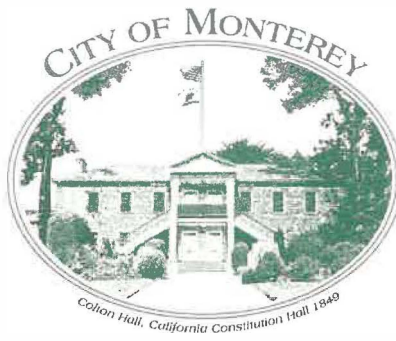




Mayor
TYLLER WILLIAMSON

August 7, 2024

Councilmember, District 1
KIM BARBER

Councilmember, District 2
ED SMITH

Councilmembers, At Large
GINO GARCIA
ALAN HAFFA

City Manager
HANS USLAR

The Honorable Judge Stephanie E. Hulse
Judge of the Superior Court
c/o Office of the County Counsel
Attention: Sandra Ontiveros
168 W. Alisal Street, 3rd Floor
Salinas, CA 93901

Re: 2023-2024 Monterey County Civil Grand Jury Final Report - "Monterey Fire Department: Overdue for Overhaul"

Dear Honorable Judge Hulse,

This letter is in response to the Monterey County Civil Grand Jury Final Report - "Monterey Fire Department: Overdue for Overhaul" pursuant to Penal Code sections 933 and 933.05. The responses contained in this correspondence were approved by the Monterey City Council at its regular meeting on August 6, 2024.

On behalf of the Monterey City Council, I would like to assure you that the City of Monterey is very invested in ensuring the Monterey Fire Department (MFD) continues its tradition of delivering high-quality and responsive emergency services to the community. The City of Monterey appreciates the Civil Grand Jury's work and looks forward to continuing to work with members of the Monterey Fire Department in addressing and implementing positive change.

The City of Monterey's responses to the report's findings and recommendations are below. The actual report language is displayed in **bold** type for readability.

Administration

Finding F1. During its interviews and tours, the CGJ found that firefighters are uniformly committed to the mission of public safety.

The City of Monterey agrees with this finding.

Recommendation R1; No recommendation needed.

The City of Monterey agrees.

Finding F2. The City of Monterey has not addressed the issues of aging facilities, increasingly failing fire apparatus, and timely follow-through on mental health services all leading to low staff morale and public endangerment.

The City of Monterey partially disagrees with this finding. As described below, the City of Monterey has been addressing the issues of aging facilities, apparatus, and mental health services. As noted in Finding F1, MFD's firefighters are uniformly committed to the mission of public safety, and at no time has the public been endangered.

Aging Facilities: On February 15, 2024, the City Manager emphasized the need to fund the rehabilitation of City infrastructure, including fire stations, during the State of the City Address. The City's neglect of its aging facilities has been evident, and the City's funding of facility repairs and rehabilitation has been a focus for city management and elected officials over the past year. In recent years, City officials have expressed a need to manage operational costs and invest in existing facilities before expanding facilities or programs. In June 2024, the City of Monterey's Neighborhood and Community Improvement Program (NCIP) voted to recommend the repair and remodel of Fire Stations 12 and 13 as NCIP projects for the upcoming year. The item will be presented before the City Council in September 2024 for final authorization. In addition, funds were allocated in the Fiscal Year 2024-25 Capital Improvement Program (CIP) budget for fire station upgrades/repairs.

Apparatus: Supply chain issues and long lead times for major components have led to extended delivery times and a substantial increase in costs for new apparatus. This has been a challenge for Fire Departments throughout California. Despite these challenges, the City has purchased 14 fire apparatus in the last 5 years, including 4 replacement engines and 1 aerial ladder truck, as shown in the table below. Three (3) of the engines are currently in service, and one engine and one truck have been ordered. Since 2019, the City has purchased or funded approximately \$5M in apparatus for the Monterey Fire Department's City-owned fleet, a significant financial commitment towards apparatus for the City's 27,106 residents.

