR. CALLAHAN: Okay. Any other questions?

15 MS. HAYTHE: Nope.

16 MR. STEPP: Motion and a second.

17 MR. CALLAHAN: Is there a motion?

18 (Cross talk.)

19 MR. CALLAHAN: Okay. I'm sorry. Madam
20 Secretary, could you call the vote.

21 SECRETARY: Mr. Callahan.

1 MR. CALLAHAN: Aye.

2 SECRETARY: Mr. Stepp.

3 MR. STEPP: Aye.

4 SECRETARY: Mr. Leshner.

5 MR. LESHER: Aye.

6 SECRETARY: Mr. Mielke.

7 MS. MIELKE: Aye.

8 SECRETARY: Ms. Haythe.

9 MS. HAYTHE: Aye.

10 MR. CALLAHAN: Okay.

11 MR. LeCATES: The second request I have
12 before you this evening, and I have in support
13 of this our division chief of 911, Holley
14 Guschke, is back here with me somewhere.

15 So this is a request to extend the
16 contract with Mission Critical Partners. They
17 have been acting as our consultants on the
18 computer-aided dispatch, or CAD, replacement
19 project. They have been invaluable to us to
20 create the request for proposal that went out
21 to the public and doing technical review of the

1 bids that have been returned to us.

2 In addition to their technical review,
3 we've done a -- well, I'll get into that in a
4 minute. So they've done the technical review
5 for us.

6 We're coming to the end of their contract.
7 We'd like to extend their contract through
8 implementation. So they would act as an agent
9 of ours with a high level of technical
10 expertise in this process and make sure that we
11 are doing everything that we should be doing
12 and make sure this is a smooth transition to
13 the new platform.

14 So this would be an award, if approved, it
15 would be an award to Mission Critical Partners
16 in the amount of \$134,680, which is budgeted
17 within the CAD project, CAD replacement
18 project, CIP money.

19 MR. STEPP: So moved.

20 MR. LESHER: Second.

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

1 second. Madam Secretary, could you call the
2 vote.

3 SECRETARY: Mr. Callahan.

4 MR. CALLAHAN: Aye.

5 SECRETARY: Mr. Stepp.

6 MR. STEPP: Aye.

7 SECRETARY: Mr. Leshner.

8 MR. LESHER: Aye.

9 SECRETARY: Mr. Mielke.

10 MS. MIELKE: Aye.

11 SECRETARY: Ms. Haythe.

12 MS. HAYTHE: Aye.

13 MR. LeCATES: And our third request is the
14 actual CAD replacement.

15 So this has been a long time coming.
16 We've been working on this project since 2022.
17 And we're finally here before you asking for a
18 total of \$611,635 to award Bid Number 2407 for
19 a computer-aided dispatch placement to Tyler
20 Technologies.

21 So we went out to bid on this and came

1 back with multiple proposals. We've done
2 all-day full evaluations of each vendor where
3 they've shown us some of the pinch points that
4 we have on a daily basis and some of the things
5 that we wish our current CAD system would do
6 better. They have worked with us extensively,
7 and they've worked with our Mission Critical
8 Partners, our agent, extensively to be able to
9 answer all questions and work the price down to
10 something that was very, very competitive.

11 So we're requesting that to be awarded to
12 Tyler.

13 MR. CALLAHAN: Okay.

14 MS. HAYTHE: Motion to approve Bid 2407.

15 MR. STEPP: Second.

16 MR. CALLAHAN: Okay.

17 MR. STAMP: Before you take the vote, I
18 just want to recognize -- and for the public's
19 understanding, when they hear the term CAD,
20 computer-aided dispatch, they might think what
21 does that mean.

1 And it's really the heartbeat of what the
2 emergency communicators have at the 911 Center.
3 When they answer the telephone, it immediately
4 tells them where somebody is located, it gives
5 them the instructions to relay to the person,
6 it tells where the resources is, it shows the
7 map where resources have to go, and it's just a
8 critical piece of equipment.

9 And the upgrade is going to be to a
10 state-of-the-art platform that will integrate
11 well with our neighboring counties, which will
12 allow -- actually enhance response.

13 I just want to recognize Holley Guschke,
14 our division chief of 911. She does an
15 excellent job. Unsung hero. Our dispatchers,
16 24 hours a day they have their finger on the
17 pulse of our community. So thank you.

18 MR. LeCATES: Well said, Mr. Stamp.

19 And our fourth and final request this
20 evening is completely grant funded. It is --

21 MS. HAYTHE: We didn't do roll call.

1 MR. STAMP: Call the vote.

2 MR. CALLAHAN: Oh, sorry.

3 (Cross talk.)

4 MS. HAYTHE: We did a motion and second,

5 but we didn't --

6 MR. STEPP: We had one, right?

7 MR. CALLAHAN: We had a motion and second.

8 Madam Secretary, could you call the vote.

9 SECRETARY: Mr. Callahan.

10 MR. CALLAHAN: Aye.

11 SECRETARY: Mr. Stepp.

12 MR. STEPP: Aye.

13 SECRETARY: Mr. Leshner.

14 MR. LESHNER: Aye.

15 SECRETARY: Mr. Mielke.

16 MS. MIELKE: Aye.

17 SECRETARY: Ms. Haythe.

18 MS. HAYTHE: Aye.

19 MR. LeCATES: Okay.

20 MR. STEPP: Go for it.

21 MR. CALLAHAN: The final request this

1 evening is a completely grand funded request
2 through the Emergency Management Performance
3 Grant to contract with a outside agency to
4 conduct a mass casualty drill for us.

5 So it's been quite some time since we've
6 had one. We want to have a large scale
7 exercise that involves all of law enforcement,
8 fire, EMS partners and has some terrorist nexus
9 to it.

10 And it's really important that we kind of
11 bring somebody in that can do that right after
12 actions and make recommendations to us and be a
13 outside partner that would evaluate us. So
14 that way we have, you know, we're not squeaking
15 through or anything. We're holding ourselves
16 accountable.

17 So we're requesting to utilize EMPG
18 funding, grant funding in the amount of
19 \$47,680. If so approved, award to Accentra.

20 So did go out to bid. Accentra was the
21 cheapest or least expensive.

1 MS. HAYTHE: There you go.

2 MR. LeCATES: The least expensive vendor
3 on this, and we would be happy to work with
4 them.

5 MR. CALLAHAN: Okay.

6 MS. HAYTHE: Motion to approve.

7 MS. MIELKE: Second.

8 MR. CALLAHAN: Okay. We got a motion and
9 second. Madam Secretary, could you call the
10 vote.

11 SECRETARY: Mr. Callahan.

12 MR. CALLAHAN: Aye.

13 SECRETARY: Mr. Stepp.

14 MR. STEPP: Aye.

15 SECRETARY: Mr. Leshner.

16 MR. LESHNER: Aye.

17 SECRETARY: Mr. Mielke.

18 MS. MIELKE: Aye.

19 SECRETARY: Ms. Haythe.

20 MS. HAYTHE: Aye.

21 MR. STAMP: I just want to thank the team.

1 MR. CALLAHAN: Yeah.

2 MR. STAMP: Our DES team here. They work
3 hard, they do a great job, and we're all very
4 proud of them.

5 MR. LeCATES: I'm sorry. They changed
6 out. I didn't realize it. So this is Geneva
7 Schaffle. You met her before. She is our
8 division chief of emergency management. She's
9 worked extensively on this project. So she was
10 up here to support that.

11 So thank you all for your support --

12 MS. HAYTHE: So Brian, if I can just say
13 one thing before you leave.

14 Last night you had a call to my
15 mother-in-law's house. And I just want to
16 thank you, your staff, everyone that answered
17 to that call last night, EMTs. You do a
18 remarkable job.

19 MR. LeCATES: Thank you.

20 MS. HAYTHE: Particularly for our elderly
21 community when they have an emergency. So

1 thank you, thank you, thank you.

2 MR. LeCATES: Thank you. I will pass that
3 along to those that were involved --

4 MS. HAYTHE: Thank you. I appreciate
5 that.

6 MR. LeCATES: Thank you.

7 Thank you. Have a good evening.

8 MR. CALLAHAN: Thank you, guys.

9 MR. STAMP: Thank you.

10 Finally, Council, I just have an
11 announcement to make. In the back of the room,
12 we have Mr. -- actually not Mr. Dr. Fahmi.

13 Dr. Fahmi is your new health officer. He
14 took over that office on the 5th of March.
15 Appointed by the secretary of health at the
16 recommendation of the County Council.

