



**REGULATORY/ MEDICAL HEALTH SERVICES**  
**EMERGENCY MEDICAL SERVICES**

**RICHARD SANCHEZ**  
DIRECTOR

**STEVE THRONSON**  
DEPUTY AGENCY DIRECTOR  
REGULATORY/MEDICAL SERVICES

**DENISE FENNESSY**  
CHIEF OF OPERATIONS  
REGULATORY/MEDICAL SERVICES

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EMS DIVISION MANAGER

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December 12, 2017

Stephen Wontrobski  
Mission Viejo, CA 92692

Dear Mr. Wontrobski:

Thank you for your patience and questions you stated in your letter to Orange County Emergency Medical Services (OCEMS) Agency, dated October 5, 2017. In general, most of your questions relate to current policies or reports located within our website <http://www.healthdisasteroc.org/ems>. However, OCEMS is not in possession of the information you requested in questions #1-5; 9-10. Please see our responses to the remaining questions you stated in your letter below:

#6-8; 13-14: Please see OCEMS Agency Policy/Procedure #430.10: Accreditation to Practice: ALS Personnel Criteria publically available OCEMS policies located at:  
<http://www.healthdisasteroc.org/ems/policies>

#11: Yes. Both the Orange County Fire Authority (OCFA) and private ambulance company paramedics are licensed by the same State EMS Agency.

#12,15: Please see Attachment 5 IFT-ALS Presentation EMCC publically available under the Emergency Medical Care Committee <http://www.healthdisasteroc.org/ems/groups/emcc>

#16: The comparison between the performance of IFT-ALS paramedics and OCFA paramedics cannot be made due to the difference in context (911 scene call versus non 911).

Please do not hesitate to contact myself or Dr. Stratton directly for further questions or concerns.

Sincerely,

Tammi McConnell, MSN,RN  
EMS Administrator

Attachments: 10/5/17 Letter to OCEMS from Mr. Wontrobski  
OCEMS Policy # 430.10  
2/28/14 IFT-ALS Report to EMCC

cc: Dr. Sam Stratton, Orange County Board of Supervisors; State EMSA Director (Dr. Backer); Richard Sanchez; OCERS Board of Directors; City Councils of Irvine, Costa Mesa, Garden Grove and Fullerton

TM:em #3102

Stephen M. Wontrobski  
Mission Viejo, CA 92692

October 5, 2017

Mrs. Tammi McConnell, Program Manager  
Orange County Emergency Medical Services  
405 W. Fifth Street, Suite 301A  
Santa Ana, CA 92705

Ref: The Continued Search for OCFA Truth and Honesty

Dear Ms. McConnell:

Some say that my continued efforts to reform the OCFA and bring major cost savings to the residents of overcharged OCFA member cities and the County can be contrasted to a quote from Albert Einstein:

"The definition of insanity is doing the same thing over and over again and expecting a different result."

I now admit that there is a lot of truth in that statement as it applied to my fruitless years of OCFA reform efforts with the union controlled OCFA Board of Directors. So, having seen the light of my unsuccessful reform attempts of going through the normal channel of the union controlled OCFA Board of Directors, I have now decided to follow the words of Socrates:

"The secret of change is to focus all your energy not on fighting the old, but on building the new."

Thus, I have given up a hopeless task of trying to reform the union controlled OCFA Board of Directors. That group I can now confidently say is the "Old". Hence, I have decided to seek needed OCFA reform changes that benefit the public first and foremost by building on the "New". So I have decided to take "New" reform avenues. One of those "New" avenues, in addition to the Board of Supervisors avenue, is through the Orange County Health Care Agency EMCC, which you serve as Program Manager.

My past fruitless OCFA reform efforts are akin to the reform efforts of the City of Irvine, which has attempted to reduce its OCFA overcharges for about twenty years. Its last major attempt occurred in a 2012 OCFA Board of Directors meeting, which I attended.

So what has the OCFA done to eliminate all the OCFA overcharges to Irvine since then? Answer: The OCFA has accomplished nothing in this regard for the City and residents of Irvine. And in fact, the OCFA has backed and supported the union sponsored Mendoza SB 302 legislation, which works to block the remittance of past and future overcharges back to Irvine.

Bottom Line: The OCFA supports the union members but works against the City of Irvine and its residents and against other overcharged OCFA member cities and the County. The one benefit of the OCFA's actions in this matter is that now Irvine, the County, and other overcharged OCFA member cities clearly and confidently know whose behalf the OCFA truly works for – namely, not for them but for the OCFA itself and its overcompensated firefighter union members.

The OCFA has continually worked hard and succeeded over the years to realize its own and its union's self interests. Remarkably, the OCFA has granted:

- a) Firefighters an average yearly total compensation of about \$230,000;
- b) The average fire captain total wage compensation of over \$300,000, which is reported to be the highest in the nation for fire captains;
- c) Every member of the OCFA Executive staff over \$300,000 in total annual compensation;
- d) For seven of seven Division Chiefs total average annual compensation of over \$350,000; and
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## Background

The OCFA has delivered misrepresentations to various boards, which I have documented in previous letters. These boards include the Board of Supervisors, member City Councils and the OCFA Board of Directors itself. In my opinion, as I have documented, the OCFA is the one Orange County agency that properly deserves recognition as a large purveyor of "fake news". They are also a leader in the lack of transparency.

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In my mind, there are three notably now famous examples of OCFA untruths:

a) In response to a question from Rancho Santa Margarita Director Gamble as to the statistically documented miserable OCFA response times in South Orange County, Deputy Fire Chief Craig Kinoshita responded that it was due to "traffic jams" in Rancho Santa Margarita. Director Gamble responded simply by asking, "Where?" That OCFA answer and untruth was so ludicrous and unbelievable that it was laughable.

b) In August 2016 with the average firefighter making over \$230,000 in total average annual compensation, the Firefighters Local 3631 union president told the OCFA Board of Directors that "the firefighters had suffered long enough without a pay increase". It is still almost impossible (outside of the union firefighters and their families and friends) to find individuals in Orange County, who can feel "the pain and suffering" of the \$230,000 firefighters, who supposedly have suffered long enough.

c) The continued assertion over the years of OCFA Finance Manager/Auditor Jim Ruane that the OCFA response model was considered the "Gold Standard" in the industry. The only problem with this statement was the industry consultant for the Costa Mesa Fire Department regarded the OCFA response model as "costly and inefficient". This conclusion was later confirmed by Fire Chief Jeff Bowman after he came on as the new OCFA Fire Chief. He identified the OCFA response model as inefficient and threw it out. You never now hear Mr. Ruane describe the old OCFA model as the "Gold Standard". Perhaps this is a major reason why the public has so much mistrust of OCFA assertions. So, if you can't believe the OCFA, who can you trust? I believe the EMCC just might be the one.

## Background

Currently, there is a great need for simple OCFA transparency and honesty regarding its EMS services, qualifications and cost. Various OCFA member cities are considering withdrawing from the OCFA due to its high cost structure. The OCFA has denied these member City Councils and the Orange County Board of Supervisors complete and honest answers to questions that are needed for their OCFA withdrawal decision making process.

And incidentally, not only are OCFA member residents and their City Council members and the Board of Supervisors looking for simple and truthful answers, but the same also holds for various residents of other cities served by non-OCFA Fire Departments, such as Costa Mesa, Fullerton and Garden Grove. That is why this letter is directed to you.

Many questions revolve around having private paramedic ambulance companies to provide 911 EMS services instead of the OCFA. Private company paramedics are paid roughly one third what OCFA paramedics are paid. Hence, various OCFA member cities are considering the switch to private EMS paramedic ambulance companies to achieve the same or better OCFA EMS quality of service, while at the same time saving millions of dollars each year.

## Questions

1. Can you please provide a sample list of cities and counties in California, Nevada and Arizona that have Private Paramedic Ambulance Companies serving as the responder to 911 EMS calls rather than their Fire Departments?
2. Do private company paramedics earn roughly one third the total compensation amount that OCFA paramedics are paid?
3. For the response to the past San Bernardino terrorist attack and the recent Mandalay Bay shooting incident, did private paramedic ambulance companies serve as 911 emergency EMS responders? Was the quality of their responses favorably graded?

4. Do private paramedic ambulance companies generally provide 401 K defined pension contribution plans as compared to the OCFA defined benefit pension plan? (Note: There are no resulting future unfunded UAAL problems with the 401 K plans.)
5. Do private paramedic ambulance companies employ “dynamic scheduling”? This permits full needed coverage in the high response day hours and fewer scheduled man hours in the “light” response/graveyard hours without any detrimental response effect?
6. Are paramedics for the OCFA and private company paramedic ambulance companies equally trained?
7. Are private company paramedics required to get continuing County accreditation?
8. Are OCFA paramedics required to get continuing County accreditation?
9. Are private paramedic ambulance companies accredited by outside accrediting agencies, such as CAAS - Commission on Accreditation of Ambulance Services or CAMST - Commission on Accreditation of Medical Transport Systems? Is the OCFA accredited by any outside accreditation agency?
10. Are the specific accreditation standards of CAAS and CAMST higher or lower than the Orange County HCA’s standards? Where do they differ?
11. Are both the OCFA and private ambulance company paramedics licensed by the same State EMS agency?
12. I was present in the meeting, when the OCEMS approved the creation of the IFT-ALS (Intra Facility Transport-Advanced Life Support) Paramedic Program for private ambulance companies. Has this program met, not met, or exceeded the expectations of the HCA?
13. Are IFT-ALS private company paramedics required to maintain a certification from the American Heart Association in Advanced Cardiac Life Support (ACLS)? Are OCFA paramedics required to have and maintain the same certification?
14. Are IFT-ALS Paramedics required to maintain a certification from the American Heart Association in Pediatric Advanced Life Support (PALS)? Are OCFA paramedics required to have and maintain the same certification?
15. Fullerton Fire Chief Knabbe, EMCC committee member, had requested that the HCA conduct a performance review of the IFT-ALS Program. Can you supply the results of such study to Fire Chief Knabbe, the other EMCC members, public, Board of Supervisors and OCFA member City Councils for their own review and discussion?
16. With your now having documented performance support for both groups, how do you rate the performance of IFT-ALS paramedics as compared to OCFA paramedics?

I thank you for your assistance in this matter. Your input will provide much needed critical decision making information for the public, Board of Supervisors and OCFA member City Councils.

Sincerely,

Stephen M. Wontrobski

E:emcctruthandhonesty10-5-17

Cc: Orange County Board of Supervisors; State EMSA Director (Dr. Backer); Richard Sanchez; OCERS Board of Directors; City Councils of Irvine, Costa Mesa, Garden Grove and Fullerton



## ACCREDITATION TO PRACTICE- ALS PERSONNEL CRITERIA

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### I. AUTHORITY:

*Health and Safety Code, Division 2.5, Sections 1798 and 1797.185; California Code of Regulations, Title 22, Division 9, Chapter 4.*

### II. APPLICATION:

This policy describes the process by which a licensed California paramedic is permitted to practice in Orange County.

### III. DEFINITIONS:

**"Local Accreditation"** or **"accreditation"** or **"accreditation to practice"** means authorization by OCEMS to practice as a paramedic within Orange County. Such authorization indicates that the paramedic has completed the requirements of California Code of Regulations Title 22, Division 9, Chapter 4.