Asset

ID#	Make	Model	Year	Description	Status	Fleet Placement
6402	Chevrolet	2500	2023	Command	In Service	Replacement asset
6403	Chevrolet	2500	2023	Command	In Service	Replacement asset
6400	Ford	Explorer	12020	Command	In Service	Replacement asset
6418	Pierce	Enforcer	12021	Engine/pumper	In Service	Replacement asset
6420	Pierce	Enforcer	2021	Engine/pumper	In Service	Replacement asset
6435	BME	rType 3	2021	Wildland Engine	In Service	Additional Asset

6461	Dodge	5500	2023	USAR Trailer rowing	In Service	Replacement asset
6466	Cargo- mate	28"Enclosed Trailer	2024	USAR Trailer	Ordered	Replacement asset
6482	Chevrolet	max	2019	Inspector	In Service	Additional Asset
6473	Pierce	Enforcer Ascendent	2024	107' Aerial Ladder Truck/Ariel	Ordered	Replacement asset
6411	Pierce	Enforcer	2024	Engine/pumper	Ordered	Replacement asset
6407	Truck	Utility/Command	2025	Support Utility	Approved- in process	Additional Asset
6481	EUV	SUV	2025	Fire Prevention	Approved- in process	Replacement asset
483	EUV	SUV	2025	Fire Prevention	Approved- in process	Additional Asset

Mental Health: Since 2019, all Monterey Fire and Police department personnel have had access to individual and confidential post-traumatic stress counseling from a specially trained Licensed and Family Therapist. The City also offers an enhanced first responder program tailored for all public safety employees. This program offers expanded session allowances and access to culturally competent, trauma-trained specialty counselors. These counselors are available 24/7 for in-person consultations, or remote sessions via telephone, video, text, or chat. The Fire Department also has a Critical Incident Stress Management (CISM) policy and After-Action Review procedures in place to help public safety personnel cope with and manage critical incidents, stress, and trauma. The City of Monterey values its public safety members and will continue to ensure that staff have access to the mental health resources they need.

Recommendation R2. The City of Monterey formalizes its multi-year strategic plan for the MFD that addresses: updating facilities, replacing apparatus, training firefighter staff, and ensuring that the mental health service policy is clearly defined by December 31, 2024.

The recommendation has been implemented. Through an internal committee, the MFD created a multi-year strategic plan in January 2024. It was reviewed and updated in April 2024 and will continue to be reviewed and updated quarterly. Facilities, apparatus replacement, training and mental health services are all addressed in the plan.

Finding F3: The transition to a consolidated set of policies has not been a priority of the MFD Administration, leading to confusion among staff.

The City of Monterey partially disagrees with this finding. In 2014, MFD purchased a subscription to Lexipol, an online policy manual. The department also has printed policies in binders at the fire stations and PDF policies on a shared drive. Transitioning to a consolidated set of policies on Lexipol has been a priority since January 2024, when a Division Chief took the lead on managing the process of adding and updating policies. To date, 103 of approximately 125 policies have been approved in Lexipol (82.4% complete).

Recommendation R3. The MFD Administration consolidates all MFD policies into a single unified system by September 30, 2024.

The recommendation has not yet been implemented, but it will be implemented in Lexipol prior to September 30, 2024.

Apparatus

Finding F4. The MFD is not adhering to its Vehicle & Equipment Replacement Policy as three-quarters of the fire apparatus is at or beyond its lifecycle replacement. This has resulted in a doubling of the repair frequency over the past three years, increasing the workload of the City's Public Works Department, and affecting apparatus availability for emergencies, thus endangering the public.

The City of Monterey disagrees with this finding. The repair frequency over the past three (3) years has increased due to an aging fleet. However, MFD has not reduced the number of apparatus in service at any time due to the increased repair frequency and at no time has the public been endangered. As shown in the table in response to Finding F2, fourteen (14) new vehicles/apparatus have been purchased in the last five (5) years to maintain compliance with the Vehicle & Equipment Replacement Policy.