17 So I didn't know if you wanted to say hey
18 to Dr. Fahmi.

19 MS. HAYTHE: There he is.

20 MR. CALLAHAN: We got him. We got him.

21 Okay. Welcome.

1 DR. FAHMI: Thank you, thank you, thank
2 you.

3 I do not know how many thank yous I can
4 say to the Council and to the county manager
5 and each and everybody in the department. I
6 will get (indiscernible) before I finish.

7 I'm humbled and I need definitely your
8 leadership and your insight. You are the
9 representative of the county. Your work, your
10 recommendation, your insight is humungous in my
11 book.

12 And we definitely work with you, guided by
13 you, and get support, hopefully support and all
14 the guidance and all the whatever I can get. I
15 am so selfish. Whatever I can get from you, I
16 will be appreciative.

17 And it's an honor, and it's a heavily-felt
18 appreciation from myself, humbleness, that each
19 of every one of you have supported me.

20 You also send me email. The chair send a
21 very nice appreciated statement on behalf of

1 the Council. I'm really -- I don't think I
2 deserve that but really appreciate it. It
3 meant a lot to me. It's an honor.

4 MR. CALLAHAN: Thank you. Thank you.

5 MS. HAYTHE: Well, Dr. Fahmi, thank you so
6 much for being here tonight. Congratulations
7 on your appointment.

8 It was truly a pleasure to serve on that
9 committee with Councilman Stepp as well.

10 So thank you. And I look forward to the
11 good work that you will be doing at the Talbot
12 County Health Department.

13 DR. FAHMI: I appreciate it, pastor.

14 MS. MIELKE: Congratulations. And welcome
15 aboard. And as Ms. Haythe said, we look
16 forward to working with you and keeping Talbot
17 County healthy.

18 DR. FAHMI: We (indiscernible). Thank
19 you.

20 MR. LESHER: Just a thank you to you for
21 stepping up to what is truly a public service

1 role.

2 DR. FAHMI: Grateful, sir. Thank you.

3 MR. STEPP: I'll echo the congratulations.

4 Great job making it across the finish line.

5 And looking forward to working with you.

6 DR. FAHMI: Thank you for the email.

7 Thank you, sir.

8 MR. CALLAHAN: And I'll follow up with
9 what my colleagues said, Dr. Fahmi. We're
10 really glad to have you.

11 In your interview with us, I thought you
12 were spectacular.

13 DR. FAHMI: Thank you, sir.

14 MR. CALLAHAN: I mean you did a really
15 great job. I love your character. I love
16 everything about your -- you just feel like
17 you're going to help Talbot County. And that's
18 what it's all about. And you're doing a great
19 job. And you've been there.

20 DR. FAHMI: I appreciate it.

21 MR. CALLAHAN: And you've been there. So

1 the transition isn't going to be too big, other
2 than now that you're the boss. You know what I
3 mean? So keep that in mind now.

4 DR. FAHMI: A big one.

5 MR. CALLAHAN: All right. Well, we
6 appreciate you. And anything that you need
7 from the Council, please come and --

8 DR. FAHMI: I appreciate it.

9 I can't leave this chair before saying
10 thank you to the manager of the county. It's
11 been -- his support meant a lot to me. I'm
12 real appreciative, sir. Thank you.

13 MR. CALLAHAN: Thank you.

14 MS. HAYTHE: Thank you.

15 MR. CALLAHAN: Okay.

16 MR. STAMP: And Council, that completes
17 your county manager report for this week.
18 Thank you.

19 MR. CALLAHAN: Okay. Good job.

20 Okay. Next is going to be public comment.
21 And what we'll do, if you haven't signed up.

1 MS. HAYTHE: He has the sheet.

2 MR. CALLAHAN: Don't worry about it.

3 We'll go through the list, and then we'll give
4 you an opportunity to come on up. So don't be
5 worried that you won't be able to speak.

6 So we're going to start down the list.

7 MR. LESHER: And first on list is Lynette
8 Keefe.

9 MR. CALLAHAN: So just to let everybody
10 know, we're going to give you three minutes for
11 representing yourself, individual, and five
12 minutes for an organization. Okay?

13 MS. KEEFE: Perfect. I feel like I'm two
14 weeks short now. I was outside, couldn't get
15 in last meeting.

16 Unfortunately, you already voted
17 without -- I feel like, Mr. Callahan, I want to
18 thank you for actually looking into history and
19 looking into facts because I left two weeks ago
20 doing the same. I want to know why this is a
21 hot topic. So I did a lot of history and a lot

1 of searching.

2 And I think we all have always wanted an
3 America, Americans to be equal. We want no
4 discrimination by race, color, religion, sex,
5 pregnancy, child birth, related conditions,
6 transgender status, sexual orientation, or
7 national origin.

8 We also want equal pay for the work that
9 we do, regardless of our sex. We also want
10 people not to be age discriminated against if
11 they're 40 years old or older. Women also
12 should not be discriminated against based on
13 pregnancy, child birth, and related medical
14 conditions, as well as disabilities. People
15 with disabilities in various areas also should
16 not be discriminated against.

17 Also, the last is the Genetic Information
18 Nondiscriminating (sic.) Act, which, if you
19 have a genetic disorder, like my daughter, you
20 do not get discriminated against.

21 So that was a lot. So then I looked into

1 it a little further. And Obama, in 2011,
2 signed an Executive Order, 13583, to government
3 wide diversity and inclusion in the federal
4 workforce. This Act must hire based on race,
5 color, religion, sex, and promote and with the
6 age. So it's exactly the opposite of the Equal
7 Opportunities Employment Act.

8 So then I thought that can't be true, this
9 is not how America works.

10 So then after that, in 2019, DEI exploded
11 and it went into a big business. After the
12 Black Lives Matter and Me Too movements, the
13 estimated cost for DEI just in the Education
14 Department alone was \$1 billion. This wasn't
15 even private sector, which is over \$8 billion.

16 Then the George Floyd incident happened.
17 And 2020, Biden doubled down, signing an
18 Executive Order of 13985 saying that economic
19 health and climate exposed and exacerbated
20 inequalities. Don't know how that would work,
21 but so we had to look into that at the cost of

1 the taxpayer.

2 So then the same day he signed another
3 Executive Order saying the federal government
4 must recruit, must hire, must develop, must
5 promote and obtain people of color, race,
6 religion, sex origin, age, disabilities, etc.

7 I don't know where DEI is different except
8 for I went on the DEI site, and it says
9 valuing -- this is their diversity statement.
10 Valuing and prioritizing different backgrounds
11 and identities over qualifications.
12 Unfortunately, it's exactly the opposite of
13 equal opportunity employment.

14 MR. CALLAHAN: Thank you.

15 MR. LESHER: Next is Bob Tull.

16 MR. TULL: Thank you. I'd like to thank
17 Councilman Stepp for his motion to allow us to
18 speak before the vote was taken. It was a
19 rather disappointing vote, but I do appreciate
20 your motion. I appreciate you, President
21 Callahan, for your very kind and healing words

1 I think after it was all over with.

2 Just so you understand where I stand on
3 diversity, I'm all for diversity. I own a
4 small business here in Talbot County. And I
5 would venture to say that I have probably one
6 of the most diverse staffs of any small
7 business in the county. In fact, one of my
8 employees commented a couple of weeks ago at
9 how diverse the staff actually was. So
10 diversity I like.

11 I also happen to go to probably one of the
12 most diverse churches in the county. And in
13 fact, if that's not enough, I married a Korean
14 and my mother-in-law is a immigrant. So I'm
15 all for diversity.

16 The problem with DEI is that it promises
17 something that it actually doesn't deliver.

18 And a friend sent this to me recently.
19 This was a poster that was apparently displayed
20 at the Talbot County Board of Ed. And I know
21 they're kind of autonomous from the Council,

1 but it certainly is a county entity.

2 And the poster says, it's titled six
3 conditions.

4 And the first one is focus on personal,
5 local, and immediate. I'm not quite sure what
6 that means. Does that mean just focus on
7 Talbot County issues? Don't know.

8 Second one is isolate race. I don't know
9 what that means really, either. Except that
10 possibly when you're dealing with someone,
11 consider the race of that person. And my
12 understanding, too, is this was presented
13 probably for the staff of the Talbot County
14 Board of Ed.

15 Third one is normalize social construction
16 and multiple perspectives. I don't know what
17 that is, either. I'm sorry. I guess that -- I
18 don't know what it means.