### IV. ACCREDITATION CRITERIA:

In order to be eligible for accreditation to practice in Orange County, the paramedic must meet all of the following:

- A. Possess a valid, current State of California paramedic license.
- B. Not be precluded from accreditation to practice as a paramedic for reasons defined in Section 1798.200 of the Health and Safety Code.
- C. Be affiliated with an OCEMS approved advanced life support (ALS) service provider.
- D. Successfully complete the accreditation process (See Section V) within a 30 day period.

### V. ACCREDITATION PROCESS:

1. Paramedics applying for local accreditation as a **9-1-1 ALS paramedic** must complete and submit the following to OCEMS:
  - A. Copy of State of California paramedic license.
  - B. Evidence of successful completion of a maximum 8-hour orientation program of the Orange County EMS system as prescribed by OCEMS.
    - 1) Orientation program to include:
      - a. OCEMS Treatment Guidelines
      - b. OCEMS Policies and Procedures
      - c. OCEMS paramedic Scope of Practice
      - d. Orientation to the OCEMS communication system
    - 2) Only OCEMS, the OC paramedic training program, an OC base hospital coordinator, or an OC ALS service provider EMS coordinator may provide items a, b and c above.
    - 3) Item d above must be provided by the Orange County Sheriff/Communications division; this item is not required for IFT-ALS paramedic accreditation.





## ACCREDITATION TO PRACTICE- ALS PERSONNEL CRITERIA

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- C. Evidence of completion of training in any local optional scope of practice for which the individual has not been trained and tested:
    - i. Attend an advanced airway skills review class.
    - ii. This training and testing is additional to the maximum 8-hour orientation program.
  - D. Evidence of successful completion of field evaluations of no more than 10 ALS responses supervised by an approved field preceptor and/or an Orange County base hospital coordinator.
  - E. Complete the appropriate OCEMS paramedic accreditation application online through OC-MEDS.
  - F. Pay the established fee. (Reference OCEMS Policy #470.00)
2. Paramedics applying for local accreditation as a **IFT-ALS paramedic** must complete and submit the following to OCEMS:
- A. Copy of State of California paramedic license.
  - B. Evidence of completion of an OCEMS approved IFT-ALS Training Course which includes as a minimum the understanding of OCEMS policies and procedures, including IFT-ALS Standing Orders and Procedures and immediate ePCR posting using the OC-MEDS system.
  - C. Evidence of completion of an OCEMS approved advanced airway training program.
  - D. Copy of current CPR certification (Healthcare provider or professional rescuer course as approved by the OCEMS Medical Director), ACLS certification and PALS or PEPP certification.
  - E. Evidence of completion of ten (10) proctored IFT-ALS level transports.
  - F. Complete the appropriate OCEMS paramedic accreditation application online through OC-MEDS.
  - G. Pay the established fee (Reference OCEMS Policy #470.00)
3. Paramedics applying for local accreditation as **Air Medical paramedic** must complete and submit the following to OCEMS:
- A. Copy of State of California paramedic license.
  - B. Evidence of completion of an OCEMS approved Medical Flight Crew Training Program.
  - C. Completion of an OCEMS approved OCEMS system orientation which includes as a minimum the understanding of OCEMS policies and procedures.
  - D. Copy of current CPR certification (Healthcare provider or professional rescuer course as approved by the OCEMS Medical Director), ACLS certification and PALS or PEPP certification.
  - E. Evidence of completion of ten (10) proctored Air Ambulance level transports.
  - F. Complete the appropriate OCEMS paramedic accreditation application online through OC-MEDS.
  - H. Pay the established fee (Reference OCEMS Policy #470.00)



## ACCREDITATION TO PRACTICE- ALS PERSONNEL CRITERIA

**\*Note:** Air Medical Paramedic Accreditation applies only to Air Medical Paramedics assigned to an Air Ambulance base located within Orange County.

### VI. MAINTAINING ACCREDITATION:

1. The OCEMS Paramedic Accreditation shall expire on the same date as that of the applicant's California Paramedic License or sooner if requested by applicant.
2. In order to maintain local accreditation to practice, the **9-1-1 ALS paramedic** shall submit evidence of the following via the 9-1-1 ALS paramedic accreditation verification in OC-MEDS:

- A. Copy of valid State of California Paramedic license.
- B. Demonstrate sufficient patient contact experience as evidenced by PCR documentation review based on agency standards and CQI plan as submitted to OCEMS.
- C. Evidence of completion of one advanced airway review session per year.

**Note:** The OCEMS medical director and/or the base hospital physician director may require additional airway review for any paramedic at any time if deemed necessary (e.g., undetected or uncorrected esophageal intubation, dislodgement, other).

- D. Evidence of successful completion of all OCEMS approved mandatory EMS system updates and in-services.
  - E. Complete the OCEMS 9-1-1 ALS paramedic accreditation verification application online through OC-MEDS.
3. In order to maintain local accreditation to practice, the **IFT-ALS paramedic** shall:
    - A. Complete above criteria maintaining accreditation VI.2. A, B, and D "In order to maintain local accreditation to practice"

#### **AND**

- B. Submit evidence of successful completion of an annual OCEMS approved advanced airway skill review.
  - C. Submit a copy of current CPR certification (Healthcare provider or professional rescuer course as approved by the OCEMS Medical Director), ACLS certification and PALS or PEPP certification.
  - D. Complete the OCEMS IFT-ALS paramedic renewal accreditation application online through OC-MEDS.
  - E. Pay the established fee
4. In order to maintain local accreditation to practice, the **Air Medical paramedic** shall:
    - A. Complete above criteria maintaining accreditation VI.2. A, B, and D "In order to maintain local accreditation to practice"

#### **AND**

- B. Submit evidence of successful completion of an annual OCEMS approved medical flight crew advanced airway skill review.





## ACCREDITATION TO PRACTICE- ALS PERSONNEL CRITERIA

- C. Submit a copy of current CPR certification (Healthcare provider or professional rescuer course as approved by the OCEMS Medical Director), ACLS certification and PALS or PEPP certification.
- D. Complete the OCEMS Air Medical paramedic renewal accreditation application online through OC-MEDS.
- E. Pay the established fee.

### VII. INACTIVE STATUS:

- 1. A 9-1-1 ALS paramedic will be considered INACTIVE if any conditions listed in Section VI. 2 are not satisfied.
- 2. An IFT-ALS paramedic will be considered INACTIVE if any of the conditions listed in Section VI.3 are not satisfied.
- 3. An Air Medical paramedic will be considered INACTIVE if any of the conditions listed in Section VI.4 are not satisfied.

### VIII. ACCREDITED PARAMEDIC RESPONSIBILITIES:

The OCEMS accredited paramedic is responsible for all of the following:

- A. Notification of OCEMS at any point accreditation criteria is not being met.
- B. Compliance with OCEMS Policies/Procedures, Standing Orders and Treatment Guidelines.

### IX. PROVIDER AGENCY RESPONSIBILITIES:

The provider agency shall be responsible for all of the following:

- A. Ensuring the paramedic is not precluded from practice for reasons defined in Section 1798.200 of the Health and Safety Code.
- B. Reporting to OCEMS any situations as mandated by statute.
- C. Assuring the paramedic meets performance standards as outlined in the sponsoring agencies quality assurance/improvement program to safely provide prehospital emergency medical care.
- D. Assuring the paramedic is current in all accreditation requirements including skills training and mandatory in-services.
- E. Advising OCEMS and the assigned base hospital within thirty (30) days when a paramedic changes status (ACTIVE to INACTIVE). Notification shall include the name and OCEMS accreditation number of the paramedic and the reason for the change in status.

### X. EMS AGENCY RESPONSIBILITIES

- A) OCEMS shall review paramedic applications submitted by the paramedic and his/her sponsoring agency for completeness and determine if the individual meets all local accreditation requirements.





## ACCREDITATION TO PRACTICE- ALS PERSONNEL CRITERIA

- B) Successful applicants and his/her sponsoring agency shall be notified regarding local accreditation within thirty (30) days of documentation of all accreditation requirements and payment of the established fee.

**Note:** A state licensed paramedic may practice as a second paramedic in Orange County within the limitations of the State basic scope of practice for a period of up to thirty (30) days while awaiting issuance of local accreditation. Performance of any OCEMS *optional* skills and procedures by the accreditation applicant must be done in the presence of an approved field preceptor, the OCEMS approved paramedic training program, and/or an Orange County base hospital coordinator.

- C) OCEMS shall assign a local accreditation number; this number shall be used on all documents used within the OCEMS system.
- D) OCEMS shall submit to the EMS Authority the names and dates of accreditation for those individuals it accredits within twenty working days of accreditation.
- E) Paramedics who are continuously employed by OCEMS are accredited to practice as a paramedic in Orange County and are exempt from the authorization / reauthorization process.

**Note:** Individuals who are accredited as a paramedic in Orange County shall utilize the Orange County Scope of Practice when responding out-of-county (e.g., inter-county transport of patients, mutual or automatic aid, on a strike team) or during a disaster.

### Approved:

Sam J. Stratton, MD, MPH  
OCEMS Medical Director

Tammi McConnell  
OCEMS Administrator

Original Date: 10/01/1989  
Reviewed Date(s): 4/1/2014; 4/1/2015; 5/1/2016, 3/28/2017; 4/1/2017  
Revised Date(s): 4/1/2014; 4/1/2015; 5/1/2016, 3/28/2017; 4/1/2017  
Effective Date: 4/1/2017

# Interfacility-Advanced Life Support Transport

Report for Year Ending 2013



Orange County EMS Agency

# IFT-ALS Program Status

- Dispatch for transport requires a physician order or pre-arrangement by medical care provider.
- Expected timely response and safe transport with advanced life support (ALS) level monitoring.
- Transport is by approved ambulance companies, equipped and staffed for ALS monitoring and intervention
- ALS level personnel are locally accredited (OCEMS Policy # 778 “IFT-ALS Personnel Criteria”)