Recommendation R4. The MFD Administration aligns its Monterey Vehicle & Equipment Replacement Policy with NFPA Standards for apparatus replacement by September 30, 2024.

The recommendation has been implemented. The City of Monterey has always and will continue to meet National Fire Protection Association (NFPA) Standards. NFPA guidelines are not policies but are guidelines to consider; they are recommendations, not absolutes. Whether or not a vehicle remains in service should be based on the true condition of the individual vehicle. The decision to remove a vehicle from front-line service or from emergency service altogether is based on the quality of the vehicle, the usage of the vehicle over its lifetime, and most importantly, the quality and quantity of the preventative maintenance that the vehicle has received over its years of service. The City of Monterey will continue to reference the NFPA guidelines when determining apparatus replacement.

Finding F5. The MFD's primary tiller truck has been out-of-service for nearly a year and the 25-year-old backup tiller truck has frequent breakdowns often leaving the MFD without an operable 100-foot ladder causing the need to call for mutual aid from other fire departments.

The City of Monterey agrees with this finding. At no time was the City at risk of not having a ladder truck available for emergency response. The City of Monterey and our contract cities have never been without a ladder truck capability even when MFD T-11 was out-of-service due to repair or maintenance. Monterey has auto-aid agreements in place with Pebble Beach Community Service District FD and Seaside FD. When T-11 is down for maintenance or repairs, MFD will request that the auto-aid type-1 engine be replaced with a ladder truck upon dispatch. This agreement is reciprocal and when requested, MFD will provide the same option to our partner agencies when they have a ladder truck out-of-service. MFD can also call for additional ladder trucks for larger incidents under our mutual aid system. Presidio of Monterey FD is the next closest ladder truck followed by Salinas FD. It is common practice for ladder trucks to serve as a shared resource among communities. For example, the Monterey Peninsula (including the communities of Monterey, Sand City, Seaside, Marina, Del Rey Oaks, Carmel, Pebble Beach, and Pacific Grove) has a combined population of approximately 113,000 residents and is served by four ladder trucks, a ratio of one ladder truck for every 28,250 residents. The City of San Jose, for example, has a population of 969,491 and is served by nine ladder trucks, a ratio of one ladder truck for every 107,721 residents.

Recommendation RS. The City of Monterey funds the repair of the primary MFD aerial ladder making it operational by October 31, 2024.

The recommendation has already been implemented. MFD's frontline aerial ladder truck has been out of service since September 2023, due to loss of power to the aerial ladder. It was first brought to Monterey's Fleet Division, but they were unable to complete the work. In February 2024, the truck was brought to Golden State Truck and Trailer in Salinas, CA. The power to the aerial ladder, suspension, and additional identified repairs have been completed. The truck is expected to be placed back in service by mid-August 2024.

Finding F6. Having only one certified fire apparatus mechanic serving the Monterey fleet hampers quick repairs and puts the MFD at risk of not having the proper equipment in service to respond to emergencies thus endangering the public.

The City of Monterey disagrees with this finding. Fire apparatus staffing has not endangered the public. Generally speaking, having only one fire apparatus mechanic, with no other options for repairs, is not sufficient to maintain a fleet the size of the Monterey Fire Department. However, that is not the case. The Fire Department is now able to send apparatus to outside vendors including Golden State Truck and Trailer in Salinas. In addition, MFD has had a contract with a mobile tire service company since 2019 and entered into a contract in May 2024 with a mobile mechanic to perform U.S. Department of Transportation (DOT) inspections and repairs. Since diversifying repair options, the Fire Department has experienced less frequent downtime of vehicles and a reduced reliance on the Fire Department's reserve apparatus.

Recommendation R6. The City of Monterey develops a hiring plan or internship program to maintain sufficient certified and appropriately compensated fire mechanics commensurate with the number of fire apparatus by October 31, 2024.