19 The fourth one is monitor agreements,
20 conditions, and establish parameters. Does
21 that mean have boundaries? I don't know.

1 The fifth one is use a working definition
2 for race. I think we all know what races are,
3 but use a working definition for race.

4 And the last one, which is frankly I think
5 the most insidious of them all, is examine the
6 presence and role of whiteness.

7 My understanding is the poster was taken
8 down. And my guess is it's not because the
9 people of the Board of Ed disagree with any of
10 it, it's because they didn't want people to see
11 it.

12 And so my take is this is what you get
13 with DEI, is this kind of thing. And if you
14 don't think that this does not trickle down
15 from the administration into the classroom,
16 then you're naive.

17 I think that this is a bad road to go on,
18 especially for our students. And again, I
19 think it was probably taken down because they
20 didn't want anybody to see it.

21 But I do thank you for your time. Thank

1 you.

2 MR. CALLAHAN: Thank you.

3 MR. LESHER: Next is Terrence Bernard.

4 MR. BERNARD: Good evening, Terrence
5 Bernard, Easton, Maryland.

6 I also was at the last meeting and waited
7 an hour and a half to get up to the point of
8 where you all took a vote. And then someone
9 called a pause on it, and I wasn't going to
10 wait another hour and a half to continue. So
11 here is my comment.

12 I oppose keeping DEI within Talbot County
13 and employee handbook.

14 President Donald J. Trump on day one began
15 the changes the public wants. President Trump,
16 on day one, began the changes he was elected on
17 by winning the public vote and winning the
18 electoral vote. President Trump is holding
19 back money for those that are resistant and not
20 initially compliant. President Trump ended
21 DEI.

1 He also brought back one man, one woman.
2 Since the beginning of time, it has been -- do
3 I get credited this time here for this
4 interruption, please?

5 MR. CALLAHAN: Could you please?

6 MR. BERNARD: Or take her outside.

7 Trump, President Trump ended DEI.

8 He also brought back one woman, one man.
9 Since the beginning of time, it has been one
10 man, one woman, one male, one female, XX or XY
11 chromosome.

12 President Trump directives and changes
13 occur daily, weekly. There are many in the
14 pipeline. I suggest to take heed of the
15 actions coming.

16 End DEI in Talbot County, Talbot County
17 government, the employee handbook, training
18 manuals, tests, videos, acronyms, etc. Get a
19 pair of scissors, cut out and remove all the
20 DEI words, acronyms, directives. Then reread
21 it.

1 Do we retain DEI in employee handbook?
2 Could it be that by retaining it, you meet the
3 requirements for more grant money to Talbot
4 County?

5 Do not retain DEI in Talbot County.

6 The four years of President Biden
7 directives has ended. Feelings used are stuck.
8 President Trump ended it. He is doing what the
9 majority of the United States first people
10 elected him to do.

11 The government efficiency, or DOGE,
12 announced Monday, February 10th, dozens of
13 grants related to diversity, equity and
14 inclusion were scrapped by the US Department of
15 Education. DOGE wrote the 29 DEI training
16 grants totaling \$101 million altogether. One
17 grant was designed to teach teachers how to
18 help students understand, integrate the complex
19 histories involved in oppression and help
20 students recognize areas of privilege and power
21 on an individual and collective basis.

1 There is now a US Department of Education
2 launched, enddei.gov, site for anyone that
3 needs to comment about DEI in education.

4 President Donald J. Trump protects civil
5 rights and merits-based opportunities by ending
6 illegal DEI, directs all departments and
7 agencies to take strong action to end private
8 sector DEI discriminations, including civil,
9 restoring the values of an individual --

10 MR. CALLAHAN: Hey, Terrence, that's it.
11 Okay? Thank you.

12 MR. LESHER: Next is Mary Russell.

13 MS. RUSSELL: Thank you, Council Members.
14 I'm Mary Eileen Russell of Claiborne.

15 I'm really sorry that I was not here last
16 time.

17 I was a small child in Gaithersburg,
18 Maryland, during the civil rights movement of
19 the 1960s. My father, an Irish Catholic
20 husband and father of a young family, joined
21 the NAACP to offer his support to the African

1 Americans in our community. He took part in
2 boycotts.

3 I recall that he took us past a barber
4 shop in Gaithersburg that was whites only and
5 he told us that he and several other people
6 were not going there because the owner was
7 unjust.

8 So with my family to be raciest was the
9 lowest thing you could be. The only worse
10 thing was to be a liar.

11 Yet throughout my life, I have continued
12 to see race used as a means of determining who
13 gets what job and who gets what scholarship,
14 etc. because of the so-called affirmative
15 action policies. This is unjust and against
16 the principles of the Civil Rights Act.

17 I hope some day that Council chooses to
18 repeal the DEI resolutions of 2020, as they are
19 redundant in the light of what is already
20 spelled out in our county Charter and in the US
21 Constitution.

1 In fact, the DEI agenda has, rather than
2 enhancing the liberties which we already enjoy,
3 caused many citizens to be marginalized and
4 alienated due to the woke connotations
5 associated with it. And that's why Trump won.

6 Our county has been known for decades for
7 being a welcoming place to all, and most
8 especially to families. Let us hire people
9 based on their ability to do the job, not upon
10 qualities that have nothing to do with the job
11 in question. Let every employee have the
12 satisfaction of knowing that they were hired
13 for their gifts and for their character, not
14 for their skin color or their gender, etc., but
15 for the content of their character.

16 Thank you.

17 MR. CALLAHAN: Thank you.

18 MR. LESHER: Next is Shari Wilcoxon.

19 MS. WILKCOXON: Good evening, everybody.

20 I wrote my comments before I knew that we
21 weren't going to be able to speak before. So

1 I'll amend them some. I did send them to
2 everyone.

3 I don't understand why there's even any
4 doubt of unity on that resolution that Dave
5 Stepp so bravely put forward and Chuck
6 supported. Thank you so much.

7 Merits should be the one and only reason
8 why someone gets hired. It should not have
9 anything to do with anything else. Just merit.

10 Anyone on this Council who is willing to
11 risk federal funding and a potential lawsuit
12 that could cost millions really doesn't deserve
13 to be representing the people of Talbot County.

14 We're talking about somewhere around
15 \$47 million for the hospital, plus my
16 understanding an additional potential
17 \$7 million for the schools, for the Sheriff's
18 Office, for the hospital. I said that. I
19 meant the airport expansion. And I apologize,
20 and then the hospital.

21 I had some quotes that I sent to everyone,

1 but I'm going to skip over those for a second
2 and read this because after hearing
3 Ms. Haythe's response to Dave Stepp, I have to
4 say I was absolutely stunned. It sounded to me
5 like she was in essence calling Mr. Stepp a
6 liar, as well as our great Sheriff, Joe Gamble.

7 I've known both these men for several
8 years and work with them in different
9 capacities. In my every experience with both
10 of them, they had the upmost integrity and high
11 moral character. And I am personally highly
12 offended by these outrageous statements about
13 these two men of great faith and who have given
14 great service to our county. I thank them
15 both.

16 Based upon her statement, I can only
17 assume that she really doesn't understand. The
18 grant she referred to, the Sheriff's grant, or
19 any federal funds, like the airport, they don't
20 have to be about DEI. We as a county cannot
21 have DEI policies to receive the funds. It's

1 different.

2 Where is the legal opinion from our county
3 attorney? I actually would love to see it. I
4 didn't hear anything about it. But I need to
5 understand if our attorney failed us because to
6 me, he should advise everyone what you're
7 risking.

8 Pete and Lynn make legalese statements,
9 but they are not licensed attorneys.

10 I take President Trump at his word. He's
11 already shown us promises made, promises kept.

12 If we do indeed lose these funds that you
13 have now put in jeopardy, it is on the three of
14 you, Pete Leshner, Lynn Mielke, and Keasha
15 Haythe, who rolled the dice for all Talbot
16 County citizens.

17 Again, thank you, Dave Stepp and Chuck
18 Callahan, for looking out for all of us in
19 Talbot County. Thank you.

20 SPEAKER: Ms. Haythe is --

21 MR. LESHNER: Next is Brendan Kelly.

1 SPEAKER: You said you were DEI last time.

2 MS. HAYTHE: I am diversity, I am equity,
3 and I am very well of who I am in the eye of
4 the Lord.

5 (Cross talk.)

6 MR. CALLAHAN: Hey, Shari.

7 MS. HAYTHE: Absolutely. But we don't
8 hire based on diversity, equity, and inclusion.
9 We hire based on qualifications and merit.
10 So --

11 (Cross talk.)