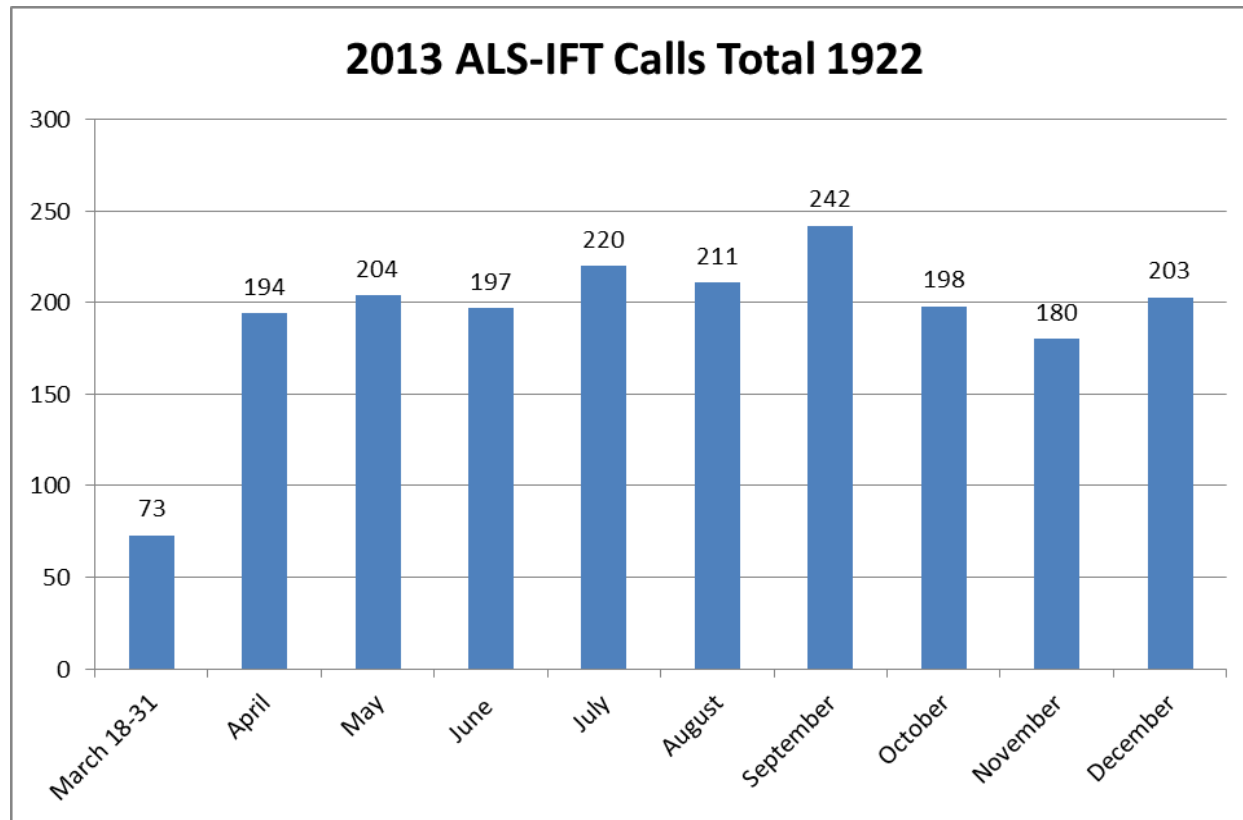


# Performance Data: 2013

Total ALS level transports: 1,922

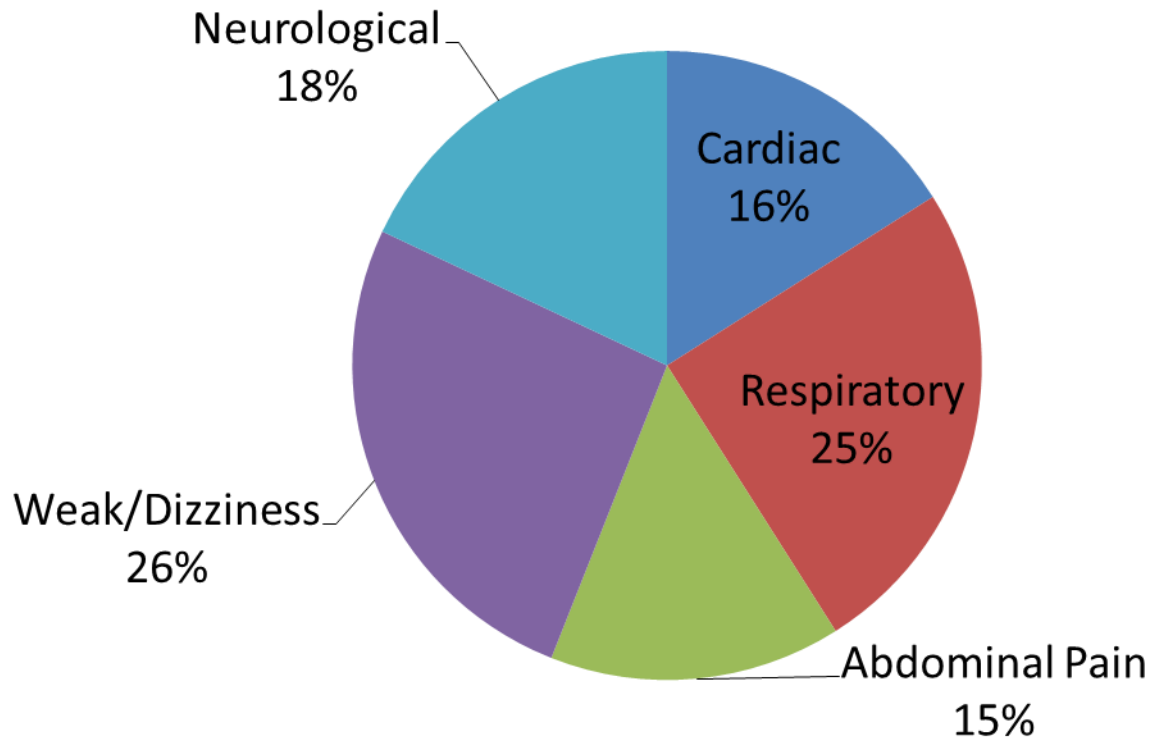
	<u>Performance</u>
1. Standing Orders Fallouts	< 1.0 %
a. Treatment outside of IFT-ALS SO	0
2. Stable Arrival at Destination	99.7 %
a. Cardiac arrest during transport	1
b. Respiratory arrest during transport	1
3. Dispatch to Arrival Time	25.5 (+/- 13.9m) (83 % < 30 m) (90 % < 38 m)
Rate of Dispatch Referral to 911 =	8.4 %
Rate of Dispatch Referral to SCT =	10.2 %

# Call Volume by Month



# Transport Characteristics

**Five Most Common Impressions  
Occurred for 61% of Transports (1,172)**



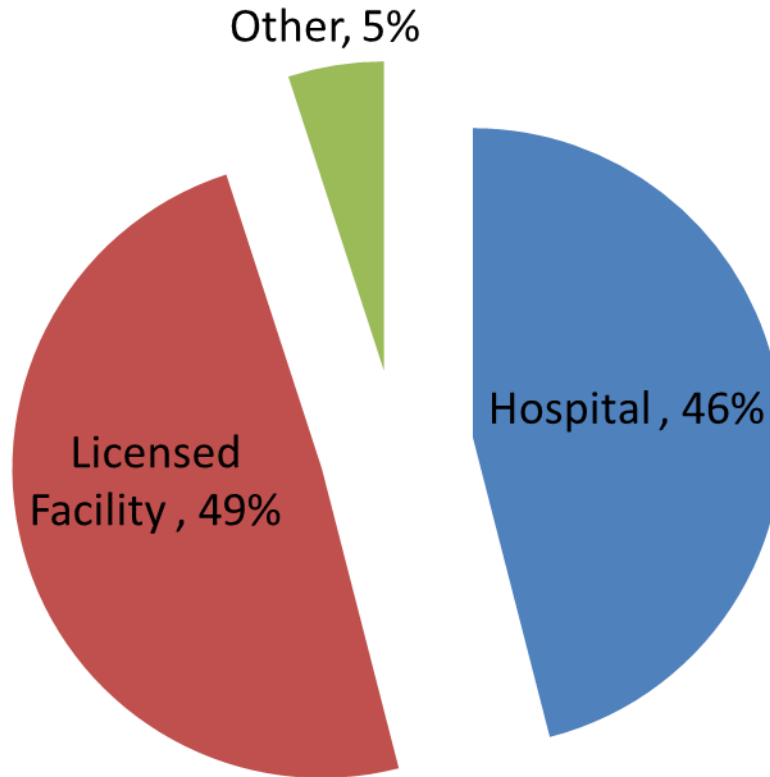


# Ten Most Common ALS Interventions For Year 2013 IFT-ALS Transports

Total ALS Transports = 1,922

1.	Cardiac monitor	1,829 (95.2 %)
2.	Pulse oximetry	744 (38.7 %)
3.	Blood glucose determination	561 (29.2 %)
4.	Intravenous access	360 (18.7%)
5.	Normal saline fluid challenge	198(10.3 %)
6.	Zofran (anti-nausea) administration	85 ( 4.4 %)
7.	Albuterol (wheezing/asthma)	80 ( 4.2 %)
8.	12- lead ECG	59 ( 3.1 %)
9.	Nitroglycerine	35 ( 1.8 %)
10.	Capnography	23 ( 1.2 %)

# Origin of Call for Service







Stephen M. Wontrobski  
Mission Viejo, CA 92692

October 5, 2017

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405 W. Fifth Street, Suite 301A  
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Currently, there is a great need for simple OCFA transparency and honesty regarding its EMS services, qualifications and cost. Various OCFA member cities are considering withdrawing from the OCFA due to its high cost structure. The OCFA has denied these member City Councils and the Orange County Board of Supervisors complete and honest answers to questions that are needed for their OCFA withdrawal decision making process.

And incidentally, not only are OCFA member residents and their City Council members and the Board of Supervisors looking for simple and truthful answers, but the same also holds for various residents of other cities served by non-OCFA Fire Departments, such as Costa Mesa, Fullerton and Garden Grove. That is why this letter is directed to you.

Many questions revolve around having private paramedic ambulance companies to provide 911 EMS services instead of the OCFA. Private company paramedics are paid roughly one third what OCFA paramedics are paid. Hence, various OCFA member cities are considering the switch to private EMS paramedic ambulance companies to achieve the same or better OCFA EMS quality of service, while at the same time saving millions of dollars each year.

## Questions

1. Can you please provide a sample list of cities and counties in California, Nevada and Arizona that have Private Paramedic Ambulance Companies serving as the responder to 911 EMS calls rather than their Fire Departments?
2. Do private company paramedics earn roughly one third the total compensation amount that OCFA paramedics are paid?
3. For the response to the past San Bernardino terrorist attack and the recent Mandalay Bay shooting incident, did private paramedic ambulance companies serve as 911 emergency EMS responders? Was the quality of their responses favorably graded?

4. Do private paramedic ambulance companies generally provide 401 K defined pension contribution plans as compared to the OCFA defined benefit pension plan? (Note: There are no resulting future unfunded UAAL problems with the 401 K plans.)
5. Do private paramedic ambulance companies employ “dynamic scheduling”? This permits full needed coverage in the high response day hours and fewer scheduled man hours in the “light” response/graveyard hours without any detrimental response effect?
6. Are paramedics for the OCFA and private company paramedic ambulance companies equally trained?
7. Are private company paramedics required to get continuing County accreditation?
8. Are OCFA paramedics required to get continuing County accreditation?
9. Are private paramedic ambulance companies accredited by outside accrediting agencies, such as CAAS - Commission on Accreditation of Ambulance Services or CAMST - Commission on Accreditation of Medical Transport Systems? Is the OCFA accredited by any outside accreditation agency?
10. Are the specific accreditation standards of CAAS and CAMST higher or lower than the Orange County HCA’s standards? Where do they differ?
11. Are both the OCFA and private ambulance company paramedics licensed by the same State EMS agency?
12. I was present in the meeting, when the OCEMS approved the creation of the IFT-ALS (Intra Facility Transport-Advanced Life Support) Paramedic Program for private ambulance companies. Has this program met, not met, or exceeded the expectations of the HCA?
13. Are IFT-ALS private company paramedics required to maintain a certification from the American Heart Association in Advanced Cardiac Life Support (ACLS)? Are OCFA paramedics required to have and maintain the same certification?
14. Are IFT-ALS Paramedics required to maintain a certification from the American Heart Association in Pediatric Advanced Life Support (PALS)? Are OCFA paramedics required to have and maintain the same certification?
15. Fullerton Fire Chief Knabbe, EMCC committee member, had requested that the HCA conduct a performance review of the IFT-ALS Program. Can you supply the results of such study to Fire Chief Knabbe, the other EMCC members, public, Board of Supervisors and OCFA member City Councils for their own review and discussion?
16. With your now having documented performance support for both groups, how do you rate the performance of IFT-ALS paramedics as compared to OCFA paramedics?

