

Subject: Interim Fire Chief

From: Matt Fertal <matff@ci.garden-grove.ca.us>

Date: Thu, 16 Oct 2014 11:18:40 -0700 (PDT)

To: Laura Stover <lauras@ci.garden-grove.ca.us>

CC: warren.hartley

Hi Warren,

Just a quick update. It looks like everything is in place to move forward with your appointment to Interim Fire Chief. I have alerted the City Council that you and I met and reached agreement on how best to proceed. I have also met with some members of the Fire Management and they appear comfortable moving in this direction as well. As I mentioned in our lunch meeting, the expectations are high that having you serve as Interim Chief will help relieve tensions and begin a process to move the Fire Department in a positive direction.

As we discussed, the start date will be Monday, November 3rd. HR Director Laura Stover will be preparing a PAF to reflect the Temporary Appointment. The term will be until a permanent Fire Chief is selected. The time frame to recruit and select a new chief is approximately 4 months. The PAF will provide the hourly rate that we discussed. The appointment will also include use of a vehicle. Laura will contact you to go over any other information needed.

I believe you serving as Interim Chief will help relieve tensions and provide you some opportunities to begin a process to rebuild trust and cooperation in the department. Garden Grove has a well respected Fire Department and we should do everything we can to ensure it's continued high performance. Thank you for your willingness to assist the City at this very important time.

Please contact me if you have any questions.

Matt

Laura, Warren's phone number is

Re: Interim Contract

Subject: Re: Interim Contract
From: Matt Fertal <mattf@ci.garden-grove.ca.us>
Date: Sun, 26 Oct 2014 11:39:59 -0700 (PDT)
To: Warren Hartley <warren.hartley>
CC: Laura Stover <lauras@ci.garden-grove.ca.us>, Tom Nixon <tomn@ci.garden-grove.ca.us>

OK. We'll do some checking on Monday.

Matt

From: "Warren Hartley" <warren.hartley>
To: "Matt Fertal" <mattf@ci.garden-grove.ca.us>
Sent: Sunday, October 26, 2014 10:45:52 AM
Subject: Interim Contract

Matt

As you know, neither of us are in the interim industry. I have however, had recent contact with a chief who is in the business. He is currently with OCFA and previously Oceanside. He indicated I personally would be better served on a contract rather than a temporary employee. It has to do with withholding taxes and Soc. Sec.. There appears to be no additional cost to the City. I am fully in either way. Could you have Laura check with Kingsley and the Attorney ? I'll respect their decision.

Looking forward to Nov. 3rd

Warren

NOTE: This message was trained as non-spam. If this is wrong, please correct the training as soon as possible.

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Re: Interim Contract

Subject: Re: Interim Contract

From: Matt Fertal <mattf@ci.garden-grove.ca.us>

Date: Mon, 27 Oct 2014 14:00:52 -0700 (PDT)

To: Warren Hartley <warren.hartley

CC: Laura Stover <lauras@ci.garden-grove.ca.us>, Tom Nixon <tomn@ci.garden-grove.ca.us>

Hi Warren,

I had our City Attorney check into the withholding matter and his take is that PERS requires the withholding, whether its a contract or an appointment. In this situation, you will be considered an employee and not a contract hire. Let me know then if you are still OK with the PAF appointment or if you want a contract.

Matt

From: "Warren Hartley" <warren.hartley@yahoo.com>

To: "Matt Fertal" <mattf@ci.garden-grove.ca.us>

Sent: Sunday, October 26, 2014 10:45:52 AM

Subject: Interim Contract

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As you know, neither of us are in the interim industry. I have however, had recent contact with a chief who is in the business.

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Could you have Laura check with Kingsley and the Attorney ? I'll respect their decision.