12 MR. CALLAHAN: That's enough. All of you,
13 that's enough. The next --

14 MS. HAYTHE: So if you want other people
15 to put out, why don't we ask the team here to
16 put you out, Shari?

17 MS. GRIFFIS: I laugh. (Indiscernible.)

18 MR. CALLAHAN: Officer, take her out of
19 here.

20 MS. GRIFFIS: I'm being taken out?

21 MR. CALLAHAN: Yup. Take her out.

1 MS. HAYTHE: Chuck, that's not right.

2 MS. GRIFFIS: I laughed a second
3 (indiscernible) and I'm threatened to get taken
4 out --

5 MR. CALLAHAN: I'm going to tell you this
6 one more time. I'm going to tell you one more
7 time. You've been a problem all night. Okay.
8 And I've asked you several times to be quiet.

9 MS. GRIFFIS: I laughed and you're
10 threatening to kick me out.

11 MR. CALLAHAN: I'm not threatening you at
12 all.

13 MS. GRIFFIS: (Indiscernible.)

14 MS. HAYTHE: Absolutely, Chuck. She's
15 absolutely correct. She is correct.

16 (Cross talk.)

17 MS. GRIFFIS: -- get to speak. I'm asking
18 if I'm getting to speak my mind. I am
19 speaking.

20 (Cross talk.)

21 MR. CALLAHAN: Hey. Officer, come here

1 for a minute. Yes, she's done.

2 This lady here, I'm sorry, but you started
3 this.

4 And Shari, would you mind leaving, too,
5 please?

6 MS. WILKCOXON: Me?

7 MR. CALLAHAN: Yes.

8 Okay. Let's start again. Let's start
9 again. And I'm telling you I do not want any
10 outbursts. Okay.

11 This Council right here, it's not fair to
12 pick on Dave or Keasha or me or any of these.
13 Okay. We're here to respect you guys and
14 listen to you guys. That's what public comment
15 is. Don't be calling us out.

16 What?

17 MS. MIELKE: A civil discourse.

18 MR. CALLAHAN: Right. So let's respect
19 this Council. Okay. Thank you.

20 MR. LESHER: Mr. Kelly.

21 MR. B. KELLY: Good evening, Councilmen.

1 I am Brendan Kelly, a lifelong resident of
2 Talbot County and a recent graduate of Easton
3 High School.

4 I am also a minority. You might not be
5 able to tell by looking at me, but I am of
6 American Indian heritage.

7 So technically DEI gives me preference
8 over all of you that don't have such heritage.
9 How is it fair to give me privilege over you
10 based on who had sex with my ancestors? How is
11 it fair? It's not.

12 Why not just treat everybody equally, like
13 the Constitution says, like the Civil Rights of
14 1964 says?

15 We should -- why should we think that
16 people, though us, aren't smart enough, aren't
17 skilled enough to do the same job that while
18 people can do? That's insulting. That's
19 embarrassing.

20 So to say people like me, that it's easy
21 to get hired in Talbot County with DEI, is to

1 discriminate against people that don't have the
2 same heritage as me.

3 I don't want you to hire me because the
4 color of my skin or because of my heritage.
5 You should hire me because I'm the best for the
6 job. And if there's somebody that's totally
7 white who is more skilled or harder working,
8 they should get the job because they could
9 probably do a better job and they should get
10 the job over us minorities.

11 We don't need you to cheat other people
12 out of their own hard earned money because you
13 think that we can't do it on our own. Please
14 do not insult us anymore. Please do not
15 embarrass us anymore. Just treat everybody
16 equally, treat everybody fairly.

17 Get rid of this DEI, which is
18 institutional racism. You guys should be
19 against institutional racism.

20 And my one question for you Councilmen is
21 you just cheated us out of millions of dollars.

1 How did you serve your people today doing that?

2 That is all.

3 MR. CALLAHAN: Okay. Thank you.

4 MR. LESHER: Next is James Kelly.

5 MR. J. KELLY: Good afternoon. Stressful
6 day for you guys it looks like.

7 It is good to have a peaceful discourse.

8 I've been here for about 34 years.

9 We're all grownups, right? We had a
10 person read a wonderful discussion about what
11 really DEI means. And you have a statement
12 that's very vague. But you either treat people
13 the same or you don't. Right? You either
14 treat everybody equally or you don't. Or you
15 make some people more equal than others.
16 Right?

17 So basically the way that it looks is that
18 this is broken down into two views. One view
19 is take care of me, we need you guys to give us
20 special attention, make special rules, make
21 special privileges because we want you guys,

1 who are in power, to give us something that
2 other people don't have.

3 The other group is treat everybody the
4 same, don't make qualifications, don't make
5 judgments based upon these characteristics.

6 One group wants preference for a certain
7 amount or a certain number of people. The
8 other group wants nothing. Those of us here
9 today don't want you guys to give us anything.
10 I'm not going to gain any benefit with DEI.

11 What we sound like we lose is millions and
12 millions of dollars to everybody equally. So
13 you're equally cheating us of millions of
14 dollars.

15 One argument is we want people to be
16 comfortable. Well, with 50 or \$60 million, I
17 think we can find a better way to make people
18 just feel comfortable. Because either you're
19 just making a statement of comfort, which then
20 has no effect, in which case there is just an
21 imaginary sense of doing something, or you're

1 actually doing something and giving people
2 preference, which is what DEI is every place
3 else in the world.

4 And then maybe you imagine that in Talbot,
5 we have a different definition of DEI that
6 everyone else does.

7 And I'm struck by the irony or the
8 hypocrisy. Diversity. You voted before you
9 were interested in our diversity of opinion.
10 You voted before you included our opinion. You
11 didn't practice equity. You didn't treat us
12 equally as you did for other people that
13 testified last time. And you didn't let us
14 know that you were going to vote.

15 Were you afraid of what we were going to
16 say? Why didn't you just listen to us first?

17 My time is up. Thank you.

18 MR. CALLAHAN: Thank you.

19 MR. J. KELLY: Any comments, questions?

20 MR. LESHER: Next is Christopher Anderson.

21 MR. ANDERSON: Thank you, Council, for

1 allowing me to speak. My name is Christopher
2 Anderson. I'm the chairman of the Maryland
3 Black Republican Council.

4 I'd like to thank Councilman Stepp for
5 introducing this bill to at least consider this
6 ruling to be repealed.

7 I respect Council's decision. Like he
8 said, it's y'all decision. But I think it's a
9 wrong step in the wrong direction because you
10 look pretty diverse up there already to me.
11 And I'm thinking that most people on the
12 Council well deserve their position on merit.

13 So I've written this testimony. I want to
14 say these times are tough right now, and these
15 issues is no exception. And a lot has happened
16 in the last few months surrounding African
17 American people. These DEI programs are
18 supposed to be to enrich us first, you know,
19 from the George Floyd thing.

20 We might think that getting rid of DEI
21 statement is a negative thing, but I do not.

1 We have been in the forefront of making this
2 county great for a very, very long time.

3 Council members like Keasha Haythe -- is
4 it okay to mention her name?

5 MR. CALLAHAN: As long as it's good.

6 MR. ANDERSON: Okay. Council Woman Keasha
7 Haythe is a prime example of this.

8 The monumental Civil Rights Act of 1964,
9 which is not under attack, is the blueprint for
10 change in America. And Talbot County and
11 others are tethering their cause to our plight
12 in America.

13 These DEI initiatives are not helping us
14 as a people, black people, and that other
15 groups have tethered themselves to DEI to our
16 plight to pass initiatives for other minority
17 groups.

18 I'm personally tired of this being used
19 this way as an African American. I do not
20 think you should be afraid to get rid of DEI in
21 any way, any initiatives, any way. And I don't

1 think we should let the media fight our causes
2 for us.

3 Here are a few facts about DEI that I'm
4 hoping a lot of people are going to learn
5 today. The top recipients for DEI initiatives
6 are, get this, white women, the very top person
7 that gets the benefits of DEI. Next and second
8 is Latinos and immigrants. Third is white men,
9 fourth are veterans, fifth is disabled, sixth
10 is the LGBTQ community, which I see a lot of in
11 this room today, and African Americans are very
12 last. And they are number seven, which I do
13 not see a lot of us in here today.

14 Why then should I be afraid if DEI
15 programs are taken away? I'm not benefiting.
16 My demographic does not benefit from it. And
17 when we do benefit from it, we benefit very,
18 very last. I think that should be taken into
19 consideration when you go forward with these
20 DEI initiatives.