I thank you for your assistance in this matter. Your input will provide much needed critical decision making information for the public, Board of Supervisors and OCFA member City Councils.

Sincerely,

Stephen M. Wontrobski

E:emcctruthandhonesty10-5-17

Cc: Orange County Board of Supervisors; State EMSA Director (Dr. Backer); Richard Sanchez; OCERS Board of Directors; City Councils of Irvine, Costa Mesa, Garden Grove and Fullerton

Stephen M. Wontrobski  
Mission Viejo, CA 92692

October 30, 2017

Orange County Board of Supervisors  
333 W. Santa Ana Blvd.  
Santa Ana, CA 92701

Ref: Supervisor Nelson's 10-26-17 Memorandum to Mayor Beth Swift, Chairwoman OCFA

Dear Board Members:

I was at the OCFA Board of Directors meeting on 10-26-17, wherein Supervisor Nelson's 10-26-17 Memorandum to Mayor Beth Swift, Chairwoman OCFA was released to the public. My comments below relate to that memorandum.

1. Before the start of any OCFA independent panel review of the Canyon 2 Fire (Fire), the union agreements with the OCFA Fire Chief Association Union and Firefighters Local 3631 must be amended to state that if there is any retaliation from individuals in either union, it is cause for any offending individual or group of individuals to be dismissed from employment with cause.
2. In the 10-26-17 OCFA Board of Directors meeting, I recommended that the County Board of Supervisors conduct their own independent panel review of the Fire and the OCFA response to it.
3. In that same OCFA Board meeting, I also recommended that the County Board of Supervisors submit a request to the Orange County Grand Jury for it to conduct its own independent investigation of the Fire.

Based on my six years review of OCFA operations, I believe that even if Items 1 and 2 above are implemented, there really will not be a truly impartial investigation of the Fire and an accurate placement of responsibility for the destruction that the Fire caused. Initially, however, here are suggestions for whom to include and whom to exclude on the OCFA and Board of Supervisors independent review panels.

#### OCFA Independent Review Panel

Membership on the review panel should be excluded without exception to:

- a) Any member of the Fire Chiefs Association Union that voted 39-0 to release information about former Fire Chief Bowman, unless he resigned. Based on this action, Chief Bowman immediately resigned and the problem response to the Canyon Fire 2 incident subsequently occurred.
- b) Any current or former OCFA division chief or battalion chief.
- c) Any former or current employee of the OCFA.
- d) Any current member of the OCFA Board of Directors.

#### Orange County Board of Supervisors Independent Review Panel

Membership on the County Board of Supervisors review panel should be excluded without exception to:

- a) Any member of the Fire Chiefs Association Union that voted 39-0 to release information about former Fire Chief Bowman, unless he resigned.
- b) Any current or former OCFA division chief or battalion chief.
- c) Any former or current OCFA Assistant Chief, Deputy Chief, etc., with the exception of Brian Young, OCFA Assistant Chief of Operations.
- d) Any former or current employee of the OCFA.
- e) Any current member of the OCFA Board of Directors.

The following are individuals the Board of Supervisors should give consideration for inclusion on its independent review panel:

1. Fire Chiefs of non-OCFA Orange County Fire Departments
2. Supervisor Shawn Nelson/Denis Biledeaux/Other Supervisor Nelson Office Representative
3. Principals of the Costa Mesa Fire/EMS Consulting Group (Triton Group, I believe is its name), which conducted a study of Costa Mesa's Fire/EMS operations about two or three years ago.
4. Former OCFA Board of Director, Brad Reese from Villa Park. He is extremely knowledgeable about the Reserve Fire Fighter Program and fire response protocol. The dismantling of the Reserve Fire Fighter Program and the Reserve Firefighter staffing at Fire Station 53 and other fire station areas of high fire risk appears to be a major area needing investigation.
5. Former Chief Bowman, if he could be guaranteed no retaliation from the OCFA Fire Chiefs Association Union.
6. Gary Ludwig
7. Dr. Backer (State EMSA Director)
8. Senior Representatives from Cal Fire

#### Need for Grand Jury Investigation

Despite the formation of a Board of Supervisor Independent Review Panel, there is a need for a grand jury investigation of this matter due to the following:

1. An aura of retaliation has permeated the OCFA in the past. For years I have advised members of the Firefighters Local 3631 union to never report OCFA wrongdoing to the OCFA Hot-line due to the potential of job loss and advancement potential, since they would be considered not to be "team players". The OCFA continually refused to implement industry Hot-line standards to guarantee against retaliation. Also, I myself had to request Irvine Police Department protection at OCFA Board of Director meetings to stop union harassment against me at those meetings. Irvine Police Protection was immediately afforded to me by the OCFA Board of Directors.
2. Former Fire Chief Bowman would be protected by the confidentiality of the grand jury process.
3. Current Fire Division and Fire Battalion Chiefs would be required to testify under oath as to what actually happened with the Canyon Fire response, staffing of fire stations and the real reason(s) for dismantling the Reserve Firefighter Program.
4. The County residents really need a true and impartial investigation of the Fire.

I thank you for your consideration of this matter.

Sincerely,

Stephen Wontrobski

BOSOCFACanyon Fire Independent Reviews-10-30-17

cc: Dana Point, San Clemente, San Juan Capistrano, Aliso Viejo, Laguna Niguel, Lake Forest, Irvine, Rancho Santa Margarita, Westminster, Costa Mesa, Garden Grove, Fullerton, and Villa Park City

Stephen M. Wontrobski  
Mission Viejo, CA 92692

November 3, 2017

Orange County Board of Supervisors  
333 W. Santa Ana Blvd.  
Santa Ana, CA 92701

Ref: OCFA Canyon Fire 2 – Union Action

Dear Board Members:

The issue of OCFA union action appears to some to be a part of normal operations at the OCFA. It has now reached all the way up to the OCFA Fire Chief level. The recent action of the Fire Chiefs Association Union is a prime example of the use of union action.

#### OCFA Chiefs Association Union Background Information

The OCFA Chiefs Association Union (CAU) is comprised of 42 voting OCFA division chiefs and battalion chiefs. Although small in number, its collective union power should never be underestimated. The total annual compensation of these individuals is massive and way beyond any reasonable metric. Because of their power, they have achieved these out-sized compensation figures from the OCFA Board of Directors. Surprisingly, their salary levels are unknown to virtually every member of the public. This has worked in a very large fashion in their favor to their obtaining such high levels of compensation.

In this CAU group, with the exception of one individual, who only made \$287,000, every other member made over \$300,000 in 2016. This group also includes seven members of the \$400,000 Club. These are members of this union, who made over \$400,000 in 2016. These numbers can be verified by simply referencing the compensation figures on the OCFA website. These out-sized CAU compensation numbers are one of the factors, which cause members of the public to view the OCFA as the new "City of Bell". Other factors are:

- a) Average OCFA firefighter compensation of about \$230,000.
- b) Average OCFA fire captain compensation of \$301,000, reported to be the highest in the nation for this group.
- c) Every member of the OCFA Executive staff made over \$300,000 in total 2016 annual compensation.
- d) Compensation of OCFA overly paid Managers Union members as compared to other Orange County city employees' compensation. Additionally, these union members receive over eight weeks of time off after only six months of employment. This is "Greece" and "City of Bell" spelled O-C-F-A.

#### OCFA Chiefs Association Union Action

The recent action of the Fire Chiefs Association Union is a prime example of their power at the OCFA. The CAU was responsible for action against Chief Bowman and the cause of his resignation. The union threatened to release negative information about Chief Bowman, unless he resigned. The CAU refused to inform OCFA Director Spitzer in the August 24, 2017 OCFA Board of Directors meeting, what action(s) of Chief Bowman they objected to.

This matter needs to be investigated by the Orange County Grand Jury. Unconfirmed speculation from OCFA Director Spitzer attributes the union's action against Chief Bowman to his past decision(s) on promotions. It has to be presumed, until proven otherwise, that Chief Bowman had justifiable reason for his decision(s) and action(s).

However, the public now views the union action in a very negative light. The Grand Jury should investigate this matter; report their findings to the public; and determine if any possible criminal action occurred in this matter. And, if they view that such action constitutes the possibility of criminal behavior, it should direct the matter to the District Attorney for investigation and handling.

#### Outcome to the Fire Chiefs Association Union Action Against Chief Bowman

In the OCFA August 24, 2017 Board of Directors meeting, OCFA Director Spitzer stated that the Board wanted Chief Bowman to stay on as Chief to finish creating a plan for the OCFA to groom and keep internal talent. Director Spitzer went on to state, "All his assistant chiefs are new. So if he were to leave now, the agency would be in serious trouble."



These words were very prescient, since when these words were spoken, we were right in the midst of our red flag fire season. And the Canyon Fire No. 2 went quickly out of control about one and one half months later due to OCFA alleged negligence and mishandling.

The forced Chief Bowman resignation action by the CAU is judged by members of the public to be nothing short of selfish and reckless, which endangered the public safety. And they point to the Canyon Fire 2 incident for their justification of this holding. What is more disturbing to members of the public is that the OCFA has been criticized as being negligent in their: a) response to the fire; and b) permitting a Fire Station to go effectively unmanned on a 'red flag' day controlling an area designated by Cal Fire as a Very High Fire Hazard Severity Zone.

In this regard, some additional questions need answering regarding the Canyon Fire 2 incident:

- a) If the CAU had not threatened Chief Bowman with a release of information and he had not resigned, would there have been proper staffing in place at Fire Station 53 and a prompt dispatch of the OCSD helicopter? Would the Canyon Fire No.2 have been immediately contained?
- b) Did the CAU object in the past to any operational issue(s) that Chief Bowman was attempting to put in place to protect the public (and not the union wages) that the union objected to? Did this dispute put: a) the public safety at risk; and b) the OCFA in "serious trouble"?
- c) Why exactly did the CAU want Chief Bowman removed? What were all the issues behind its threatened release of information? The union refused to answer this question from Director Spitzer in the August 24, 2017 OCFA Board of Directors meeting.
- d) Did the Dismantling of the Reserve Firefighters Program actually contribute to the Canyon Fire 2 devastation?
- e) Did other Fire Station under manning occur in 2017?

#### Pattern of Bad OCFA Business Practices

The County should investigate whether the OCFA may have been engaged in a pattern of bad business practice by failing to investigate alleged OCFA wrongdoing. For assistance in this matter, I attach my August 18, 2017 Public Records Request to the OCFA, as well as my October 30, 2015 letter both of which address the issue of "business pattern". (The OCFA attorney issued a response on October 23, 2017 to my August 18, 2017 Public Records Request, which I will address under separate cover.) County Counsel/CEO/Auditor should determine if further investigations are mandated regarding the following business matters:

1. LSL Procurement Audit.
2. Denial of my PRR Review Request of LSL's (OCFA's CPA) OCFA Procurement Department Audit Work Papers.
3. Denial of OCFA Villa Park Managing Director's (Rick Barnett) Request to Review on his own LSL's OCFA Procurement Department Audit Work Papers. What Orange County agency, other than the OCFA, has ever denied one of its managing directors the ability to investigate a major \$10,000,000 purchase order and an audit of its Procurement Department? Isn't that a managing director's responsibility and function? This whole OCFA review denial to a managing director just smells bad and really needs to be investigated.
4. Appointment of former OCFA Board of Directors Chairwoman Trish Kelley's son to the OCFA Firefighters Academy, wherein about 3,000 applicants had applied for roughly 30 openings.
5. Former Fire Captain Craig Campbell's use of the Ladera Ranch Fire Station to conduct EMS courses for his own profit.
6. Investigation of possible Workers Compensation fraud issues. OCFA workers filed claims each year that equate in number to about 30% of the OCFA employee population. The original justification given by the OCFA for not investigating this matter was that San Bernardino firefighters had a 90% Workers Compensation filing rate as compared to the OCFA's 30% filing rate.

