

I find it very disturbing and concerning that such a long hearing had to occur to attempt to approve \$250,000 for EMS Services. We have some in local leadership spending time harassing folks and defaming the character of county employees and citizens with libel, slander and innuendo, but they can't come forward and do the right thing for those that they work for. Additionally, we have some in leadership in Annapolis spending time doing the same, while spending taxpayer dollars on things we don't need. There is/was the push to approve projects to spend \$3,000,000 on what is called the Waldorf Urban Park & Amphitheater, \$350,000 given to a local non-profit, \$100,000 on basketball courts, \$100,000 on the Westlake Business Association for WUPA Planning and the list goes on. We have developers having their way in the County and we have more people moving to the County, but some in leadership (at the local and state level) can't approve \$250,000 of incentives for what we REALLY need!!!

Volunteer firefighters and EMS services are a very valuable resource. The cost of recruiting and training a new volunteer is the most expensive component of their longevity. Once this investment has been made, it is imperative that the fire department/EMS services provide incentives to prevent volunteers from leaving departments. A fire department really cannot afford to lose a highly skilled volunteer. Volunteer incentive programs are an investment, not an expense.

Likewise, the people who work for these organization, whether paid employees or volunteers, choose to work for us, and, obviously, it's in the best interest of the County to hang on to them. Holding on to staff and volunteers can be difficult, and the push needs to be made to do the right thing by these individuals. This topic should not be, belabored.

In summary, incentives increase morale, incentives enable the County to keep good help and attract more, incentives increase the productivity and safety of our volunteers, and an incentive program can decrease real and perceived favoritism by rewarding volunteers equally for actions or longevity. Some in the County boast that this County is the wealthiest African-American County in the Country, but it doesn't look like they are really making it count. The dishonesty, lack of transparency, and bad behavior amongst some of our leaders override what can be good in the County.

Respectfully,

Dr. Karla M. Kornegay, MBA