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Subject: GFD
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To: Rob Doty roadwarrior51@gmail.com

Mayor Julian and honorable members of the Guadalupe City Council

My wife and I are writing you today about a grave concern of ours. That is our Guadalupe Fire Department. As citizens of our community, it has been brought to our attention that our members of the fire department are being threatened with massive pay cuts, having to give up their overtime limits in violation of the Fair Labor Standards Act (FLSA) and attempts to change their work schedule to favor the city while having to work half days, sporadic shifts with the threat hanging over their heads as "OR ELSE". Our firefighters have faced harassment at the workplace, retaliation, investigations, and have no representation. They are literally fighting to keep their jobs.

Under YOUR direction, the city has stated that they are fine with downgrading our fire department to volunteer status. If this were to happen, lives will be lost due to vastly increased first responder response times from surrounding agencies. This is simply not acceptable. As a 36 year veteran (retired) fire captain of a very large fire department near here, I can personally state that volunteer fire departments in the western USA simply do NOT WORK. During the normal M-F work day you will rarely see a response from volunteers. Same with nights. Same with weekends. That is why the trend state wide is to disband all volunteer and go to full time paid professional. Not to mention the level of training, care and professionalism you receive. Anyone can jump in and drive a vehicle to an emergency scene but the care stops there when comparing full time paid, highly trained and

certified, sworn fire personnel vs volunteer who have limited training. WE ARE NOT FINE WITH THIS CARELESS DECISION OR THREAT from this council to disband and switch to volunteer status. Lives and property will be lost and also all homeowners insurance rates will skyrocket. It all comes down to the simple fact that quick response times, and trained professionals save lives! We will not have that with volunteer firefighters!

it has also been brought to our attention that the city is going through the hiring process and creating a new "emergency manager- grant money coordinator" position or something along those lines. From what I also understand, this position would be well north of \$100,000 in salary. I ask, would it not be better served to restore the fire chief position and give him or her the added responsibility of pursuing all the federal grants that are out there? Has there ever been an attempt by the city to obtain any grant money in support of our fire department? Starting with new equipment such as a new fire engine to replace the 22 year old front line engine and a new fire station for our firefighters? Also, I am aware that our fire department sends crews out on strike teams as mutual aid to the state during fire season. What happens to the "6% admin fee" fund acquired for these services? Have any of you visited our "fire station" recently? To say we are in need of upgrading is an understatement and needs to be addressed. Do we have a fund in place to replace old worn out equipment? What are your future plans? Is ANYTHING along these lines budgeted?

it has also been brought to our attention that one member of the city council used to be a member of the GFD as a PCF volunteer

and applied for a full time position and was turned down. From what I also understand, this person is not making fair and impartial decisions in regards to the fire department and our own public safety but instead his decisions are based on the decision to get and punish the fire department. This is not acceptable and must stop. If this person is not capable of making fair and impartial decisions especially in regards to our personal safety, then he needs to immediately resign his position and the council temporary appoint someone to the position who can.

With the addition of the Pasadera tract to the city along with the additional tax revenue that comes with it, why are we even having this discussion of lack of funding or cutting of services....especially when it comes to our public safety? When Pasadera was approved many years ago, it was supposed to SAVE the city.

My advice to all of you:

1. CEASE AND DESIST the harassment of our firefighters. Im sure there are many civil attorneys out there that would lick their chops at the chance to go after the deep pockets of a city jurisdiction.
2. Change the recruitment and job of the so called newly created position of emergency manager to Fire Chief and federal grant coordinator and let them do their job of bettering our fire department and city services.
3. Do not even consider downgrading our fire department to volunteer....this is not acceptable and lives will be lost.

In closing, it is obvious to us that what the fire department needs in this city is an advocate and someone to represent them. This

will insure that the citizens of this community will be safely taken care of.

Thank you for your consideration

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Sent from my iPhone