7. Investigation of potential fraudulent disability pension filings. OCFA Executive Officer Lori Zeller reported to the OCFA Board of Directors that it was not the OCFA's duty to investigate these filings from OCFA employees. Rather, it was an OCERS responsibility.
8. Possible Advance OCFA Helicopter Notification Issues Affecting Mercy Air and the OCSD identified in my May 8, 2017 letter, which was issued to the Orange County Grand Jury.

I have issued over two hundred letters to the OCFA regarding matters such as the above requesting investigative follow-up. The letters can be easily obtained by simply asking the OCFA under a PRR to supply: a) all letters written by me from 2011 to the current date that were addressed to the OCFA, its Board of Directors, Executive Committee, Budget and Finance Committee, or any other OCFA Committee; and b) all letters written to me by the OCFA or its outside attorney during the same period of time.

#### Need for Health Care Agency Response Regarding Private Paramedics

The time has come to decide whether the County wants to:

- a) Continue to contract with the OCFA for fire protection of its unincorporated County areas; and
- b) Contract with private paramedic ambulance companies instead of the OCFA to provide 911 EMS services to its unincorporated County areas.

The County needs to investigate whether contracting with other neighboring fire department agencies would provide its residents with more cost effective fire service. The time has come to seriously study the benefits of leaving the OCFA for needed fire services.

Likewise, the County should study the use of private ambulance companies to provide, as other California counties do, 911 EMS paramedic response services instead of the OCFA. This would save countless millions of taxpayer dollars with an associated increase in service. A thorough and complete response is needed to my attached October 23, 2017 letter with its attached October 5, 2017 letter to the Health Care Agency.

Presently, residents view the CAU action against Chief Bowman in a very negative light. When this perception is added onto the public's other perceptions of possible OCFA negligence and "City of Bell" salaries, together, they all speak to one thing: The Board of Supervisors has an obligation to the public to study the option of leaving the OCFA, saving millions of dollars of taxpayer funds, and obtaining better fire and EMS services from other sources.

I thank you for your consideration of this matter.

Sincerely,

Stephen Wontrobski

BOSOCFA Union Action-11-3-17

cc: Dana Point, San Clemente, San Juan Capistrano, Aliso Viejo, Laguna Niguel, Lake Forest, Irvine, Rancho Santa Margarita, Westminster, Costa Mesa, Garden Grove, Fullerton, and Villa Park City Councils; EMCC; State EMSA Director (Dr. Backer); Orange County Grand Jury

Stephen M. Wontrobski  
Mission Viejo, CA 92692

November 8, 2017

Orange County Board of Supervisors  
333 W. Santa Ana Blvd.  
Santa Ana, CA 92701

Ref: Supervisor Nelson's 10-26-17 Memorandum to Mayor Beth Swift, Chairwoman of the OCFA

Dear Board Members:

I was at the OCFA Board of Directors meeting on 10-26-17, wherein Supervisor Nelson's 10-26-17 Memorandum to Mayor Beth Swift, Chairwoman OCFA was released to the OCFA Board of Directors and the public. My comments regarding that memorandum were previously transmitted to you in my attached October 30, 2017 letter. In my letter I recommended that:

- a) Before the start of any OCFA independent panel review of the Canyon 2 Fire (Fire), the union agreements with the OCFA Fire Chief Association Union and Firefighters Local 3631 should be amended to state that if there is any retaliation from individuals in either union, it is cause for any offending individual or group of individuals to be dismissed from employment with cause.
- b) In the 10-26-17 OCFA Board of Directors meeting, I recommended that the County Board of Supervisors conduct their own independent panel review of the Fire and the OCFA response to it.
- c) In that same OCFA Board meeting, I also recommended that the County Board of Supervisors submit a request to the Orange County Grand Jury for it to conduct its own independent investigation of the Fire and OCFA.

Recommendation to Avoid OCFA Union Retaliation

As part of my public comment in the OCFA 10-26-17 Board of Directors meeting, I stressed that the OCFA Chief Association Union and Firefighters Local 3631 agreements should be amended to state, if there is any retaliation from individuals in either union, it is cause for any offending individual or group of individuals to be dismissed from employment with cause.

Based on my six years review of OCFA operations, I believe that retaliation probably will occur against individuals, who provide honest and truthful information regarding: a) the Canyon 2 Fire, b) OCFA's fire response, c) manning of fire stations, and d) the Reserve Firefighters Program. At various OCFA Board of Director meetings over the years, I advised OCFA employees to never report any OCFA wrongdoing on the OCFA Fraud Hot-line. I stated that one could risk OCFA retaliation regarding job security and future advancement, if the employee reported the wrongdoing through the OCFA Fraud Hot-line.

For years I asked that the Fraud Hot-line structure be changed to reflect current industry best practices to insure whistleblower anonymity, rather than keeping the current OCFA system that encouraged retaliation against reporting employees. What was the result of my efforts? The OCFA refused to even entertain any of my concerns or modify its Fraud Hot-line structure to insure against employee retaliation. It appears to me that the OCFA considers that employee reports of wrongdoing are judged as coming from "non-team members", and these workers risk continuing to be part of the OCFA Team.

So what is my current direction to OCFA employees on the Canyon 2 Fire? With knowledge that the OCFA will not guarantee against employee retaliation on this issue, I recommend that OCFA employees do not volunteer any critical information to the OCFA review panel. This would assure their keeping their \$230,000 firefighter jobs and \$300,000 fire captain jobs and future advancement in the OCFA. As an alternate, I recommend that they report on an anonymous basis any Canyon Fire 2/OCFA wrongdoing or negligence to:

- a) The Orange County Grand Jury, or
- b) The Board of Supervisors Independent Review Panel.

#### Supervisor Nelson's 10-26-17 Memorandum to Mayor Beth Swift, Chairwoman OCFA

Supervisor Nelson's 10-26-17 Memorandum to Mayor Beth Swift, Chairwoman OCFA requested one item:

“In keeping with transparency, and a desire to learn all pertinent facts:

The Board assures all OCFA employees that if they are contacted by anyone investigating the facts and circumstances surrounding the events of and response to the Canyon Fire 2, they are free and encouraged to cooperate fully without fear their cooperation will be used as a basis for any adverse employment action.”

What was the result of Supervisor Nelson’s request to: a) Board Chairwoman Beth Swift, b) the other Board members, c) Chiefs Association Union, and d) Fire Chief McIntosh?

#### OCFA Chairwoman Beth Swift's Answer

OCFA Board Chairwoman, Beth Swift, said nothing and did not even address Supervisor Nelson’s memorandum or recommendation in the Board meeting. By her absolute silence, she displayed a lack of leadership, which is severely needed at the OCFA, both at the Board level and at the staff level. She failed to address the potential problem and take needed action to insure that there would absolutely be no retaliation against employees. Instead, as is the common practice at OCFA Board of Director meetings on controversial issues, she said and did nothing.

#### Other OCFA Board Members' Answers

What was said by any of the other twenty four members of the OCFA Board Directors regarding Supervisor Nelson’s memorandum and recommendation? They said nothing and did not address the need to implement Supervisor Nelson’s recommendation. By their absolute silence, they also displayed an absolute lack of leadership. They did not even take a simple, basic step to insure against potential employee retaliation for an employee’s telling the truth.

This is the same group of directors that supposedly voice concern about workplace harassment. However, they appear to not consider employee retaliation for telling the truth to be actionable. So a natural result of this failure is that the public and OCFA employees should expect potential employee retaliation in the OCFA panel investigation, since there was no mention from any OCFA director or the OCFA of taking any steps to protect employees against retaliation.

This lack of action by the OCFA Board against employee retaliation is further evidence that employees should only divulge information on OCFA negligence, wrongdoing or mishandling of the Canyon Fire 2 incident to the Orange County Grand Jury or the Board of Supervisor's Independent Review Panel.

#### OCFA Chiefs Association Union's Answer

What was said by OCFA Chiefs Association Union to protect against employee retaliation? This group also said nothing about the need to protect employees against retaliation. This is the 42 member union comprised of battalion chiefs and division chiefs, who are members of the \$300,000 and \$400,000 OCFA Wage Clubs.

Can anyone envision this union welcoming into their ranks any OCFA employee, who reported: a) any of their union Canyon Fire2 incident mishandling or wrongdoing, or b) information regarding this union's conflict with former Chief Bowman? This union could never be expected to guarantee against employee retaliation, and they followed this expected course of action by saying nothing.

#### Fire Chief McIntosh's Answer

OCFA Fire Chief McIntosh in the OCFA October 26, 2017 news conference stated his interest was one of OCFA transparency. Also, in his statement to the Board of Supervisors on October 31, 2017, he stated that he was committed to getting answers. He further stated that he was dedicated to integrity, honesty, and transparency. However, in the October 26, 2017 OCFA Board meeting, he never mentioned against guarding against retaliation by the unions or taking action to implement Supervisor Nelson's memorandum recommendation against retaliation.

It is interesting to note before OCFA Board meetings how much back patting goes on between the Chiefs Association Union members and Chief McIntosh. It appears to an uninformed observer that Chief McIntosh is actually part of this union membership. Hence, it appears very little critical information will be issued against any of these union members. In addition, the OCFA would not want this union to appear in a negative light, when member cities are considering withdrawing from the OCFA. This would simply provide additional impetus to an “Exit the OCFA” movement.

The impression given by the above are:

1. Chief McIntosh's words about integrity, honesty and transparency appear once again to be hollow OCFA words that cannot be believed.
2. The public should not expect a full and complete OCFA panel review.
3. Having Chief McIntosh, rather than Chief Bowman, lead an investigation of the Chiefs Association Union actions and inaction appears to be a fortuitous gift to the Chiefs Association Union. This is the union who successfully worked to remove Chief Bowman

#### Need for Grand Jury Investigation

Despite the formation of a Board of Supervisor Independent Review Panel, there is a need for a grand jury investigation of this matter due to the following:

1. An aura of retaliation has permeated the OCFA in the past. For years I have advised members of the Firefighters Local 3631 union to never report OCFA wrongdoing to the OCFA Fraud Hot-line due to the potential of job loss and advancement potential, since they would be considered not to be "team players".
2. Former Fire Chief Bowman would be protected by the confidentiality of the grand jury process.
3. Current Fire Division and Fire Battalion Chiefs would be required to testify under oath as to what actually happened with the Canyon Fire response, staffing of fire stations and the real reason(s) for dismantling, rather than strengthening, the Reserve Firefighter Program.
4. The County residents really need a true and impartial investigation of the Fire and the OCFA. The public needs assurance there will no longer be a "whitewash investigation" as described in my attached February 28, 2013 letter.
5. The OCFA has once again displayed its sense of arrogance by simply snubbing their noses at the Board of Supervisors. This type of attitude needs to be stopped and the interests of the taxpaying public must be put above the financial salary interests of the \$300,000 and \$400,000 Chiefs Association Union members.
6. The County must give notice to the OCFA by June 30, 2018 of its intention to separate itself from membership in the OCFA. The time is ripe for a full scale investigation of the OCFA.