Looking forward to Nov. 3rd

Warren

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Subject: Dave Barlag Assignments

From: Matt Fertal <mattf@ci.garden-grove.ca.us>

Date: Tue, 18 Nov 2014 14:59:25 -0800 (PST)

To: Warren Hartley <warren.hartley@ci.garden-grove.ca.us>, Jeff Spargur <jspargur@ci.garden-grove.ca.us>, nathanb@garden-grove.org, Todd Elgin <todde@ci.garden-grove.ca.us>, Kevin Raney <kevinr@ci.garden-grove.ca.us>, David Barlag <davidba@ci.garden-grove.ca.us>, Maria Stipe <marias@ci.garden-grove.ca.us>, Laura Stover <lauras@ci.garden-grove.ca.us>, Kingsley Okereke <kingsley@ci.garden-grove.ca.us>

CC: Steve Jones <steve.jones@ci.garden-grove.ca.us>, CM Beard <cmbeard@ci.garden-grove.ca.us>, Dina Linh <dinalinh@ci.garden-grove.ca.us>, vote4chrisphan <vote4chrisphan@ci.garden-grove.ca.us>

Hey guys,

I met with Dave Barlag this week to go over some areas of responsibility as Public Safety Administrator . Since Dave was previously involved in the Ambulance RFP process, I asked Dave to continue leading that effort. Dave will contact Omar at Spradling and check on status.

Also, I want to move the Public Safety Master Plan forward. That includes the construction of a new Fire Department Headquarters on the former Black Angus site and then the remodel and expansion of the Police Administration Building. Again, since Dave was previously the lead on this project, I asked Dave to serve as Project Manager for the City on this project. I plan to list the Public Safety Master Plan on the upcoming Central Management retreat. I expect we will have a robust discussion.

Any questions or thoughts, give me a call.

Matt

Re:

Subject: Re:

From: Laura Stover <lauras@ci.garden-grove.ca.us>

Date: Wed, 3 Dec 2014 14:04:07 -0800 (PST)

To: Warren Hartley <warrenh@ci.garden-grove.ca.us>

Hi Warren ~

Svet said that I just missed you. Sorry about that. I have a meeting from 10 - 2 tomorrow, but I am free before or after that.

How about 9:00 tomorrow, Thursday?

Laura

----- Original Message -----

From: "Warren Hartley" <warrenh@ci.garden-grove.ca.us>

To: "Laura Stover" <lauras@ci.garden-grove.ca.us>

Sent: Wednesday, December 3, 2014 8:03:23 AM

Hi Laura

You are probably busy following the retreat. When you have time I would like to talk. About 15 minutes.

Let me know.

Warren

Fwd: FIRE DEPT EMPLOYEE SERVICE AWARDS JAN 21 @ CMC ...

Subject: Fwd: FIRE DEPT EMPLOYEE SERVICE AWARDS JAN 21 @ CMC 11:30-1:00

From: Laura Stover <lauras@ci.garden-grove.ca.us>

Date: Mon, 12 Jan 2015 16:20:54 -0800 (PST)

To: Warren Hartley <warrenh@ci.garden-grove.ca.us>

Hi Warren ~

Would it be possible to have Fire help us obtain RSVPs from the employees listed below?

We certainly would like to have them honored at the Awards Luncheon.

Thanks in advance for your assistance!

Laura

----- Forwarded Message -----

From: "Sherry Mead" <sherrym@ci.garden-grove.ca.us>

To: "Laura Stover" <lauras@ci.garden-grove.ca.us>

Sent: Monday, January 12, 2015 4:01:43 PM

Subject: FIRE DEPT EMPLOYEE SERVICE AWARDS JAN 21 @ CMC 11:30-1:00

Hi Laura ~

The following employees are being recognized on January 21 for their many years of dedicated public safety service. However, Human Resources has not received a favored response following our invite and follow-up phone calls/messages to these employees:

Scott Kuhlman, 20 years
Guy Brown, 25 years
Daniel Clearwater, 25 years
Timothy Sawyer, 25 years
Brad DeVrieze, 30 years
Richard Rounds, 30 years
Brad Spell, 35 years

Thank you, Laura, in advance, for sharing this information with Fire Chief Warren Hartley.

Sherry Mead
Human Resources
ext. 5008

got your message

Subject: got your message

From: Laura Stover <lauras@ci.garden-grove.ca.us>

Date: Wed, 11 Feb 2015 11:39:47 -0800 (PST)

To: Warren Hartley <warrenh@ci.garden-grove.ca.us>

And I understand your question and appreciate why you want the know. I'm afraid that I am not at liberty to disclose candidate information. Candidate, as well as panel member, identities are confidential to protect the integrity of the recruitment process.