21 When I think of DEI, I think of the

1 California fires that burned down a city.

2 That's the poster child of DEI for me. There
3 was no water in the hydrants, no trained
4 employees.

5 Do I get five minutes? Organization, five
6 minutes?

7 MR. CALLAHAN: Yup. You're representing?

8 MR. ANDERSON: Yes.

9 MR. CALLAHAN: Yes. You get five. Keep
10 going.

11 MR. ANDERSON: All right. Thank you.

12 They were both white lesbian women, that
13 DEI picture the face was on. There was no
14 water in the hydrants, no trained employees,
15 and many of the blame went to Karen Bass, the
16 mayor at the time. And they labeled her a DEI
17 hire. But there was a fire chief and the
18 second command that were the DEI hires. They
19 both were white lesbian women, not the black
20 mayor.

21 Mary Bass was out of town when it

1 happened, but there were -- they were there.
2 And it seems that they were more concerned with
3 DEI and DEI policies in the gay community than
4 putting out fires.

5 That travesty to me, what happened in
6 California, is the poster child of what happens
7 when we dive into DEI for the wrong reasons,
8 put the wrong demographic up.

9 I would love if African American men was a
10 guaranty, they would have put those fires out
11 right away if they had those jobs. They would
12 have went out and did the job without Ms. Bass
13 being there. But we had other people there
14 that they could not do it. And those other
15 people were put in front of us.

16 Now with that said, I say that issues of
17 this county is that we are still resilient
18 people and we need to be resilient now without
19 the -- like Council Woman Haythe, she's a prime
20 example. This is stuff that's being used to
21 uplift other people, and we don't need to

1 continue to use -- to be used like that or keep
2 fighting for causes that are not our cause.

3 Dr. Claude Anderson of the Harvard
4 Institute says that we are a unique people. We
5 don't need DEI to fight for it or to be a great
6 people. Talbot County has been diverse already
7 without DEI.

8 The number one thing we need to do is stop
9 being used for other's causes and lift others
10 up and put other initiatives, like the -- other
11 initiatives.

12 Like our scholars have told us, like our
13 churches have told us, and like our God has
14 told us, we could be great on our own and we do
15 not need DEI. This county doesn't need DEI
16 statement or training to lift others up in
17 front of us and our cause in Talbot County.

18 Thank you very much for y'all time.

19 MR. CALLAHAN: Thank you.

20 MR. LESHER: Next is Derek Noyes.

21 MR. NOYES: Good evening, Talbot County

1 Council. Thank you for hosting us tonight. My
2 name is Derek Noyes, and I'm speaking tonight
3 out of concern for the county government's
4 statement on diversity, equity, and inclusion.

5 For too long, we have focused so much on
6 our diversity that we have forgotten the ways
7 in which we are really just the same as
8 Americans, a country that's bitterly torn apart
9 by divisive identity politics and an entire
10 generation raised without a passion or purpose.

11 The United States is sinking into
12 oblivion. We have lost our connection with the
13 ideals of our founding documents, which
14 established a rule of law as precedent within
15 our legal system.

16 This law stems from natural law, which is
17 the morale imperative of humanity to replicate
18 the will of God.

19 Equal treatment of all individuals is the
20 only way to maintain this republic, if we can
21 keep it.

1 Even the diversity statement recognizes
2 that equity is not the same as equality, which
3 means that our representatives are prioritizing
4 immutable characteristics over meritocracy,
5 victimhood over excellence, and power over
6 truth.

7 After the past four years of a tumultuous
8 presidency under Biden and Harrison, DEI has
9 exposed itself as a power grab based on group
10 struggle.

11 We hear all of this talk about
12 administrators, government officials, CEOs, and
13 teaching staff. But we never hear about the
14 police officers, firefighters, veterans, and
15 tradesmen, who are the backbone of this
16 country.

17 For those of you who support DEI, my
18 question to you is why the obsession with power
19 dynamics?

20 Our government is built on the
21 decentralization of power. Starting with the

1 Magna Carta in 1215, to the English Bill of
2 Rights of 1688, to the Declaration of
3 Independence that gave birth to our nation.

4 Our legal system is based on the premise
5 that our government is limited, that we are all
6 accountable to God and to ourselves.

7 DEI is against the founding ideals of the
8 enlightenment that gave birth to a new nation,
9 destined to become unlike anything ever
10 created.

11 Equity is based upon the principle of
12 forcibly taking from someone based on ability
13 and redistributing it to someone based on need.
14 But what is need? Who gets to decide what need
15 is? How do you quantify need?

16 You cannot maintain a multiracial republic
17 unless people of every color have exactly the
18 same rights and responsibilities under the law
19 and are considered of the exact same moral
20 value under God. You have to have that. All
21 lives have to matter or else it cannot work.

1 The individual is the smaller minority in
2 the world. But yet we come together despite
3 our individual differences because our strength
4 is in our unity. E pluribus unum, out of many,
5 one.

6 Before we decide to take the road to
7 Yugoslavia or Zimbabwe, Austria Hungary, South
8 Africa, and Rwanda, we should take every
9 precaution necessary to reject collectivism at
10 all costs. Success is unifying because that's
11 what it means to be an American.

12 Thank you.

13 MR. CALLAHAN: Thank you.

14 MR. LESHER: Next is Lauren Fierman.

15 MS. FIERMAN: Good evening, Council. Can
16 you hear me?

17 MR. CALLAHAN: Yeah.

18 MS. FIERMAN: You may not recognize me.
19 This is my first Council meeting. My name is
20 Lauren Fierman, and I'm here representing
21 Delmarva Pride Center.

1 By trade, I'm a biologist. I'm no
2 political scientist. But even I know that
3 Executive Orders are not law. Surely, folks in
4 this room would know that.

5 You know, if they were law, right, then we
6 would be having discussions about removing
7 paper straws from Talbot County, right,
8 because, you know, I have here Executive Order
9 14208, as of February 14th, ending procurement
10 and forced use of paper straws.

11 So I think if we're going to determine
12 what Talbot County does based on Executive
13 Orders, maybe we should start including all of
14 those Executive Orders because it's not very
15 fair, it's not very equitable to pick and
16 choose which Executive Orders we follow and
17 which we don't.

18 Speaking of which, Executive Orders are
19 also subject to judicial review, which we have
20 already seen the President's Executive Orders
21 be rejected by the Supreme Court. His

1 Executive Order that stripped funding from
2 USAID and the Executive Order to attempt to get
3 rid of birth right citizenship have been struck
4 down by the courts.

5 So does Talbot County want to get on the
6 band wagon, get on the anti-DEI band wagon
7 before we even hear that this executive action
8 is lawful? Because news flash, a lot of law
9 professionals are going to say it's not legal
10 and it's only a matter of time before the
11 Supreme Court turns that over. And then where
12 does that leave Talbot County?

13 I also want to state regarding the funding
14 that may or may not be cut, the State of
15 Maryland's government has already determined
16 that they will not be rolling back DEI
17 policies. So Talbot County is going to be
18 getting their funding mostly from the State.
19 So if obviously the State isn't going to get
20 funding, why are we having this conversation
21 here?

1 I think everyone that has concerns about
2 whether or not we're going to get funding cut,
3 those concerns should be taken to the State
4 level because those are the folks holding the
5 checkbook.

6 Oh, and I also want to press upon the
7 Council and anyone listening if our standards
8 for protection of equal rights, if we're going
9 to depend on an Executive Order from 1941 in
10 2025, I think that's very concerning, that we
11 don't want to maybe think about what has
12 changed since 1941 since EEO has passed.

13 And maybe, maybe if you listen to the
14 marginalized folks that are actually affected
15 by this, maybe you might learn something about
16 what, what improvements to EEO can be made.

17 And the last thing I want to end on is a
18 study by the American University, white men
19 make up 43 percent of the workforce and make up
20 95 percent of senior management positions. So
21 I don't think this worry that, you know,

1 marginalized folks are coming for the jobs,
2 it's a fallacy, it's a farce, and it's scare
3 tactics that have been used for ages and ages.
4 DEI is not a new emerging policy that, you
5 know, is woke. You know, these are things that
6 have been in place for a very long time to
7 create a level playing field for folks.

8 And I really thank the Council for
9 maintaining their DEI statement and policies.
10 Thank you.

11 MR. CALLAHAN: Thank you.

12 MR. LESHER: Next is a little hard to
13 read. Possibly Guy Killy.

14 MR. C. KELLY: Craig Kelly?

15 MR. LESHER: It could be that.

16 MR. C. KELLY: I should have been a
17 doctor.

18 Hello, Council members. My name is Craig
19 Kelly. And I was here to ask you to support
20 the repeal of the DEI resolutions.