The recommendation requires further analysis. The City of Monterey will consider this recommendation as an option to enhance the apparatus repair program. However, the development of an internship or apprenticeship program can take over a year to develop, and is an issue facing Fire Departments throughout California. Furthermore, the Fire Department currently has direct authorization to send assets to outside vendors to complete needed repairs or utilize the contracted mobile mechanic for repairs onsite, and have observed a substantial decrease in out-of-service time and reliance on reserve apparatus. MFD will continue to assess the apparatus repair process and options;

Monterey Fire Stations

Finding F7. All Monterey-owned fire stations are in a significant state of disrepair. Years of neglect and normal wear have resulted in unsafe and unsanitary living and working conditions and contribute to the low morale for MFD personnel.

The City of Monterey partially disagrees with this finding. Monterey Fire Stations 12 and 13 were built in 1951 and Station 11 was built in 1959, and both facilities are aging. Since 2006, the City has allocated \$1,502,481 in Capital Projects funding for the repair and upgrade of fire facilities. While the City's fire stations are aging and have ongoing maintenance needs, as is common for facilities built over 60 years ago, these facilities are not unsafe and are not unsanitary. Safety issues and concerns about sanitation are addressed swiftly. The City has been focused in recent years on the need to adequately fund and implement repairs and renovations of the community's fire stations. City staff, council, community members, and members of the Neighborhood and Community Improvement Program (NCIP) recognize the importance of these community assets and the need to maintain them adequately.

In Fiscal Year 2021, the City Council authorized a Central Public Safety Building Assessment analysis, which has been developed and drafted. The purpose of the analysis is to determine the future needs and costs to replace the existing Central Public Safety Building, which includes Fire Station 11, the Police Department, Fire Administration, and the Emergency Operations Center (EOC). The City Council will receive a briefing on this study by the end of this calendar year.

In Fiscal Year 2024, Building Maintenance staff have spent 653 labor hours on repairs and maintenance of fire facilities, including roof repairs, electrical repairs, a new stove, and new washers and dryers.

Recommendation R7. The City of Monterey develops a schedule to begin upgrading, renovating, or replacing the MFD fire stations by December 31, 2024.

This recommendation is in progress. On February 15, 2024, the City Manager emphasized the need to fund the rehabilitation of City infrastructure, including fire stations, during the State of the City Address. In June 2024, the City of Monterey's Neighborhood and Community Improvement Program (NCIP) voted to recommend the repair and remodel of Fire Stations 12 and 13 as NCIP projects for the upcoming year. The item will be presented before the City Council in September

2 24 for final authorization. In addition, funds were allocated in the Fiscal Year 2024-25 Capital Improvement Program (CIP) budget for fire station upgrades/repairs. The City also has a consultant assessing the feasibility of constructing a new public safety facility to replace the current Fire Station 11, Fire Administration Office, main Police Department, Police Department Investigations office, and Emergency Operations Center in downtown Monterey.

Finding FS. Station 13 and the daytime airport south-side modular trailer currently rely on audio alerts with no visual information on 911 calls unlike other Monterey Fire stations limiting available information on the emergency.

The City of Monterey partially disagrees with this finding. Station 13 does not rely on audio alerts with no visual information on 911 calls. Station 13's visual Computer-aided Dispatch (CAD) display operates the same as the other Monterey Fire stations. The City of Monterey agrees that this finding is correct for the daytime airport south-side modular trailer.

Recommendation RS. The City of Monterey ensures that all visual 911 Center alert system boards function at all MFD stations, including the south-side modular trailer by August 31, 2024.

This recommendation is in progress. In May 2024, the City entered into a contract with technology services firm First Arriving, which provides digital dashboards. The dashboards will provide real-time emergency information on screens at all fire stations and the Fire Administration office. Implementation is expected to be completed by November 2024.

Finding F9. The extent of the deterioration of the Station 13 training tower is a danger to the station, its firefighters, and the parking area immediately adjacent.