Thank you for understanding.

Laura

Subject: Public Comment Follow Up items

From: Allan Roeder <allanr@ci.garden-grove.ca.us>

Date: Thu, 12 Feb 2015 09:29:47 -0800 (PST)

To: "warrenh@ci.garden-grove.ca.us" <warrenh@ci.garden-grove.ca.us>, Susan Emery <susan1@ci.garden-grove.ca.us>

CC: Kathy Bailor <kathyb@ci.garden-grove.ca.us>

There were a couple of comments made at Tuesday's City Council meeting that I wanted us to follow up on with written reports back to the Council.

1. Smoke Shop across from Pacifica HS (Community development)- We were asked to look into the matter of the smoke shop, whether it met zoning code requirements, how it could have been located there in the first place and whether there's anything that can be done to either have it relocated or possibly more closely regulated to preclude students from accessing products from the store? I didn't happen to catch the speaker (Mrs. Smith) first name but had the impression she was already well known to Council members?

2. EMS 911 call (Fire Department) - A Ms. Matta (not sure on spelling - I've copied Kathy in the event she has the speaker card) complained that she called 911 3 times on a life threatening emergency call for her husband, Robert, and we were totally unresponsive. She contends she had to drag her husband into the car and drive him to the hospital, all the while trying to obtain assistance from dispatch. While I admittedly find it difficult to fathom that her calls were handled in the manner she very emotionally characterized in her comments to the City Council, the circumstances demand that we research this and document what happened and why.

Allan

Re: Evals

Subject: Re: Evals
From: Warren Hartley <warrenh@ci.garden-grove.ca.us>
Date: Fri, 27 Feb 2015 09:03:18 -0800 (PST)
To: Laura Stover <lauras@ci.garden-grove.ca.us>

Thanks

----- Original Message -----

From: "Laura Stover" <lauras@ci.garden-grove.ca.us>
To: warrenh@ci.garden-grove.ca.us
Sent: Friday, February 27, 2015 9:02:21 AM
Subject: Re: Evals

Hello. I am out of the office today, returning on Monday March 2.
If you need immediate assistance, please contact Jany Lee at 714-741-5002.

Thank you,
Laura Stover
Human Resources Director

Subject:

From: Warren Hartley <warrenh@ci.garden-grove.ca.us>

Date: Mon, 2 Mar 2015 11:16:09 -0800 (PST)

To: Laura Stover <lauras@ci.garden-grove.ca.us>

Hi Laura

I have not heard when the Fire Chief interviews are going to take place. Allan had told me some time this week and I was to be included.

Please let me know what you know.

Thanks

Warren

Subject: Fire Chief interviews

From: Allan Roeder <allanr@ci.garden-grove.ca.us>

Date: Tue, 3 Mar 2015 08:12:52 -0800 (PST)

To: "warrenh@ci.garden-grove.ca.us" <warrenh@ci.garden-grove.ca.us>

Good morning Warren,

I believe HR has everything set up for today in terms of the Fire Chief interviews. The two of us are scheduled for the first interview at 9 am in my office. While I have put together a list of questions (I'll have an extra copy of them for you) that I will be asking each candidate, I'd like you to feel comfortable in asking questions as well. We have 45 minutes with each candidate and while I'd like some one-on-one time with each candidate towards the end of each interview, I'd like to have you involved for at least the first 30 minutes of each interview (I think that means you luck out and get a break between these!!). Beyond that, nothing all that unique - you've certainly been through the drill many time before.

Allan

Re: PM Coord.

Subject: Re: PM Coord.
From: Laura Stover <lauras@ci.garden-grove.ca.us>
Date: Thu, 5 Mar 2015 13:17:15 -0800 (PST)
To: Warren Hartley <warrenh@ci.garden-grove.ca.us>

Hi Warren ~

Let me do a little checking into this. I'm not aware of paramedic coordinator assignment pay, so I'll need to do some research.

HR will be happy to do the PAF once we have the back-up.

