

# Charles County Department of Emergency Services

## JEDI Council

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**Location:** Chesapeake Street Training Room  
**Date:** November 16, 2022  
**Time:** 2:30 p.m.

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### Attendance

Edward Schultz, Kathryn Knott, Aldo Zambrana, James Garner, Robert Phillips, Britney Wallace, Kellie Markovich, Tiffany Keesee, Caitland Kelshaw, Alison Budd

### Discussion Items

1. Minutes of October 19, 2022 were read and approved.
2. Visiting stations to talk to personnel and surveying them for three ups and three downs.
  - What keeps them here?
  - What could we do to keep them here?
3. Hiring process – takes too long to get people in, too many requirements.
4. Flex schedules/bonuses.

### Action Items

1. Edward Schultz to send email to discuss meet and greet with stations and introduce the committee.
2. Next meeting scheduled for December 19, 2022, at 10:00 am.
- 3.
- 4.

### Other Notes

Meeting adjourned at 4:30 p.m.