The City of Monterey disagrees with this finding. The Station 13 training tower is not in a usable condition due to age and water damage. However, upon assessment by an outside structural engineer and architect, it is not at risk of falling or a risk to collapsing on the station, firefighters, or parking area. The tower has not been used for over five (5) years due to its condition.

Recommendation R9. The City of Monterey immediately red-tags and develops a plan to repair or demolish the Station 13 training tower by October 31, 2024.

This recommendation will not be implemented because it is not warranted. Based on the assessment by the structural engineer and architect, the building's condition does not warrant a red tag. However, the recommendation to repair the tower is fully funded and in progress. Structural inspection of the Station 13 training tower discovered that the salvage value is high enough to warrant the repair of the tower over its demolition. The City is working with a consultant on a design that will repair and improve the training capacity of the Station 13 training tower to better suit the needs of the Fire Department. Design plans are nearing completion, and permits will be acquired.

Finding F10. Most MFD firefighter companies work and live in 70-year-old facilities that have not been thoroughly tested for hazardous building materials potentially endangering their health and safety.

The City of Monterey disagrees with this finding. The City follows all state and federal asbestos and lead paint standards and receives training annually to identify hazardous materials. If possible hazardous materials are identified during the course of work, the City employee will contact the City's on-call HazMat Testing & Abatement contractor to test and remove the materials, if necessary, in accordance with state and federal guidelines. The City maintains detailed records of all testing and abatement of hazardous materials at City facilities.

Recommendation R10. The City of Monterey performs a comprehensive assessment to identify potentially hazardous building materials in all MFD fire stations by December 31, 2024.

The City of Monterey will not implement this recommendation, as a comprehensive assessment of City facilities is not warranted. The City's policy regarding hazardous materials testing is in line with current guidelines from the Environmental Protection Agency (EPA), which recommends testing only when possible hazardous materials may be disturbed. Please see F10 for more information.

Finding F11: Responding from the new airport north-side station increases the response time to serve the Fisherman's Flats/Ryan Ranch/Hwy 68 neighborhoods putting public safety at risk.

The City of Monterey partially disagrees with this finding. It is correct that the distance and response time between the Monterey Peninsula Airport District's new Aircraft Rescue and Fire Fighting (ARFF) fire station and the Fisherman's Flats/Ryan Ranch/Highway 68 neighborhoods is greater. However, per the agreement with the Monterey Peninsula Airport District (MPAD), the engine can be available for response on the South side for up to 12 hours per day during the higher call volume times. Stations 11 and 13 are the primary response stations when the Airport engine is not available.

Recommendation R11. The City of Monterey creates a plan for a permanent fire facility to provide faster, 24-hour emergency response coverage for the communities near the Highway 68 corridor by December 31, 2024.

This recommendation requires further analysis, which is currently in progress. The City of Monterey has been in discussions regarding potential fire station development plans near the Highway 68 corridor. As finding a location, securing funding for construction and long-term operations, gathering community input, and other potential factors will take time to develop and refine, having a set plan in six (6) months for a new fire station is unrealistic.

It is worth noting that communities and neighborhoods along the Highway 68 corridor, including Ryan Ranch, Monterra, Fisherman's Flats, Deer Flats, Josselyn Canyon, Tarpey Flats, Jack's Peak,

Garden Road, and Monterey Regional Airport Terminal areas are located in and are the joint responsibility of the City of Monterey, Monterey County Regional Fire Protection District, Cypress Fire Protection District, and Monterey Peninsula Airport District. The City of Monterey is looking forward to working with and initiating discussions with our regional public safety partners on this collaborative opportunity.

Finding F12. Firefighter companies at the airport south-side modular trailer do not have access to safe inside changing and storage areas for their turnout gear, violating NFPA standards and causing potential harm and distress for firefighters.

The City of Monterey partially disagrees with this finding. There was no changing and storage area for turnout gear when the modular unit was placed in service. However, on June 21, 2024, a safe inside changing and storage area was installed next to the modular building. NFPA standards are guidelines to consider when creating policies and standard operating procedures.