Thanks, Laura

----- Original Message -----

From: "Warren Hartley" <warrenh@ci.garden-grove.ca.us>
To: "Laura Stover" <lauras@ci.garden-grove.ca.us>
Sent: Wednesday, March 4, 2015 2:51:02 PM
Subject: PM Coord.

Laura

Historically since the elimination of the paramedic coordinators position, we have compensated the person adding this function to their position by 5% of their salary. John Herrera, John Green and Nick Booker. During this transition this has fallen through the cracks. Is this a PAF that originates here or within your office. Chuck Green has been in this position since my arrival. Could you help me proceed with this correction ?

Thanks
Warren

Fwd: Fire Chief Press release

Subject: Fwd: Fire Chief Press release
From: Laura Stover <lauras@ci.garden-grove.ca.us>
Date: Tue, 7 Apr 2015 17:10:17 -0700 (PDT)
To: Warren Hartley <warrenh@ci.garden-grove.ca.us>

Hi Warren - Wanted to keep you in the loop on the happenings with the new Fire Chief. Everything was confirmed today with Allan and Tom for his press release and start date. Tom's first day will be April 29th.

Looks like the press release will go out by the end of this week.

Hope you have a nice couple days off! See you Friday.

Laura

----- Forwarded Message -----

From: "Allan Roeder" <allanr@ci.garden-grove.ca.us>
To: "Ana Pulido" <anap@ci.garden-grove.ca.us>
Cc: "Kim Huy" <kihuy@ci.garden-grove.ca.us>, "Laura Stover" <lauras@ci.garden-grove.ca.us>
Sent: Tuesday, April 7, 2015 2:55:40 PM
Subject: Fire Chief Press release

Hi Ana,

I just finished a telephone conversation with our new Fire Chief Tom Shultz. We covered a number of matters including the preparation of a Press Release on his hiring. He has indicated that the key people in Fullerton & Brea have already been advised of his change in employment. Consequently, he is fine with our proceeding on this end and once we issue our Press Release, he'll sending something out internally to his two cities.

Tom's official start date with Garden Grove is now April 29th. I asked him if he would be agreeable to my having you contact him directly for a quote and whatever else you need for the Press Release - he is totally good with it. If you need a quote from me, just let me know. Ideally, we'd like to have this out before the end of the week.

Thanks, Allan

Subject: Arabisc canopy
From: Allan Roeder <allanr@ci.garden-grove.ca.us>
Date: Wed, 22 Apr 2015 14:27:34 -0700 (PDT)
To: Warren Hartley <warrenh@ci.garden-grove.ca.us>

Warren,

I followed up with Susan on the above subject (see below). If the concern is that the owners may continue past practice and simply put something else up that's illegal, they'll be cited and ordered to take it down immediately. Frankly, I would have had the previous canopies removed on the spot but they had written approval from the City allowing them to remain in violation of the Fire Code? As a result, I had to give them a specified amount of time for removal. The same thing is being done with the canopy on Brookhurst so everyone is being treated equally.

Allan

Hi Allan,

In the meeting with the business, in which Don Nguyen was present, they asked to use part of the existing structure for a temporary canopy until the permanent canopy is installed. We agreed to allow a temporary canopy as long as the material meets fire code standards, there can be no smoking or fire permitted under the canopy and all such heat related activity needs to be at least 20' away from the canopy. I specifically asked Don if he was comfortable with the approach as well as Bill Tewfik and Mike Austin. So the short answer is no to any canopy that was not fire code compliant and in fact the previous canopies are now down.

I think Don was concerned that they would agree to whatever I asked for and then violate the code as in the past. I also told the business owner that we could and would do inspections and for any day that they were in violation of the code they were subject to the \$1,000 administrative citation. If there are issues with a use on Brookhurst, then I agree we will address those to be code compliant as well.

Susan

Re: Temporary canopy

Subject: Re: Temporary canopy
From: Allan Roeder <allanr@ci.garden-grove.ca.us>
Date: Tue, 21 Apr 2015 21:19:53 -0700 (PDT)
To: Warren Hartley <warrenh@ci.garden-grove.ca.us>

Warren,

Very good - we'll take care of it. [REDACTED]

Allan

Sent from my iPad

On Apr 21, 2015, at 6:16 PM, Warren Hartley <warrenh@ci.garden-grove.ca.us> wrote:

Long day for you Allan.
Good Luck.

