

The City of Hermosa Beach started their fire department to meet the needs of an expanding city. Over the years the City has grown, creating a demand for more services. With those services comes the expectation that they will be top tier in quality, especially with respect to their fire department and fire/paramedic personnel.

The Fire Department has worked diligently over the years to meet those expectations by being innovative in training and progressive in thinking. The department has navigated under the leadership of many Fire Chiefs, always attempting to provide more service with less-resources. During these times, generations of firefighter/paramedics have committed personally to provide the best service possible to this community. When this community calls, we respond no matter what.

Over the last decade we have struggled to meet the multitude of State and Federally mandated standards in education and training that is necessary to operate in today's fire service. The fire service has continually expanded its response mission in an effort to meet the needs of the public and currently Hermosa Beach is falling short on some of its basic responsibilities. A modern all-hazard fire department requires its personnel to have an extremely diverse knowledge base. The Department cannot maintain essential programs such as community risk reduction and public education. We have on going difficulty recruiting new qualified firefighter/paramedics and as a result we are in a critical staffing crisis. The situation has compounded over the years, but it is ultimately determined by the capacity of the City to support a one-station, 15-person fire department.

The Hermosa Beach Firefighter's Association – IAFF Local 3371, has been engaged with the City and the Fire Chief for many years in an attempt to find a feasible solution. We have been vetting two options – First to expand our local Fire/EMS force or second to contract Fire and Paramedic services with Los Angeles County Consolidated Fire District. We have considered each option for service level capabilities to our City and our auto aid partners, long-term financial sustainability, firefighter safety, the ability to staff our department internally and the overall impact

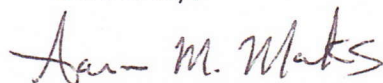
to our membership. Our group has weighed the expectations of the community along with our members' desire for a stable work environment that consists of a balance between work and family. We recognize the critical nature of the decision that must be made by this city council and how important the input continues to be from the community at large. The HBFA has been observing and listening primarily from the sidelines.

The Hermosa Beach Firefighter's Association feels it is now our duty to voice our position and recommendation. At this time, our position and recommendation is for the City to enter into the negotiation process with the Los Angeles County Consolidated Fire District to provide contracted fire and paramedic services to the City of Hermosa Beach.

The facts as we now know them and the detailed information our organization considered, identified specific aspects as contributing factors to our position. First, the ability to staff and operate a financially sustainable Fire/EMS organization that is responsive to all the emergency needs of Hermosa Beach residents. Second, maintain the ability to meet our obligations and reciprocal responsibilities to our auto and mutual aid partners in the neighboring cities. Finally, we considered the safety of our members and the necessity of a long-term stable work environment. The HBFA and it's members have dedicated their careers and lives to maintaining the highest standards of emergency response capabilities to the community of Hermosa Beach. This difficult decision was derived from an emotional, thoughtful, responsible and logical process. Our group concluded this is and would be the best short and long-term option for all stakeholders.

We ask only that you consider our recommendation and fulfill the promise to provide first class services to the City of Hermosa Beach and to value the employees that provide it.

Sincerely,



Aaron M. Marks

President

Hermosa Beach Firefighter's Association – IAFF Local 3371



Steve Ramirez

Vice-President

Hermosa Beach Firefighter's Association – IAFF Local 3371