



Sonoma Valley Professional Firefighter's Est. 1995

President Norton, members of the Board, Chief Akre, Jennifer, and members of the Personnel Subcommittee,

On behalf of Local 3593, I want to take a moment to express our sincere appreciation for the time, energy, and commitment that went into this negotiation process.

First and foremost, I want to recognize the Personnel Subcommittee. Throughout this entire process, we truly felt that you were working alongside us toward a common goal. You consistently took the time to listen to the priorities of our membership, understand what we were trying to accomplish, and look for opportunities to support our employees while also remaining responsible to the long-term needs of the District.

I also think it is important to recognize the amount of time the Personnel Subcommittee committed to this process. Compared with our historical negotiation processes, there was a significantly greater investment of time in meeting directly with Local 3593, having conversations, asking questions, and working through the different pieces of this agreement together.

That additional time mattered, and it did not go unnoticed by our team or our membership. We recognize that each of you has professional and personal responsibilities outside of your service on this Board, and we sincerely appreciate your willingness to dedicate that additional time to our employees and to this organization.

I believe that investment of time helped create a stronger dialogue and a better understanding between the Local and the Board. That is something we value coming out of this process and something we hope to continue building on well beyond this MOU.

I also want to specifically thank Chief Akre and CFO Jennifer Jason for the tremendous amount of time and work you both invested. Your availability, knowledge, and willingness to work

collaboratively with everyone involved played an important role in helping us reach this agreement.

And to the entire Board, thank you for your continued investment in our employees and in the future of this organization.

I think we have something special within the Sonoma Valley Fire District. We have the ability to sit down together, communicate openly, build relationships, and work toward solutions internally. We are fortunate that we can rely on the relationships we have built within this organization and work directly with one another toward a common goal. That is something I believe we should be proud of and something we should continue to protect and strengthen.

Local 3593 is proud of the steps forward we have taken through this MOU. Just as importantly, we appreciate the dialogue that has developed throughout this process and look forward to continuing that open communication moving forward.

We don't view tonight simply as the conclusion of a negotiation process. We see it as another step forward for our organization and an opportunity to continue the conversation about how we can progress together as an agency.

At the end of the day, we all share the same goal. We want Sonoma Valley Fire District to be an organization where people are proud to work, where we continue to attract and retain great employees, and where our members have the support they need to provide the highest level of professionalism and service to the citizens of the Sonoma Valley Fire District.

On behalf of Local 3593 and our membership, thank you for your time, your collaboration, your commitment, and the trust demonstrated throughout this process.

We are proud of what we accomplished together, and we look forward to continuing to move this organization forward together.

Thank you.

Chris Derner

President, Sonoma Valley Professional Firefighters, IAFF L3593