[REDACTED] so I won't be in Wed. Jeff and Don Nguyen are aware and I forwarded your e-mail on the canopy to them. Jeff will be at central Management.

thanks

----- Original Message -----

From: "Allan Roeder" <allanr@ci.garden-grove.ca.us>
To: "Warren Hartley" <warrenh@ci.garden-grove.ca.us>
Sent: Tuesday, April 21, 2015 5:49:22 PM
Subject: Re: Temporary canopy

Warren,

I was in lock down all day interviewing City Manager candidates and just finished.

Not sure what has happened on the Chapman location as I was very clear that all of the canopies that existed had to be removed - Susan and Nate sat right there when I told the business owners and they received copies of the letter I signed directing the removal. In fairness to Susan and her staff, I have not received anything since my decision and if the below just came up today, they've had no opportunity to brief me on it.

I agree with you 100% about not being selective in our enforcement which is why I directed that the other canopy on Brookhurst be removed as well. Both businesses were provided due notice under the law. We should be able to chat briefly on it tomorrow after Central Management to sort this out.

Allan

----- Original Message -----

From: "Warren Hartley" <warrenh@ci.garden-grove.ca.us>
To: allanr@ci.garden-grove.ca.us
Sent: Tuesday, April 21, 2015 1:15:20 PM
Subject: Temporary canopy

Allan,

I know you are busy in other areas, but I need a quick understanding of the canopy issues.

[REDACTED] Our inspector Don Nguyen, along with some bldg people met with the owners of the restaurant at 9562 Chapman about required removal of the temporary canopys. They had 3 canopys. During that meeting, Susan Emery agreed to allow 1 to remain. We have another restaurant at 12105 Brookhurst with the same canopy issue. We

Re: Temporary canopy

should not be selective in our enforcement. We would appreciate knowing how you would like us to proceed.

Thanks
Warren

Re:

Subject: Re:

From: Allan Roeder <allanr@ci.garden-grove.ca.us>

Date: Sun, 26 Apr 2015 17:55:40 -0700 (PDT)

To: Warren Hartley <warrenh@ci.garden-grove.ca.us>

Warren,

We haven't talked in awhile - a lot of balls in the air right now!! Thankfully - and much of that as result of your stewardship with the Fire Department - I haven't had to focus quite as much on Public Safety even though it is still of the highest priority. I agree that Tom will be a good fit although the transition will take some time. While I have not had a lot of opportunity to speak with Scott and his Board, what conversation we have had has been positive and I think they are willing to give Tom every opportunity to succeed.

Since you and Tom have already had some time together, I think the transition on May 1st will work fine. I'm sure he'll appreciate your taking him around to all the stations to meet all 3 platoons and your willingness to be available after your term is up. Its always a little delicate - you want to be available to help but not enough as to be in the way? I'm sure Tom will exercise good judgment in terms of when he could use a second opinion in seeking your advice.

I will absolutely make some time either tomorrow or Tuesday so we can chat - I'll have Melanie set something up ASAP since I'm not allowed to touch my calendar (for good reason).

[REDACTED]

Thanks, Allan

----- Original Message -----

From: "Warren Hartley" <warrenh@ci.garden-grove.ca.us>

To: "Allan Roeder" <allanr@ci.garden-grove.ca.us>

Sent: Sunday, April 26, 2015 10:41:53 AM

Allan,

We haven't talked much lately. Tom Schultz and I have gotten together this past week for a few hours.

I think he is a good fit for GG. We have developed a transition plan that works for the two of us.

Tom will begin Wed. 29th. I will accompany him at his request, to visit all 7 stations on all 3 platoons on 29th 30th and May 1.

May 1st will be my last day of paid employment in GG . [REDACTED]
[REDACTED] Tom and I have a good relationship, and have

agreed to talk, email or meet in person anytime in the future at his request.

If you can find a few minutes Monday or Tuesday maybe we could chat.

Thanks

Warren