I thank you for your consideration of this matter.

Sincerely,

Stephen Wontrobski

BOSOCFA-Supervisor Disrespect-11-8-17

cc: State EMSA Director; EMCC; Dana Point, San Clemente, San Juan Capistrano, Aliso Viejo, Laguna Niguel, Lake Forest, Irvine, Rancho Santa Margarita, Westminster, Costa Mesa, and Villa Park City Councils

JuryState EMSA DirectorEMCC; State EMSA Director DirectorDirector (Dr. Backer); Orange County Grand Jury

Stephen M. Wontrobski  
Mission Viejo, CA 92692

November 14, 2017

Orange County Board of Supervisors  
333 W. Santa Ana Blvd.  
Santa Ana, CA 92701

Ref: OCFA Board of Directors Need for Action Against OCFA Retaliation

Dear Board Members:

In my November 8, 2017 letter, I addressed how the following parties snubbed their noses at Supervisor Nelson's request that there be no retaliation against OCFA employees regarding the Canyon 2 Fire investigation:

- a) OCFA Chairwoman Beth Swift
- b) Other members of the OCFA Board of Directors
- c) Fire Chiefs Association Union
- d) Fire Chief McIntosh

There is a definite need for a thorough investigation of the actions of the Fire Chiefs Association Union by the Orange County Independent Review Panel for the Canyon 2 Fire. There also is a need for the Orange County Grand Jury to investigate various actions of the OCFA and the OCFA Board of Directors themselves surrounding OCFA operations.

Fire Chiefs Association Union and Firefighters Local 3631 Labor Union

The members of the OCFA Board of Directors have continually succeeded over the years to realize their own and the OCFA's unions self interests to the detriment of the public's own interests. Remarkably, the OCFA Board of Directors has granted:

- 1. Firefighters an average yearly total compensation of about \$230,000;
- 2. The average fire captain total wage compensation of over \$300,000, which is reported to be the highest in the nation for fire captains;
- 3. Every member of the OCFA Executive staff over \$300,000 in total annual compensation;
- 4. For seven of seven Division Chiefs total average annual compensation of over \$350,000; and
- 5. For the really 35 privileged few - the Battalion Chiefs - 34 of 35 Battalion Chiefs over \$300,000 in total annual compensation; 10 of these members made between \$350,000 and \$400,000; and six of these group members were paid over \$400,000 in total annual compensation. The lone individual in this group earning less than \$300,000 actually made \$287,000.

For years I have continually voiced my opposition to the excessive compensation given to the OCFA unions, OCFA administrative managers, and the OCFA executive staff. They all are overpaid. One past OCFA Director, Steven Weinberg from Dana Point, actually voiced support for my criticism of the benefit package of the Local 3631 firefighters. Their benefit package required a 90% factor to be applied to their wages to fund their benefits. A private industry markup of 35% is considered fair and reasonable. Director Weinberg even remarked that, if a company had to pay the 90% factor in private industry, the company would be bankrupt in six months. However, as crazy as the following may seem to the public, not seeing any support for his excessive benefit objection, he actually voted along with all the other Board members to approve the contract with the outlandish benefits included in it.

It is interesting to note only one OCFA Board member has ever voted against the out-sized union pay package contracts in the six years I have been fighting against them. That Director was Rick Barnett from Villa Park. He was given the public "JFK Profile in Courage Award" for his lone opposition to the out-sized union pay packages and refusing to be a "rubber stamping" member of the OCFA Board of Directors.

As previously reported, I gave the OCFA labor negotiator a failing "F" grade for his supposedly "negotiated" contract with the Local 3631 firefighters. This same labor negotiator received an "F-" for his negotiation of the Administrative Managers Union contract. The OCFA union administrative managers' salaries are far out of line as compared to prevailing Orange County OCFA member city administrative managers' salaries. Furthermore, the OCFA Board of Directors gained the dubious distinction and notoriety for granting this group of managers 42 days off with pay after only six months of work.



The supposed “negotiated” contract raised the number of paid days off after six months of work from 35 to 42. None of the OCFA Board members even thought 42 paid days off after six months of work was outrageous and simply out of line.

Question: Did they even read the proposed union contract, which they voted to approve?

All of the above examples of OCFA Board of Directors union contract approvals with their outrageous salaries and benefits have rightly and properly identified the OCFA as the “New City of Bell” in the minds of many of the public.

#### Supervisor Nelson's Attempt to Stop Potential OCFA Retaliation

The OCFA Board of Directors completely snubbed Supervisor Nelson's attempt to stop potential OCFA retaliation in the Canyon 2 Fire investigation. Retaliation and the OCFA have gone together over the past years. The OCFA might now say after reading this letter that they will take active steps to avoid such retaliation in the Canyon 2 Fire investigation. Don't believe them.

Questions: Where in any of the OCFA Board or Executive Committee meetings did Chairwoman Swift or any Board member propose that the Fire Chiefs Association Union threatened release of information against Chief Bowman should be reviewed as a possible criminal matter and be referred to the District Attorney for investigation? Shouldn't this also be viewed as simply more OCFA retaliation, and a recognized and accepted OCFA pattern and practice? Has the OCFA done anything to counter the action against Chief Bowman?

Additional Question: Should the Grand Jury investigate this matter and forward it to the District Attorney's Office, if it finds the union's actions were potentially criminal in nature?

#### Retaliation Against the Orange County Health Care Agency EMS Department

If more evidence of OCFA retaliation is warranted, the Grand Jury should also look into the retaliation against the Orange County Health Care Agency EMS Department (HCA) over its attempts to introduce equally trained private ambulance company paramedics into Orange County. Specifically, I am addressing union opposition to the HCA's authorizing private paramedic ambulance companies to service Orange County through its adoption of the IFT (Inter Facility Transport) Paramedic Program.

To me this was a no-brainer. As an example, if there was a large earthquake affecting Orange County and surrounding counties, wouldn't the public good be served by having private ambulance company paramedics in Orange County to serve the EMS demand, in addition to the OCFA paramedics? Don't fall for the anticipated union response that the OCFA has mutual aid arrangements with the neighboring counties. If the earthquake simultaneously affects adjoining counties, how many outside paramedics do you think will be released for Orange County service?

Ms. Tammi McConell (EMS Program Director) and Dr. Sam Stratton (County Medical Director) would be two key individuals that could be called to address questions regarding any retaliation efforts or pressures they might have experienced on the proposed Inter Facility Program (IFT) private paramedic program or any other EMS private paramedic proposals.

The unions are dead set against private paramedic company 911 EMS response service introduction into Orange County OCFA member cities. These equally trained paramedics are paid 1/3 the OCFA wage. Any introducing OCFA member city would stand to save countless millions of dollars in public safety costs by using private company paramedics in the future as compared to the high cost OCFA paramedics they are now using.

Questions: What type of union, political and OCFA pressures and retaliation might Ms. McConell and Dr. Stratton have had to contend with over the years? Were they ever threatened or retaliated against in any manner with any action?

#### Retaliation Against Private Ambulance Companies

Past private ambulance company executive personnel would be an excellent group of individuals to call to discuss OCFA retaliation and pressure against private ambulance companies. I have previously documented and reported to the State EMSA Director about OCFA retaliation against the private ambulance company industry.

Then too, the Grand Jury might be interested in learning why Orange County did not have private ambulance company paramedics supplying both 911 EMS response services and subsequent transport to a hospital, as other California counties do. It could call private ambulance company personnel to supply that answer. Right now the work is split

between them and the OCFA. The OCFA supplies a fire engine with four personnel, including two paramedics, an engine driver and a fire captain. Many of these captains are paid a paramedic upgrade, but according to Chief Bowman never do paramedic work. That's why the OCFA needs two separate paramedics on board the engine. (I will address this point in a separate issue letter.) The actual transport to the hospital is provided by an ambulance company by two of their EMT's.

The ambulance company could provide the needed two paramedics for 911 EMS response and transport, but the OCFA unions have a stranglehold on this work. They have successfully shut private paramedic ambulance companies out of this work, even though the County and OCFA member cities would save millions, if they were allowed to do so. You see, it once again comes down to money with the unions and the power they exert over government officials.

The OCFA firefighter unions desperately need this old existing arrangement, since with new stricter building codes, there are relatively few fires to respond to. The overwhelming calls handled by the OCFA are EMS related, not fire. They need EMS work to justify their employment and high wages to the public.

There was absolutely no past OCFA "gold standard" EMS response model with the OCFA doing 911 paramedic response with two fire engines and the ambulance companies doing the transport with their own ambulance, as preached countless times in the past by OCFA spokesperson, Mr. Jim Ruane. This was simply more OCFA "fake news". This characterization of the OCFA "gold standard" response model was quickly deemed inefficient and ineffectual by new Chief Bowman and quickly abandoned. There was no previous looking out for the public interest, with the supposed "gold standard" OCFA response model. It all concerned money for the OCFA and its unions. Mr. Ruane would be a good person to interview on this matter, as well as, the Costa Mesa Fire Chief. Costa Mesa also rejected the OCFA supposed "gold standard" model as costly and inefficient.

#### Retaliation Against Me

I have previously documented past union harassment against me at OCFA public meetings. I publicly asked and was granted Irvine police protection at the OCFA meetings. Knowledge of this union action against me, coupled with union action against Chief Bowman, might allow the public to get a different viewpoint about the OCFA unions and the power they exercise. Sadly, their actions are against individuals working for the public good.

What about the OCFA executive staff itself? To me, they are one and the same in this regard. From a Public Records Request to the OCFA, I learned that an agenda item in the September 2016 OCFA Technical Advisory Committee (TAC) meeting concerned my reform efforts directed at the OCFA. The TAC invites attendance by all OCFA member City managers and representatives from the County. At that meeting the OCFA "solicited input from cities having any issues with Mr. Wontrobski". OCFA Division Chief Ken Cruz responded by e-mail to Seal Beach City Manager, Jill Ingram - "Nothing of significance".

Questions: Does it seem incredible to the public that a published meeting agenda item was directed against me? Why would the OCFA even put this item as an agenda item for its TAC meeting? Wouldn't it seem obvious to Board members that the OCFA was looking for some "dirt" it could use against me to stop my reform efforts? Did they do anything in response?

Once again, retaliation appears to me a normal way of life against anyone or group trying to correct OCFA irregularities or institute needed corrective reform measures for the public good.

#### Supervisor Spitzer's "Perfect Storm" Declaration

Supervisor Spitzer has labeled the Canyon 2 Fire the result of a "perfect storm". I don't view it that way. When looked at from a "big picture" point of view combined with the union's decimation of the Reserve Firefighter program, I viewed the Canyon 2 Fire as "an accident waiting to happen", and it actually happened. Ironically, I have heard the use of the phrase "perfect storm" as the OCFA "perfect storm" of incompetency ranging from: a) poor planning, to b) poor deployment, to c) poor execution.

- a. Poor planning – Leaving Station 53 basically unmanned on a "red flag" high wildfire danger day.
- b. Poor deployment – Asking firefighters just to look from their fire station to see if they saw fire or smoke.
- c. Poor execution – One hour to respond to the fire call and absolutely no coordination or even a response to the OCSD for immediate helicopter support.

