



**FIRE DEPARTMENT**  
**Paul A. Drasil – Interim Fire Chief**

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April 2, 2013

Mayor Morris,

As you recall my original letter dated January 30, 2013 stated my intention was to retire on March 3, 2013. We subsequently met on February 6, 2013 to discuss my retirement; it was at this meeting where I agreed to postpone my retirement until April 15, 2013, to allow more time for my successor to be selected. This letter is to inform you that I will indeed retire on April 15, 2013. My decision to retire has been difficult, after careful consideration and prayer I feel this is the best decision for the City, the City Fire Department, and my family.

My decision was based on several factors:

- The budget reductions to the Fire Department adopted by the City Council on July 2, 2012 caused a 30% reduction to the Fire Administration. As I outlined in my July 10, 2012 memo, I feel these cuts have had a significant impact to the safety of our personnel and to my ability to effectively run the department. I am now held accountable to manage the department, yet the resources I need to do the job have been eliminated by the City Council against my advice and that of the City Manager. Given the complexity of managing an urban fire department of our size, it is impossible for any fire chief to do so safely and effectively given these cuts to management.
- From the on-set of my selection as the Interim Fire Chief, the City Council majority has shown a disregard for me and my staff. It has been made clear to me that I do not have their support or respect. On numerous occasions they have disregarded my professional opinion regarding issues that range from firefighting operational issues to how to effectively manage and staff our department. I have found myself having to defend my professional recommendations, based on best practices, my education, and 30 plus years of experience in the fire service, to individuals on the City Council with no experience or training in the fire service, and then told that I am incorrect. This has made doing a difficult and complex job nearly impossible.
- The continued resistance by the Fire Union's leadership to engage in a meaningful and productive relationship with Fire Management has also caused unnecessary and

**SBFD Mission Statement**

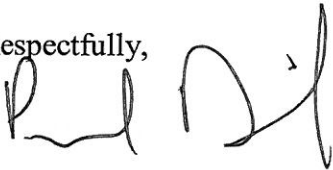
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expensive hurdles that have prevented effective management of the Fire Department. Their often selfish behavior over the course of several years has been a detriment to running the department and will continue to be unless there is a change in the Union leadership's philosophy. The majority of the sworn personnel have been very supportive, which has been very helpful and much appreciated, by both my staff and I.

These factors have caused me to re-evaluate my effectiveness and desire to remain as the Interim Fire Chief. I was asked to take on this position at a difficult time and to compound this, my support staff was eliminated and several factions worked against me at both the Council level and within my own department. Cuts to Chief Officers responsible for overseeing management, fire prevention, training, equipment, and safety programs cannot be made without consequences. I pray these consequences do not manifest themselves in such a way as to jeopardize the safety of fire department personnel or the public.

I have had tremendous support from my chief officers, administrative staff, the Interim City Manager Andrea Travis-Miller, you and your staff, some of the Council Members, and my fellow City Department Directors. I am greatly appreciative of their support.

Respectfully,

A handwritten signature in black ink, appearing to read 'Paul A. Drasil', written in a cursive style.

Paul A. Drasil  
Interim Fire Chief

Cc: Allen Parker, City Manager

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