

Raymond M. Kalmar II

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7/14/2023

Daytona Beach Shores Department of Public Safety
3050 S. Atlantic Ave.
Daytona Beach Shores, FL 32118

Dear Director Fowler,

Please accept this letter as formal notice of my resignation as a Public Safety Officer effective July 30, 2023.

After serious consideration, I have sadly concluded that it is in my best interest to move to another agency. While I have enjoyed most of my time at DBSDPS, there is one major factor that played a critical role in my decision. The lack of training on the fire and emergency medical side of the house was what ultimately finalized my decision. As I have come to learn, much of the department's focus is solely spent on the law enforcement aspect of the job description despite attempts made by Lt. Medders.

While at DBSDPS, I strived to be the best paramedic and firefighter I could be. However, I do not feel like this standard was reciprocated across all staff. The lack of ongoing Fire/EMS training jeopardizes the safety of employees and citizens. For the past two years, I had the privilege to be part of the fire committee (organized by Lt. Medders) where we attempted to make critical changes to improve quality of fire training, update the software for EMS supplies and obtain current equipment required to meet the NFPA standards. While we were successful in updating the SCBAs we use for firefighting, and we were able to apply for a grant that aided us in receiving new waterproof E-draulic tools, there are still multiple areas that need improvement. Under Lt. Medders' supervision on the fire committee, we collectively made multiple attempts and plans to improve fire training and knowledge; however, we were unsuccessful primarily due to the scheduling and staffing of the law enforcement officers. This leads to my belief that Fire and EMS do not seem to be a priority.

Despite the inadequacies of the Fire and EMS side, I believe there is still room for improvement. After careful reflection of my time with DBSDPS, I have a few thoughts on improvement. First, I believe the firefighting and emergency medicine side of the house should have a mid-level supervisor (e.g., Sergeant) on the chain of command. This position would still report to the patrol sergeant for daily assignments, but any fire related issues would be reported to this person and forwarded to the Support Services Lieutenant. This position would coordinate firefighting and EMS training for all PSO's, whether it be in-house, online, or at a facility. This would increase the safety of the employees, as it would improve every PSO's fire and emergency medicine knowledge, with the potential to improve the city's ISO rating. This position would focus on Fire and EMS division instead of the patrol division. They would oversee the fire apparatuses,

monitoring each one to ensure they are up to date on equipment, preventative maintenance, and equipment standardization.

Second, a tiered pay scale should be used to incentivize employees to take fire operation and/or technician level classes. A firefighter who completes Pump Operations, HAZMAT Technician, Rope Operations, Fire Officer I (or other advanced training) would be elevated to a senior firefighter position and compensated for their expertise. These positions would assist with Fire/EMS training for their shifts and be the dedicated lead on fire calls. This would create more firefighter positions on the engine and assist with daily staffing. Having an experienced and trained senior firefighter on a fire scene would assist the patrol supervisor with command responsibilities. During a hurricane, these senior firefighters could be used to lead the Fire/EMS branch, which would allow other members to get needed sleep between shifts.

Finally, I would like to thank you for the opportunity I have been given to serve the citizens of Daytona Beach Shores, and the friendships that I have made during my tenure. I am optimistic that DBSDPS will continue to work towards the betterment and protection of the community and the department. It has been a privilege working with you and the other public safety officers.

Sincerely,

Raymond Kalmar II

FF/PM