21 Although it may appear to promote social

1 justice, it has been shown that DEI programs
2 really foster more racism and animosity. And
3 we have come to see that DEI really means
4 division, exclusion, and indoctrination, as
5 they have become nothing more than force
6 feeding political ideologies and special
7 agendas.

8 While it's one thing to have a vision
9 statement, it's a totally different thing to
10 institute forced training classes that teach a
11 narrow and particular point of view.

12 Does Talbot County require a written
13 acknowledgment from employees for any other
14 statement or issue?

15 As a federal employee, I remember how
16 infuriating it was to be forced to take the
17 indoctrination classes that were blatantly
18 racist and insulting and we had no right to opt
19 out of and that our wonderful coworkers had no
20 need for.

21 If you really want to train people to be

1 better employees, we should be teaching them
2 love of country and of each other. We should
3 be propagating the principles of equality set
4 forth in our Declaration of Independence that
5 all men are created equal.

6 It is our commonalities, not our
7 differences that make us a united people.

8 So I was hoping that you would have taken
9 this opportunity to stand up for the true
10 equality of all county citizens and repeal
11 these divisive training programs. Thank you.

12 MR. CALLAHAN: Thank you.

13 SPEAKER: Thank you.

14 MR. LESHER: Next is Anita Springer, Anita
15 Springer.

16 SPEAKER: That's actually for Tim
17 Springer.

18 MR. LESHER: And Tim Springer is next on
19 the list. Okay.

20 MR. SPRINGER: A little visual, visual
21 aid.

1 Diversity, equity, and inclusion, I
2 actually had to look up what equity means
3 because what it seems to me is there's been
4 this huge kind of m?lange of philosophies and
5 ideas that have kind of gotten lumped around
6 this terminology. It's almost like Calvinism.
7 It's like a term that scans a whole bunch of
8 stuff. But --

9 MR. CALLAHAN: Hey, sir, can you lean
10 towards us and talk to us?

11 MR. SPRINGER: I'm sorry.

12 MR. CALLAHAN: Okay. No problem.

13 And also, what is your name?

14 MR. SPRINGER: I'm Tim Springer.

15 MR. CALLAHAN: Okay. And you're from
16 here?

17 MR. SPRINGER: Yes. I live here in
18 Easton.

19 MR. CALLAHAN: Okay.

20 MR. SPRINGER: So there's three words.
21 And a lot of philosophies have been espoused

1 and talked about.

2 But as I said, I had to look up what
3 equity meant. I didn't know what it meant
4 really. Actually it means justice. It has
5 nothing to do with equality. Justice or
6 fairness.

7 Just so people that have been worrying
8 about this from an equality point of view,
9 that's not what it's talking about if you, if
10 you just follow the definition of the words.

11 So I said well, to myself, I thought
12 what's the opposite of diversity, equity, and
13 inclusion. And the best I could come up with
14 are uniformity. That's the opposite of
15 diversity. Injustice is the opposite equity.
16 Exclusion is the opposite of inclusion.

17 So I'm like, well, okay. You can't be
18 kind of, kind of pregnant. You're either --
19 you either are or you aren't, you know. You're
20 for, you're for equity or you're okay with
21 injustice. You can't be in the middle of that.

1 So putting aside all of the things that
2 people associate with this, let's just say,
3 let's cut back to the basic principles.
4 Everybody that I've heard talk tonight on
5 either side...

6 MR. CALLAHAN: Looks towards -- yeah.

7 MR. SPRINGER: On either side of this has
8 talked about injustice and exclusion. Some
9 people think the policies that have been put in
10 place lead to injustice and exclusion for some
11 group. Everybody agrees with that. So I don't
12 think that anybody is actually for this side.

13 The only one that seems to be really in
14 question maybe is diversity. And okay. I can
15 see uniformity. Somebody had pointed out that
16 there needs to be a general feeling of being
17 one people. I agree with that. Because at the
18 beginning of this meeting, we turned around and
19 talked to the flag, made a Pledge of
20 Allegiance. And the last three words are what?
21 Justice for all.

1 Thank you.

2 MR. CALLAHAN: Thank you.

3 MR. SPRINGER: Thank you.

4 MR. LESHER: Next is Sarah Walsh.

5 MS. WALSH: Good evening, everyone. My
6 name is Sarah Walsh. I'm from Tilghman Island,
7 Maryland.

8 So when we hear about things like
9 diversity, equity, and inclusion, no pun
10 intended, but it gets painted as a black and
11 white issue. It's this or it's that. But
12 there's a lot more to it when we go and examine
13 underneath the surface.

14 So something a lot of people have been
15 pointing out that I wanted to comment on is
16 that equity and equality are not the same
17 thing, which is true.

18 Equality is treating everybody exactly the
19 same. While under equity, we give people what
20 they need, regardless of whether or not it's
21 the same.

1 So this comes into play for a lot of
2 people who are disabled, chronically ill,
3 mentally ill, neuro-divergent and are trying to
4 make a place for themselves and work in school
5 or in their careers like everybody else but
6 they may need different accommodations.

7 So example. Growing up, I had a childhood
8 friend who had extremely severe epilepsy and
9 would miss a lot of school because of the
10 seizures she had. And there were no
11 accommodations for her at the time. And even
12 as an adult, she still struggles to find
13 workplaces that can accommodate for her and her
14 epilepsy.

15 So yes, it's true. It's not the same
16 treatment to say maybe allow her to work
17 remotely on days when the seizures get
18 particularly bad, but it's giving her what she
19 needs to give her the same chance everybody
20 else has.

21 So what I'm talking about, this

1 difference, I think it's important to remember
2 that when we give everybody the tools they
3 need, that's how we do get to equality.

4 Thank you.

5 MR. CALLAHAN: Thank you.

6 MR. LESHER: Next is Heather Griffis.

7 MS. HAYTHE: She's outside.

8 MR. LESHER: Heather Griffis.

9 MS. HAYTHE: She's outside. There she is.

10 MS. GRIFFIS: Hi everybody. My name is
11 Heather Griffis. I have a few words to share
12 with y'all today. Get close enough. Very
13 intrusive. All right.

14 Not understanding DEI is a direct result
15 of white privilege paired with a lack of moral
16 character. Your safe space is defined. You
17 continuously attempt to invalidate the DEI
18 program by saying that almost no one is
19 affected so why should we matter, why should it
20 matter.

21 I don't care if it only affects two

1 people. You're attempting to minimize it, its
2 impact, because its impact on you is small.
3 Because it seems that where we are right now is
4 that Trumpers only care about things that
5 affect them directly.

6 This is a story of white privilege,
7 something that many of us know something about
8 and don't like to acknowledge.

9 I'm going to tell a story from my own past
10 because it's the only truth -- it's the only
11 story with truth that I can tell. This will
12 not be a traditional story of DEI.

13 My family was raised in rural Texas with
14 racism built into our lives. Maybe along the
15 way they recognized it for what it was and they
16 chose to stay the course without growth. But
17 it was ingrained in me and supported by them.
18 And so it took me longer than I would have
19 liked to see it in myself.

20 But today, my branch of my family tree
21 stretches proudly for the first time to the

1 right side of history.

2 Despite being from the same state as the
3 Presidents Bush, if you had asked my father if
4 he supported diversity, equity, and inclusion
5 programs when I was a child, he would say yes
6 because it was the Clinton era and our family
7 was surviving on government handouts.

8 If you asked him again when I was in high
9 school after 9/11, he'd most likely say no,
10 still surviving on those same government
11 handouts.

12 Fox News was already doing its work on
13 him, along with Rush Limbaugh.

14 By 2016, he would fully rebuke those
15 programs that saved his family so many times
16 over in support of a presidential candidate.

17 After having his life saved by cancer
18 research funded by our government, saved by
19 community and community outreach programs that
20 kept clothes on my back and food on my table
21 and saved by the government in the form of

1 handouts with a financial assistance with his
2 medical bills from cancer and stroke treatment.

3 Even after three of his six children
4 entered into biracial marriages and produced
5 grandchildren that he dotes on, right, he
6 didn't change his mind.

7 No one likes to be told that they're
8 ignorant, but my dad is.

9 I say all of this to say please do not be
10 ignorant like those throughout history, who
11 chose to question their -- not question their
12 belief and remain standing on the wrong side.
13 Their entire family line can look back at them
14 and see the shadow that they cast.