Recommendation R12. The City of Monterey, MFD and MPAD Administration collaborate to provide safe and private decontamination changing and storage areas for turnout gear at the airport modular trailer to comply with NFPA standards by October 31, 2024.

This recommendation was implemented on June 21, 2024.

Finding F13. Fire engines at the airport south-side modular trailer are exposed to the weather hastening deterioration and increased costs for repair or replacement.

The City of Monterey disagrees with this finding. The fire engine, while at the south side modular location, does not have a space for covered parking. However, it is not uncommon for other vehicles to not have covered parking. For example, the Police Department has no covered parking for vehicles, transit, and school buses often do not have covered parking, and fire apparatus is often parked outside of the apparatus bay for maintenance and training for a significant amount of time. The City does not agree that the lack of covered parking significantly increases costs for repair or replacement.

Recommendation R13. Until a permanent facility is constructed, the City of Monterey collaborate with MPAD to provide a protective structure for the fire apparatus at the south-side modular trailer by October 31, 2024.

The recommendation requires further analysis with the Monterey Peninsula Airport District, which is ongoing. The City of Monterey applied for a permit with MPAD on November 27, 2023, to install a vehicle canopy to provide both coverage for the engine as well as provide a changing and storage area for the firefighter turnouts. On November 28, 2023, MPAD denied the permit because:

1. *Currently the anticipated permanent placement would impede access to the electrical power transformer located by the Modular Site where the truck currently is parked. With the truck only, it is often not there and doesn't always impede the transformer access.*

2. *The parking lot recently underwent a new resurface, as well as painting, to improve the condition of the area which was extensive and costly. This proposed structure installation will require more drilling into the pavement parking lot, which would permanently impact the quality of the newly surfaced area.*

The City of Monterey is open to revisiting this vehicle canopy option or any other alternatives as proposed by MPAD.

Finding F14. No potable water is available inside the south-side modular trailer, compromising the health and safety of the firefighters who work there during daytime hours.

The City of Monterey disagrees with this finding. Since being in service, the modular trailer has had Alhambra water delivery service bi-weekly to provide clean, potable drinking water. Per Mobile Modular, whom MFD contracts with for the modular trailer, the water from the faucets is non-potable but safe for hand washing and washing dishes.

Recommendation R14. The City of Monterey provides a potable water source for the south-side modular trailer by November 30, 2024.

This recommendation has been implemented; it has been in place since the modular trailer was placed in service.

CAD.L911 Dispatch Systems

Finding F15. The MFD currently relies on an outdated two-tone paging system for alerts. Upgrading to a modern Fire Station Alerting system would enhance response times for multi-station emergency calls and bolster public safety.

The City of Monterey partially disagrees with this finding. It is unclear if updating the Fire Station Alerting system would enhance response times for multi-station emergency calls. However, the City agrees that the current alerting system should be updated.

Recommendation R15. The City of Monterey and MFD Administration collaborate with the County of Monterey to implement a plan and timeline for upgrading to a modern Fire Station Alert system by December 31, 2024.

The recommendation has not yet been implemented but will be implemented in the future. The Monterey County Fire Chiefs Association is currently working with the County of Monterey Emergency Communications Department on a county-wide upgrade from the two-tone paging system to a digital-based system. The City of Monterey has funded and is working on the design and implementation of a modern fire station alerting system that will be compatible with the future county-wide system upgrade. It is not anticipated that the county-wide upgrade will be completed by December 31, 2024. The City of Monterey may make recommendations; however, it does have the ability to control the implementation plan and timeline of the County of Monterey's process.

Finding F16. Unreliable CAD software and hardware in the fire apparatus and stations forces firefighters to rely on less comprehensive systems to respond to calls efficiently.

The City of Monterey partially disagrees with this finding. While the CAD program is beneficial, radio communication is still the primary notification method for emergency calls. Radios are the standard means of communication on an incident throughout the county.