One or two years ago in response to my letters and public comment objections, Supervisor Spitzer even questioned, as I had, why the Reserve Firefighter Program was being decimated rather than strengthened? The OCFA responded

saying it could not get Reserve Firefighters (who work for nothing except on active runs, and then at minimal pay) to work in his unincorporated District area.

In its answer, the OCFA famously ignored an economic solution: Pay the Reserve Firefighters \$10-20/hour for all hours worked. Wouldn't the Reserve Firefighters be lined up around the block to sign up for work, which would satisfy Director Spitzer's and my concerns? Wouldn't this also eliminate the excessive overtime payments to firefighters, since back-fill needs could be supplied by the Fire Academy graduate Reserve Firefighters? Of course it would. Why would the union be against it? Simply, because it would take all of that high pay overtime money out of their pockets. One thing is certain at the OCFA: Union money interests come first and foremost rather than the interests and safety of the public. The Canyon 2 Fire proves that.

#### Chief Bowman's Ideas on the "Perfect Storm"

Chief Bowman is well experienced with wildfires, such as the 2007 San Diego wildfire. He might even be considered an expert in this regard. He should be asked his views of the following:

1. Was the Canyon 2 Fire the result of a "perfect storm" or "an accident waiting to happen"?
2. Under his rule would Station 53 ever have been understaffed with "red flag" conditions in place?
3. What operations changes would he have undertaken, if there was no union opposition?
4. What threats of retaliation, if any, did he know were waged against himself and other individuals?
5. What information was the union planning to release, unless he resigned?
6. What steps would he take to guarantee another Canyon 2 Fire would never again occur?
7. Did the Chief Officers Association Union ever disagree with his selection of individuals for promotion?

#### Anticipated Chief Officers Association Union Response

I anticipate that the Chief Officers Association Union Response to the OCFA investigation will be that they need more personnel and money. They will never agree to dramatically increasing the Reserve Firefighter Program by paying the Reserve Firefighters \$10-20/hr. to handle required staffing shortages and back-fill requirements in order that the public safety is assured. We need to stop looking at paying the ever increasing high wages of the privileged few. It is in the union's interest to keep every dime of overtime work and not have it given to anyone else, such as a Reserve Firefighter. And they have been very successful in this regard through the continued approvals of the OCFA "rubber stamping" Board of Directors

#### Additional Study Area

The County must give notice to the OCFA by June 30, 2018 of its intention to leave the OCFA. Such a move coupled with having 911 EMS response calls handled by private paramedics, equally trained but only making 1/3 the pay of OCFA paramedics, would save the County countless millions of dollars each year.

The County and the Grand Jury are the perfect groups to study this option, since the OCFA and its unions lack the power to retaliate against these two groups. Any other group studying these issues would likely be pressured to follow the union way and its mandates. Retaliation and political pressure responses are real facts of life at the OCFA. The time is ripe for full scale investigations of the OCFA, and the issue whether the County should cease membership in the OCFA and go out on separate RFP's for: a) fire services and b) 911 EMS paramedic response services.

I thank you for your consideration of this matter.

Sincerely,

Stephen Wontrobski

BOSOCFA-BoDCanyon 2FireResponsibility-11-14-17

cc: State EMSA Director; EMCC; Dana Point, San Clemente, San Juan Capistrano, Aliso Viejo, Laguna Niguel, Lake Forest, Irvine, Rancho Santa Margarita, Westminster, Costa Mesa, and Villa Park City Councils ; Orange County Grand Jury

Stephen M. Wontrobski  
Mission Viejo, CA 92692

November 27, 2017

Orange County Board of Supervisors  
333 W. Santa Ana Blvd.  
Santa Ana, CA 92701

Reference: OCFA Canyon Fire 2 Independent Review Panel  
Thank Goodness the County Is Conducting Its Own Independent Review

Dear Board Members:

At the November 16, 2017 OCFA Board of Directors meeting, Fire Chief McIntosh announced the composition of the OCFA Canyon Fire 2 Independent Panel Review. It does not appear to be a "blue ribbon" independent panel.

#### Propriety of the OCFA Selecting Its Own Review Panel

First and foremost, the public questions the propriety of the OCFA selecting its own review committee. Accused parties don't appoint their own judges. In other words, an independent third-party (not the OCFA Fire Chief) should put an independent panel together. So right off the bat, the independence of the panel is rightfully in question.

#### Composition of the Review Panel

Second, the composition of the selected "independent" panel throws their "independence" into serious doubt. The panel is comprised of the following individuals:

- a) Tim Casey - Retired City Manager for Laguna Niguel.
- b) Bob Roper - Ventura County Acting Fire Chief for fifteen years until 2012.
- c) William Bamattre - Former Los Angeles Fire Chief with an effective retirement date of January 1, 2007.

#### Tim Casey Panel Member Selection

Tim Casey enjoyed a well recognized 20 year term as Laguna Niguel's City Manager. I also respected his City Manager abilities over the past. However, Chief McIntosh's selection for him as a member of the fire response panel is puzzling. What past experience qualifies him to be an expert in wildfire response? Has he ever had any experience in wildfire response?

#### Bob Roper Panel Member Selection

I have never met Mr. Roper and I cannot comment on his qualifications, since that qualification listing was given to Board members and not the public at the November 16, 2017 OCFA Board of Directors meeting. However, I can comment on the public's perception of his potential lack of "independence" in their eyes.

Mr. Roper is a former "politician". He ran and lost in 2012 for a Ventura County Board of Supervisor position to Steve Bennett. The public views most politicians with distrust. In addition, he lacks an appearance of being independent of the OCFA. As such, Mr. Roper does not appear in the public's eye to be a proper candidate for the "blue ribbon" panel. The public definitely need someone who appears to be completely independent of any connection to OCFA personnel or taint of politics.

#### William Bamattre Panel Member Selection

I have never met Mr. Bamattre and I cannot comment on his qualifications, since again that qualification listing was given to Board members and not the public at the November 16, 2017 OCFA Board of Directors meeting.

However, a quick bit of research turned up some disturbing information regarding him (Attachment A). Were the members of the Board of Directors apprised of the attached information? If not, why not? Based on the KNBC story, it appears evident that Mr. Bamattre is not the proper person to fill one of the "blue ribbon" panel seats.

### How Can an Agency “Rig” an Investigation?

How can an agency “rig” a supposed “blue ribbon” investigation? The answer is really quite simple. The agency simply follows the following steps.

1. You undertake a non-independent panel selection process. You rig the panel by appointing political cronies, industry “brothers”, friends, and non-independent investigators, or investigators without expert knowledge of the problem to be investigated.
2. You dictate the scope of the panel investigation and limit the areas the investigation is to cover.
3. You have the panel report their findings and draft review back to yourself, so you can control the report findings and wording.

### Non-Independent Panel Selection Process

Previously Chief McIntosh broadcast to the public that the purpose of his investigation is to “thoroughly search in a transparent manner that when the report is complete and released it will have the full trust of the community that the OCFA serves and that it will be thorough and unbiased”. However, his own non-independent panel selection process automatically makes the panel to be non-independent.

### “Never Believe What the OCFA Says. Believe What They Actually Do.”

Let's compare what Chief McIntosh said he would do in calling for a transparent and independent review to what he actually did and plans to do.

1. Did Chief McIntosh himself, rather than a disinterested and independent third party, do the actual “independent panel” selection? Who did it?
2. Did Chief McIntosh submit the panel members’ qualifications to Board members about 15 minutes prior to his discussion of this item, which prevented them from doing their own background review of the panel members?
3. Was the qualification package given as a meeting handout to the public?
4. How did Tim Casey, Laguna Niguel’s retired City Manager acquire knowledge to become a wildfire expert?
5. Is Bob Roper a fire chief friend of Chief McIntosh?
6. Did William Bamattre oversee the Los Fire Department beset with problems identified by the attached KNBC report?
7. Is William Bamattre a fire chief friend of Chief McIntosh?
8. Did Chief McIntosh state that the panel’s investigation would be to review only six allegations, concerns and complaints of the public? Did he announce to the Board what they were? Did this directive effectively limit the scope of the panel investigation?
9. Why was the panel investigation limited to only six public allegations, concerns and complaints?
10. Were one of the complaints/allegations/concerns of the public related to the effective dismantling of the Firefighter Reserve Program? If not, why not?
11. Was the panel given authority to pursue its investigation into any areas it deemed were necessary for a complete and thorough panel review, as Chief McIntosh stated would be done?
12. One of the public's concerns/allegations was the public safety issues following the untimely resignation of Chief Bowman. Will Chief Bowman be requested to provide needed expert input?
13. Was the panel directed to interview Chief Bowman, an expert on wildfires, regarding the following issues:
  - a) Was the Canyon 2 Fire the result of a “perfect storm” or “an accident waiting to happen”?
  - b) Under his rule would Station 53 ever have been understaffed with “red flag” conditions in place?
  - c) What operations changes would he have undertaken, if there was no union opposition?
  - d) What threats of retaliation, if any, did he know were waged against himself and other individuals?
  - e) What information was the union planning to release, unless he resigned?
  - f) What steps would he take to guarantee another Canyon 2 Fire would never again occur?
  - g) Did the Chief Officers Association Union ever disagree with his selection of individuals for promotion?
14. Was the panel directed to issue their report directly to the OCFA Board of Directors without any prior draft approval submittal to Chief McIntosh?
15. Is the panel empowered to “thoroughly search in a transparent manner that when the report is complete and released, it will have the full trust of the community ...” as claimed by Chief McIntosh?

16. Did Chief McIntosh state that senior level division and battalion chiefs would face needed demotion or reassignment, if the panel found that their actions/inactions were a major contributor to the destruction wrought by the Canyon 2 Fire?

The Public's Own Independent Conclusions

So how does the public view the supposed "blue ribbon" panel investigation? The actions of Chief McIntosh (as opposed to his prior words) in establishing the panel and its scope of work give the public the impression even before the start of the panel's investigation that:

- a) The panel composition is "rigged".
- b) The scope of the panel investigation is "rigged".
- c) The findings of the panel will be "rigged".
- d) The panel is not independent.
- e) The panel report will not be thorough and unbiased.

One Saving Grace

There is one saving grace to this whole matter. The County will conduct a truly independent investigation of the Canyon 2 Fire without a rigged panel of investigators or rigged scope of work. Shouldn't the Grand Jury also do a thorough investigation of this matter?

I thank you for your consideration of this matter.

Sincerely,

Stephen Wontrobski

BOSOCFA-BoDCanyon 2FirePanel-11-27-17

cc: State EMSA Director; EMCC; Dana Point, San Clemente, San Juan Capistrano, Aliso Viejo, Laguna Niguel, Lake Forest, Irvine, Rancho Santa Margarita, Westminster, Costa Mesa, and Villa Park City Councils ; Orange County Grand Jury



Attachment A  
KNBC.com William Bamattree August 22, 2007 News Report

The following information is from an internet posted story by knbc.com on August 22, 2007. The story talks about problems at the Los Angeles Fire Department that was recently headed by Mr. Bamattree, who retired on January 1, 2017. The story in part reads as follows:

Mayor Antonio Villaraigosa Tuesday named Douglas L. Barry the chief of the beleaguered Los Angeles Fire Department. Villaraigosa, who is believed to have been disappointed with the overall crop of candidates for the job, though not necessarily with Barry, announced his decision at a mid-day news conference at Fire Station 3 at 108 N. Fremont Ave.