15 Please don't cast a shadow on your own
16 family. When making your decision, don't ask
17 if this is about DEI. That acronym makes it
18 easy to forget what the words are and what they
19 mean.

20 Ask yourself if you're against diversity,
21 ask yourself if you're against equity, ask

1 yourself if you're against inclusion. If the
2 answer to those things are no, make sure
3 nothing changes.

4 MR. CALLAHAN: That's it.

5 MS. GRIFFIS: If the answer is yes --

6 MR. CALLAHAN: Your time is up.

7 MS. GRIFFIS: -- and you are against these
8 things grabbing our society, please make sure
9 that your constituents know that openly and
10 honestly. They deserve to know who is
11 representing them.

12 Thank you for your extra time.

13 MR. CALLAHAN: Thank you.

14 MR. LESHER: Next on the list is --

15 MR. CALLAHAN: Her, out.

16 MR. LESHER: -- Sammie Mooney.

17 MR. CALLAHAN: Out, yup.

18 MR. LESHER: She was here to speak on the
19 Waterfowl Festival. It may be that she already
20 spoke.

21 Sammie Mooney.

1 If not, we move on to James Altman.

2 MS. GRIFFIS: First Amendment. Yay.

3 MR. LESHER: If not James Altman, then
4 Jami Pott.

5 MS. POTT: Hello. And thank you for the
6 way you voted today. I didn't have anything
7 prepared. So this is completely from the
8 heart.

9 But I wanted to remind the members of our
10 community that have spoken against DEI today
11 that maybe before a certain person became a
12 nominee or a candidate or a president, that you
13 didn't have issues with DEI, and that inclusion
14 and equity and diversity are important to a
15 community, that they make a community wonderful
16 and they make it great.

17 To celebrate that is nothing bad, it's not
18 evil. To stand against that, I want you to
19 really truly ask yourself why.

20 This country has been divided for a very
21 long time, but it has been made worse over the

1 past, what has it been, ten years, 12 years.
2 And I only -- there is one common denominator
3 for that, and I think we all know who that is.

4 Diversity should continue to be
5 celebrated. Starting this off -- let me start
6 that part over again.

7 Things will continue to happen throughout
8 the next four years that are going to bring --
9 be brought up about this same issue. If we do
10 not stand up now for what we truly believe in
11 and support the community members that are
12 represented by this, then we will fail our
13 community.

14 People need to be uplifted and supported.
15 All of us do. We do not need to be divided.
16 And by contributing to this divisive behavior
17 and this divisive talk by the leader of our
18 country, we are doing everything we said as a
19 nation we would not do.

20 I have more to say. I'm getting nervous.

21 We are a beautiful people. But we need to

1 continue to celebrate that. And by letting
2 this kind of speech divide us further, it only
3 hurts us. That's all I have to say.

4 MR. CALLAHAN: Thank you.

5 MR. LESHER: Next is Phil Rigglin.

6 MR. RIGGIN: I'm Phil Rigglin, 29736
7 Sullivan Drive in Easton. You've heard that
8 before.

9 Been a long meeting. And as I was sitting
10 there in the last half an hour or so thinking
11 about what I had intended to say here tonight,
12 I came to the conclusion, almost, that it
13 wasn't very important when compared to what was
14 being otherwise discussed here.

15 But then I realized that it was important
16 because it gets to the fundamental element of
17 what all this is about.

18 I would love to see people who have been
19 engaged tonight on opposite sides of the fence
20 spend some time, maybe three or four months
21 together, working on a Habitat for Humanity

1 project and then see how much difference of
2 opinion and difference of attitude begins to
3 sort of melt away and it all falls, becomes
4 secondary to the objective that you're
5 collectively doing.

6 I would also like -- a lot of people here
7 tonight are here for a particular reason, one
8 reason only. It's a shame they're not here on
9 a regular basis to see what you folks do on a
10 regular basis because that's very important.

11 You're not here to legislate something on
12 DEI and that's all you do. You do a lot more
13 than that. And I do think it would be worth
14 people's time periodically to just stop by here
15 and do nothing more than say watch you
16 congratulate nonprofit organizations for all
17 the good stuff they're doing on behalf of the
18 people of Talbot County and how many of you
19 have personally also done some of those same
20 things on behalf of the people of Talbot
21 County.

1 Perhaps some of the people in this
2 audience would be well served to be spending
3 their time on behalf providing service to the
4 people of Talbot County.

5 Anyhow, I came here to talk about veterans
6 and got sidetracked. And I'll be quick because
7 I see I'm down to 32 seconds already.

8 On the upcoming event on the 30th of
9 March, it will be the 50th anniversary of the
10 end of the Vietnam War. And the VFW has been
11 primarily involved, and they were here earlier
12 tonight. Thank you for inviting them. I
13 really appreciate it.

14 As a former lieutenant in the US Infantry
15 Army -- I'm already out of time -- I -- and I'm
16 a life member of the VFW, I want to thank you
17 deeply for what you're doing.

18 And I have some other remarks I wanted to
19 make on behalf of veterans, but I have run out
20 of time being sidetracked. Thank you again
21 for...

1 MR. CALLAHAN: No problem.

2 MR. RIGGIN: Appreciate it.

3 MR. CALLAHAN: You're welcome to come back
4 next meeting.

5 MS. HAYTHE: We'll see you next meeting.

6 MR. CALLAHAN: Next meeting you can finish
7 it up.

8 MR. RIGGIN: Okay. I'll do that.

9 MR. CALLAHAN: Okay.

10 MR. RIGGIN: Thank you.

11 MR. LESHER: Mr. Callahan, that's the last
12 one on the list.

13 MR. CALLAHAN: It is?

14 MR. LESHER: That signed up in advance.

15 MR. CALLAHAN: Okay.

16 MR. LESHER: So you can open it up for
17 those who have not signed up in advance.

18 MR. CALLAHAN: Yes, ma'am. Come on up.

19 Uh-oh, Dave. We got the neighbor.

20 MR. STEPP: Hi, Ms. Cindy.

21 MS. ORBIN: Shall I repeat that Council

1 Member Stepp is my very fine next door
2 neighbor? Thank you.

3 My name is Cindy Orbin. I'm a lifelong
4 Talbot County resident. I was privileged to
5 speak at the last meeting. So this is going to
6 be brief.

7 I have listened to everyone. I have
8 listened carefully, thoughtfully. And my
9 conclusion is that there is a lot of
10 misinformation, misunderstanding, incomplete
11 understanding.

12 And Council Member Haythe, I'm not -- I
13 know that it was sort of in the heat of the
14 moment, but you mentioned training, learning,
15 gaining that understanding.

16 We don't all have to agree completely, but
17 I think we all need to start at the same place
18 with a full understanding of exactly what DEI
19 means, because what I have heard from many,
20 many speakers is simply not. And I won't even
21 say what I think it is. It just simply is not

1 what it is.

2 So I do thank you. I thank you all for
3 the courage to vote on a very charged issue.
4 And I certainly thank you for failing to repeal
5 the diversity, equity, and inclusion in our
6 employee handbook. Thank you.

7 MR. CALLAHAN: Thank you. Okay.

8 Next. Yup.

9 MR. LOPEZ: All right. Hello. My name is
10 Ian Lopez, lifelong resident of Easton.

11 I wish to further expound on the
12 differences between equity and equality, as
13 have been mentioned previously.

14 Equity and equality are two very different
15 things. Equality is treating everyone the
16 same. Equity, on the other hand, is accounting
17 for an individual's ability to reach the same
18 outcomes as anyone else.

19 As a demonstration, let's say that me and
20 my mother here, our job is to touch our heads.
21 And workplace equality would look like this.

1 Workplace equity would look like this.

2 And I also wish to address those worried
3 about any potential financial implications of
4 the DEI policy. Anyone willing to settle for
5 rights of others on even the possibility of
6 financial hardship is fundamentally opposed to
7 American ideals. Fix your hearts.

8 Thank you.

9 MR. CALLAHAN: Thank you. Okay.

10 Ma'am, you want to come on up?

11 MS. WHITING: Hello, everybody. My name
12 is Brandy Whiting. I'm from Easton, Maryland.
13 Been a resident, homeowner here for five years,
14 but all over Maryland for a long time, just
15 moving to different areas, different places and
16 doing different jobs.

17 What I'm hearing a lot here is people's
18 interpretation of EEO and DEI. And I'm going
19 to take a guess that most of you don't do
20 hiring.

