

# **JEDI COMMITTEE MEETING**

## **VIRTUAL MEETING**

### **Meeting Minutes for 1/27/2021**

**In Attendance:** Amy Willey, Kimberly Eubanks, Crystal Pembleton, Julie Raley

**Absent:** Tasia Green, Karen Turner, Lori Cherry, Robert Phillips. Ruby Hagens

I. Meeting Called By: Amy Willey at 1:14pm

**II. Old Business:**

a. Charles County Government Chief Equity Office, Charmaine Brow led put a class on titled The Unconscious Bias. Everyone agreed this was a wonderful training and hope to have her lead more trainings for us.

III. **New Business:** With only half of us in attendance we briefly went over some of the topics that we were to research from our meeting in November. We also introduced ourselves to Crystal and received her input on things.

a. Kimberly brought back the information about the application process for the 911 Dispatchers. The weight process is as follows. Application 20%, Test, 30% and the Interview is 50% of the process.

b. Julie with the Animal Shelter discussed why she thought there may be a high turnover and why they have an issue recruiting and keeping

employees. She believes the biggest issue is that the new employee does not fully understand the job they will be doing. Not sure if there is an issue with the job description, but often when they employees start they don't realize some of the physical labor that goes into the job. Along with that and the pay being undervalued can be an issue. Also, part-time and fulltime do not make the same amount.

- c. Crystal with EMS who is new to the committee gave some ideas why she thinks we may have a hard time recruiting and one was that St. Mary's County and Calvert not both have paid EMS, so we are competing more with surrounding counties. She also mentioned a reason we may not be as diverse is based on the length of time the current employees have been there.

**IV. Next Meeting:** Brian Eley with CCSO is joining the meeting to discuss what the Sheriff's office has implemented strategies to hire, retain, and make their department diverse.

**V. Meeting Adjourned : 1:43**