



January 10, 2022

Jamie I am responding to your letter sent on 1.6.2022.

First, I would be interested in knowing your take on the IAFF web posting regarding the IGA and Seal Rock. I have attached it to the bottom of this document in case you have not seen it. That message is clear on the position of Central Coast Fire Rescue and Seal Rock Employees.

I believe your response and that letter serve as notice to Seal Rock that our value to our community is not as important as our value to your community. I will not be responding to each point as it would be deemed as defensive and I feel strongly that I have done nothing that needs to be defended to anyone but my Board of Directors.

When referencing the IGA I hope to be viewing the current copy, but as the document has no revision number nor a date it is hard to know. The document I see says nothing about a three-person engine company. It does talk about shared resources, and I plan to continue doing that so I am not sure how that can be perceived as disrupting the IGA as stated by the IAFF members.

Anytime there is change in management there will be different perspectives on issues, and I know my perspective is no less valuable than yours. In fact, after 42 years of fire service I feel like I might have a well-rounded, risk-based perspective. I believe your staffing model is not sustainable and is very financially burdensome. That of course is your prerogative and I have nothing to say about what you do. I have been doing this a long time, so keep in mind that I also have experiences that influence my perspective. I will also say that I am not always right so I do try to see the other point of view. For example, I did not inform you of the shift vacancies because it slipped through the "in the moment" crack. I will do my best to assure that CCFR is informed of any vacancies.

I agree that perhaps a review may be in order, but as mentioned above, the inflammatory nature of the IAFF web posting has created enough of a stir that salvage may not be possible. Seal Rock is no less of a department than CCFR. I fear that the anger I am seeing as a result of that posting is irreversible.

To clarify: Seal Rock intends to continue fulfilling its IGA resource sharing from the Bayshore station. Our response will be automatic, and eventually will involve non paid responders. We will continue to share training opportunities that you present as well as training opportunities we present. We are walking forward, not running.

I said in my last communique that I am not trying to bust the IGA. I meant it. The opposite is true. However, with the prejudice displayed in that Web posting I fear the relationship may well be terminal at this juncture.

Will