21 As somebody who has and has done hiring at

1 many different places for the last 15 years, I
2 have seen exactly why these policies are in
3 place.

4 EEO is there. Yes, it is. But that is to
5 protect the, honestly, the way it's been used
6 at companies I've worked for is just don't
7 speak about it. We're not going to say why we
8 didn't hire them. Because if you say it, then
9 you get in trouble. But as long as we don't
10 say it.

11 Whereas, DEI is active. It says we are
12 bringing information to you to address your
13 underlying biases on why we're not hiring those
14 people, why I saw somebody's name, who looked a
15 little different, and decided I'm not going to
16 look any further. Why I saw somebody with
17 autism and said that's probably not going to be
18 easy for me to deal with.

19 This is things that we need to think
20 about. These are the things and the reasons
21 why DEI is there.

1 EEO was a great foundation. DEI expands
2 on that.

3 I really want to thank you all for voting
4 to keep it. And hopefully we will continue to
5 expand it and continue to have inclusivity,
6 diversity, equity, justice, all of the words we
7 want to throw around.

8 But really it's here for a reason. Like I
9 don't understand why we're so mad about this.
10 But you know, I get the financial aspect. Hey,
11 you know, I'm in accounting. I understand
12 money is money, right? And if you want to sell
13 your morals for money, you go right ahead. But
14 I'm glad that at least three of our Council
15 people did not.

16 So thank you. That's all I have to say.

17 MR. CALLAHAN: Okay. Thank you. Okay.

18 Next, somebody want to come on up? Next
19 person. Next person. Anybody else want to
20 come up?

21 Deputy, could you ask anybody out there

1 that might be waiting that don't know?

2 DEPUTY: All good. Nobody out there.

3 MR. CALLAHAN: Nobody outside. I've
4 cleared everything.

5 DEPUTY: Yup.

6 MR. CALLAHAN: Okay. Okay. That sounds
7 good. Okay. All right.

8 Council comments. I'm going to start with
9 Pete.

10 MR. LESHER: I will start simply by
11 thanking everybody who came out on both sides
12 of this question this evening. I don't think
13 any minds got changed, but I appreciate the
14 public engagement, and thank you all for being
15 here, all of those who wrote in advance, called
16 in advance, spoke to me in person elsewhere.
17 Your engagement on this and other matters with
18 the county, I truly appreciate the public
19 engagement. Thank you.

20 MR. CALLAHAN: Lynn.

21 MS. MIELKE: Nice way of closing, Pete.

1 You summed it brilliantly.

2 MR. CALLAHAN: Keasha.

3 MS. HAYTHE: One thing that Chuck has
4 taught me -- well, let me back up.

5 MR. CALLAHAN: Okay.

6 MS. HAYTHE: What Pete said. Certainly we
7 thank each and every individual that came out
8 tonight because we did want to hear your
9 comments through public comments, as we do
10 every meeting.

11 But one thing that Chuck has taught me
12 while being on this Council is that once we
13 take a vote, we're done and we move on. That's
14 it.

15 And we still all continue to be friends
16 because I do, really do believe that each and
17 every Council member that I serve with, we are
18 friends. And I appreciate each and every one
19 of them.

20 So with that, we took the vote, and we're
21 going to move on and continue to operate as a

1 Council of friends.

2 So thank you all this evening.

3 MR. CALLAHAN: Thank you, Keasha.

4 Dave.

5 MR. STEPP: I'll add the same. It's been
6 wonderful to hear everyone's perspectives on
7 this. I still do wish it was beforehand just
8 so everyone could have had their say prior to a
9 vote. But I thank those who did stay around to
10 make sure that those comments, you were able to
11 get them out and have them heard by all of us.
12 So appreciate everyone for being here again
13 tonight.

14 I love Mr. Riggin's comment. I wish it
15 were just not on nights where they were on
16 events where it might be over a topic that
17 you're concerned about, right, but just to see
18 all that this Council does inside and out of
19 Council.

20 We all I believe collectively do a lot of
21 great things for this community. And that's

1 what we all want to see continue. We want to
2 see this continue to be a great place to live.
3 And that's it.

4 MR. CALLAHAN: Thank you, Dave. Yup.

5 So first of all, with my colleagues,
6 Keasha is right, Dave is right, Lynn is right,
7 and Pete is right. We're a phenomenal Council.
8 Okay.

9 And I really, really appreciate you guys
10 giving us honest feedback. That's what this
11 public comment is all about. It really is.

12 And you know, this is tough. It's
13 stressful on everybody.

14 Next time our salaries are on the ballot,
15 could you up us a little bit, please? That
16 would be great. Okay.

17 But you know, it's stressful on staff,
18 too. And I want to thank you guys for sitting
19 around, supporting us because you don't support
20 law, you don't support resolutions, you support
21 us and whatever needs we are.

1 And Patrick, I really appreciate what
2 you've done. I know it's tough. But, you
3 know, giving us guidance and stuff throughout
4 all this stuff that you do day in and day out
5 for us and working for us, I really, really
6 appreciate it.

7 And the deputies, unfortunately, when
8 you're in my position, sometimes you have to
9 make a quick decision. And you know, it's not
10 a great decision all the time.

11 But, you know, I do really, really work on
12 respect. And I give everybody an opportunity
13 to do whatever they need to do to be in front
14 of us and vent. I've done this for a long
15 time.

16 And I like doing it. I like giving people
17 the opportunities.

18 And the officers, I really appreciate you
19 helping us and keeping up safe. Not that we
20 feel like we're not safe. But at a lot of
21 times, it's great to have people just come up

1 and talk to us. And it means a lot. It means
2 a lot to this Council. It really does.

3 So for that, like I said, Mr. Stamp, you
4 have to lead the troops and you got to take
5 care of us. And I know it's been tough on you
6 in the last couple of weeks.

7 And Council, we've all discussed this
8 many, many times throughout the last month.

9 And Dave, I really appreciate you putting
10 your thoughts together. And it takes a lot of
11 bravery to do that. It really, really does.

12 And Keasha, the same way with you. Okay.

13 But at the end of the day, it's over,
14 we've made the decision, and we all move on.
15 Okay. So thanks a lot.

16 And Pete, could you help us out.

17 MR. LESHER: The County Council's next
18 meeting will be held on Tuesday, March 25th,
19 beginning at 5 o'clock p.m. The Council will
20 be convening at 2 o'clock p.m. for a fiscal
21 year 26 budget work session and then adjourning

1 into closed session, as listed on the statement
2 for closing that meeting.

3 On Thursday, March 13th, at 4:30 p.m., the
4 Council will be meeting for a fiscal year 26
5 budget presentation by the Talbot County Public
6 Schools, followed by a budget work session.
7 The meeting will be held here in the Bradley
8 Meeting Room and is open to the public.

9 Therefore, is there a motion to adjourn
10 this meeting and reconvene as noted?

11 MS. MIELKE: So moved.

12 MR. CALLAHAN: Okay. We got a motion and
13 second.

14 Madam Secretary, could you call the vote.

15 SECRETARY: Mr. Callahan.

16 MR. CALLAHAN: Aye.

17 SECRETARY: Mr. Stepp.

18 MR. STEPP: Aye.

19 SECRETARY: Mr. Leshner.

20 MR. LESHNER: Aye.

21 SECRETARY: Mr. Mielke.

1 MS. MIELKE: Aye.

2 SECRETARY: Ms. Haythe.

3 MS. HAYTHE: Aye.

4 MR. CALLAHAN: Thanks a lot for coming.

5 Appreciate it.

6 (Meeting concluded at: 7:43 p.m.)

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STATE OF MARYLAND

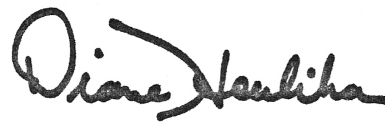
I, Diane Houlihan, a Notary Public in and for the State of Maryland, County of Baltimore City, do hereby certify that the within named, Talbot County Council Audio, personally appeared before me at the time and place herein set according to law, was interrogated by counsel.

I further certify that the examination was recorded stenographically by me and then transcribed from my stenographic notes to the within printed matter by means of computer-assisted transcription in a true and accurate manner.

I further certify that the stipulations contained herein were entered into by counsel in my presence.

I further certify that I am not of counsel to any of the parties, not an employee of counsel, nor related to any of the parties, nor in any way interested in the outcome of this action.

AS WITNESS my hand Notorial Seal this 21st day of March, 2025, at Easton, MD.



Diane Houlihan
Notary Public

My commission expires September 16, 2025

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