Recommendation R16. The City of Monterey ensures all CAD software/hardware is consistently operational in all fire apparatus and stations by November 30, 2024.

The recommendation has not yet been implemented but will be implemented by November 30, 2024. The Fire Department is currently working with the City's Information Services Division (ISD) and Fleet Division to upgrade all of the hardware in the apparatus. It is anticipated to be completed by November 30, 2024. MFD is also currently working with ISD on the implementation of a system called First Arriving for all MFD stations to replace the in-station CAD system with a more reliable digital dashboard system. The new digital dashboards will provide real-time emergency information, including weather, training schedules, traffic, staffing, etc. to improve operational readiness.

Mental Health

Finding F17. The MFD does not utilize facility dogs that have been successfully used to enhance wellbeing for first responders and build positive relationships in the community.

The City of Monterey agrees with this finding. The Monterey Fire Department does not have a facility dog program.

Recommendation R17. The MFD Administration conducts a study to gauge the interest and feasibility of MFD personnel obtaining one or more facility dogs by August 31, 2024.

This recommendation is in process. MFD Administration is collaborating with the Monterey Fire Fighter's Association to study and identify the interest and feasibility of obtaining one or more facility dogs. A current MFD firefighter has been identified as the project lead.

Finding F18. Some MFD staff are unaware of the process to access a City-contracted Licensed Marriage Family Therapist or County Behavioral Health Department personnel which compromises their mental wellness.

The City of Monterey partially disagrees with this finding. The City of Monterey began a contract with Karen Lansing in 2019 for public safety PTSD counseling services. Flyers with the information, including contact information, have been posted in every station since February 2024. MFD may contact the Monterey County Health Department for assistance with critical incident responses. All members of the mental health committee and all Division Chiefs have their contact information - the City does not contract with the County for services for members to contact them individually. The City of Monterey also provides confidential Employee Assistance Program (EAP)

services. At least annually, the City's Human Resources (HR) Department consistently sends information about the services. HR also upgraded the current EAP plan for public safety members, increasing the number of counseling sessions available in May 2024. The information regarding this upgrade was provided to all stations during the Department's Suicide Awareness Safety Stand Down Week in May 2024. All personnel have been provided with resources and materials to seek assistance for mental health and wellness concerns.

Recommendation R18. The City of Monterey posts at each fire station information regarding the availability of the contracted Licensed Marriage Family Therapist by July 30, 2024.

This recommendation was previously implemented in February 2024.

Finding F19. The MFD policies for After-Action Reviews and Critical Incident Stress Management are in draft form leading confusion or misinterpretation by MFD personnel.

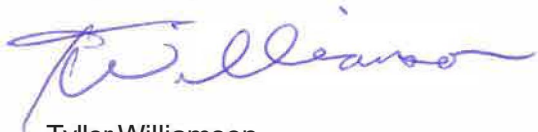
The City of Monterey partially disagrees with this finding. The After-Action Review (AAR) policy was issued through Lexipol on February 7, 2024 (over 3 months prior to the issuing of this Civil Grand Jury report). The Critical Incident Stress Debriefing (CISD) policy was issued on May 1, 2024.

Recommendation R19. The MFD Administration finalizes and distributes the AAR and CISM policies ensuring that every critical incident is reported, and after-action mental support services are made available by October 31, 2024.

This recommendation has been implemented. Implementation occurred on the dates noted in the response to F19. Based on this policy, we have held three formal (3) AARs - one for the significant storm events in February 2024, one for a commercial structure fire in April 2024, and one for a residential structure fire in June 2024. It is also supported by the policy and Division Chiefs for the crews to conduct informal AARs after incidents. The Fire Department participated in a CISD with the Monterey Police Department in April 2024.

The City of Monterey appreciates the opportunity to respond to the Monterey County Civil Grand Jury's Report.

Respectfully,



Tyller Williamson
Mayor