"He is simply the right man at the right time to reform the Los Angeles Fire Department," the mayor said. "He is a firefighter to the core. He responds whenever and wherever he is called."

The appointment of Barry, who earns \$258,000 in his interim post, still must be confirmed by the City Council. Approval would make Barry the city's first black fire chief.

"Since being appointed, steady progress has and will continue to be made toward lasting reform within the department," Barry said Tuesday. "The mission we have undertaken has not been completed."

He said a "momentum of change was being embraced" by department members.

Barry has led the Fire Department on an interim basis since former Chief William Bamattree stepped down Jan. 1 following the publication of audits that documented inappropriate behavior within the department, and fallout from a discrimination lawsuit stemming from a 2004 prank in which white firefighters fed dog food to a black colleague.

The mayor vetoed the City Council's \$2.7 million settlement with firefighter Tennie Pierce, who claimed that he suffered discrimination and harassment when his fellow firefighters fed him the dog food at a Westchester fire station. The case is pending in court.

Last month, firefighter Brenda Lee won a \$6.2 million jury award after claiming to have been discriminated against because of race, gender and sexual orientation.

Suits against the Fire Department have resulted in more than \$11 million in jury awards over the last year, and the City Council was warned in a report Aug. 9 that claims against the department could endanger the city's budget.

Earlier this month, the Equal Employment Opportunity Commission launched an investigation into allegations of widespread discrimination within the Fire Department. The EEOC has the power to require the city to pay complainants and to require the LAFD to take steps to correct the problem.

Barry had said when he took over as interim chief that he did not want the job on a permanent basis.

At the time, he also expressed confidence that "we can stop hazing and horseplay," adding: "I know that we can address the department's history of discrimination and exclusion, I know that we can build a department that looks like Los Angeles...."

"And I firmly believe that we need to foster a culture of accountability at every level, including me, the fire chief."

The United Firefighters of Los Angeles City, Local 112, applauded Monday's appointment of Barry, a 32-year department veteran.

"If the last eight months with Chief Barry at the helm is any indication of how the LAFD will be led in the future, there is every reason to be extremely optimistic about Chief Barry being the permanent fire chief," said Union President Steve Tufts.

"Chief Barry recognizes that the LAFD is made up of strong, hard working women and men of integrity. It's my belief, and probably that of the vast majority of L.A.'s firefighters, that he is taking this job for them because he believes in them."

But in recent interviews with the Los Angeles Times, some captains and battalion chiefs faulted Barry for failing to shake up his command staff, which they said would have sent a forceful message that the department was committed to wholesale change.

"People are disappointed," said one veteran battalion chief quoted by The Times. "If you want to change this place, you need to start at the top."

Stephen Wontrobski  
Mission Viejo, CA 92692

December 27, 2017

Ms. Ellery Deaton (Member of the OCFA Board of Directors and Seal Beach City Council)  
City of Seal Beach  
211 Eighth Street  
Seal Beach, CA 90740

Reference: 2017 John F. Kennedy Profiles in Courage Award

Dear Ms. Deaton:

This letter is to inform you that you have been given the 2017 "John F. Kennedy Profiles in Courage Award". This is the second time this award has been given to a director of the OCFA Board of Directors. The first award was given to Rick Barnett, former OCFA Board of Director from Villa Park. (See attached December 8, 2016 letter.)

In a prior November 17, 2016 OCFA Board of Directors meeting, I stated that I agreed with the growing public conviction that the OCFA is a "rigged system", which works first and foremost for the financial interests of the firefighters union, OCFA managerial and executive staffs, and the Board members themselves. 2017 OCFA meetings and discussions did nothing to change that conviction.

Nevertheless, in a 2017 OCFA Board of Directors meeting, you voiced objection to the continuing upward spiral of OCFA contract costs to Seal Beach. Seal Beach was the only OCFA member city in 2017 to publicly voice opposition to the ever rising and oppressive public safety costs of the OCFA. This was despite the fact that it has been reported that various OCFA member cities are headed down the road to a potential city bankruptcy due to spiraling public safety costs.

As I have continually reported, the members of the OCFA Board of Directors have succeeded over the years to realize their own and the OCFA unions' self interests to the detriment of the public's own interests. The OCFA Board of Directors has granted:

1. Firefighters an average yearly total compensation of about \$230,000;
2. The average fire captain total wage compensation of over \$300,000, which is reported to be the highest in the nation for fire captains;
3. Every member of the OCFA Executive staff over \$300,000 in total annual compensation;
4. For seven of seven Division Chiefs total average annual compensation of over \$350,000; and
5. For the really 35 privileged few - the Battalion Chiefs - 34 of 35 Battalion Chiefs over \$300,000 in total annual compensation; 10 of these members made between \$350,000 and \$400,000; and six of these group members were paid over \$400,000 in total annual compensation.

In a 2017 OCFA Board of Directors meeting, you took opposition to the ever increasing OCFA costs to the residents of Seal Beach. You spoke the now immortal words, never before heard at the OCFA, that Seal Beach would not pay even a single dime more of any future OCFA cost increases to Seal Beach. You were alone in issuing those words for the first time at the OCFA. Those words were remarkable for various reasons:

1. You stood alone in issuing those words. Not one other OCFA Director supported you, including those directors from OCFA member cities, which are reported to be on the road to bankruptcy due to increasing public safety costs.
2. You showed yourself to be a true representative of the interests of your residents. This is completely opposite to most of the other OCFA directors, who appear to be continually representing their own political

and financial interests and the OCFA union wage interests at the expense of their city residents, whom they were elected to represent.

3. You showed the OCFA and its unions that Seal Beach was not in their pocket or control. I believe the OCFA and its unions were shocked to hear an OCFA director voice objection to their ever increasing wage and benefit payments in an open public meeting.

4. Remember the words of Steven Weinberg, former OCFA Director from Dana Point: If a public company had to pay the 90% wage markups of the OCFA for employee benefits and taxes, it would be bankrupt in six months. In our case, OCFA member cities are reported to be heading into bankruptcy, due greatly to past OCFA Board of Directors "rubber stamped" approvals of union wage and benefit requests.

5. You clearly and effectively stated that Seal Beach is through with "rubber stamping" OCFA cost increases.

6. You gave an example to other OCFA directors that it is time for them also to exercise courage in voicing opposition to outsized ever increasing OCFA wage costs and other issues contrary to their residents' interests.

7. Your voiced opposition was done at the risk of your own political future.

Ms. Ellery Deaton you displayed a sense of courage and moral conviction in your representation of the residents of Seal Beach against overwhelming OCFA Board complacency and union opposition.

Accordingly, I and other taxpayers would like to say thanks for a job well done in representing the interests of your residents. You placed their interests above any personal interests of your own. May your display of courage serve as an example for other OCFA Board members to follow.

Sincerely,

Stephen M. Wontrobski

E:\ocfaprofiles\incourage12-27-17

CC: OCFA Board of Directors; Orange County Board of Supervisors; EMCC, EMSA Director; and City Councils of Seal Beach, Dana Point, San Clemente, San Juan Capistrano, Aliso Viejo, Laguna Niguel, Laguna Hills, Santa Ana, Lake Forest, Irvine, Rancho Santa Margarita, Westminster, Costa Mesa, Placentia, Los Alamitos, La Palma, Cypress and Villa Park

Stephen M. Wontrobski  
Mission Viejo, CA 92692

December 8, 2016

Mr. Rick Barnett  
City of Villa Park  
17855 Santiago Blvd.  
Villa Park, CA 92861

Reference: John F. Kennedy Profiles in Courage Award

Dear Mr. Barnett:

This letter is to inform you that at the recent November 17, 2016 OCFA Board of Directors meeting, I advised the Board that I had granted a commendation award to you. I called it my "John F. Kennedy Profiles in Courage Award".

In the meeting I stated that in my previous letters to the Board, I agreed with the growing public conviction that the OCFA is a "rigged system", which works first and foremost for the financial interests of the firefighters union, OCFA managerial and executive staffs, and the Board members themselves.

For the 2016 firefighter union contract, you were the only Director on the final vote that objected to the proposed contract. You based your objection on the lack of needed pension reform measures in the contract. Not one other OCFA Director voiced concern or objection to the contract. Board Directors appeared to lack the courage to demand major compensation, benefit and pension reform measures in the firefighters union contracts to benefit the public they were elected to serve.

In San Francisco at the Moscone Convention Center Yerba Buena Gardens site is the memorial to Rev. Martin Luther King. One of his famous quotes depicted there reads to the effect that, it does not matter how much in riches one accumulates in life, if he loses his own self respect. As Rev. King stated, "The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy". Director Barnett, you displayed that type of stand and courage in your representation of the residents of Villa Park against overwhelming OCFA Board and union opposition.

Accordingly, I and other taxpayers would like to say thanks for a job well done in representing the interests of your residents. You placed their interests above any personal interests of your own. May your display of courage serve as an example for other OCFA Board members to follow.

Once again, thanks. Job well done.

Sincerely,

Stephen M. Wontrobski

E:ocfaprofilesincourage12-8-16

CC: OCFA Board of Directors; Orange County Board of Supervisors; Orange County Register; Villa Park City Council Members



**RICHARD SANCHEZ**  
DIRECTOR

**STEVE THRONSON**  
DEPUTY AGENCY DIRECTOR  
REGULATORY/MEDICAL SERVICES

**DENISE FENNESSY**  
CHIEF OF OPERATIONS  
REGULATORY/MEDICAL SERVICES

**TAMMI McCONNELL MSN, RN**  
EMS DIVISION MANAGER

405 W FIFTH STREET, SUITE 301A  
SANTA ANA, CALIFORNIA 92701  
TELEPHONE: 714- 834-3500  
FAX: 714- 834-3125

**REGULATORY/ MEDICAL HEALTH SERVICES**

**EMERGENCY MEDICAL SERVICES**

Date: December 11, 2017

To: EMS System

From: Tammi McConnell MSN, RN  
EMS Administrator

Subject: Assistant EMS Administrator Announcement

Orange County Emergency Medical Services (OCEMS) is pleased to announce that Mike De Laby has been promoted to the position of Assistant EMS Administrator. As the Assistant EMS Administrator, Mike will be responsible for the operational components of the EMS Division that develop, implement, evaluate and coordinate the County's prehospital emergency medical delivery system. This includes regulatory oversight of ambulance companies, emergency medical technicians, hospital specialty designations and health disaster planning and preparedness grant programs.

Mike possesses a Master's of Science in Nursing Administration and a Graduate Certificate in Nursing Education. He is certified as a Public Health Nurse, Certified Flight Registered Nurse, Critical Care Registered Nurse, Trauma Certified Registered Nurse and is currently licensed as a Paramedic. Since 2012, as an EMS Coordinator and as the EMS Systems and Standards Chief, Mike has developed and implemented strategic initiatives such as online paramedic and ambulance licensing and consolidation of hospital triennial designations. All of which have contributed to streamlined & efficient processes for our external EMS providers and aligned with goals, objectives and priorities for the Orange County EMS system.

With the continued development and administration of the EMS system Mike is well prepared to provide the leadership and facilitation necessary in seeing the EMS system well into the future. We welcome Mike into his role as the Assistant EMS Administrator.

TM:em #3101

**Mike De Laby, MSN, RN, CCRN, CFRN, TCRN, EMT-P**  
Assistant EMS Administrator  
Orange County Emergency Medical Services  
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