



**Rural/Metro[®]
Fire Department**

50 Years of Serving Others

November 12, 2003

Dear Ms. Dolan:

This letter is to officially notify you that Rural/Metro Fire Department will not seek to renew the fire protection contract with the City of Scottsdale, which terminates June 30, 2005. Rural/Metro is willing to enter into a one-year extension as permitted in the contract if the city so desires.

It has been our pleasure to serve the city since 1952. Rural/Metro will work with the city staff to effect a smooth and safe transition.

Sincerely,

A handwritten signature in black ink, appearing to read "Kurt Krumperman". The signature is fluid and cursive.

Kurt Krumperman
Fire/EMS Group President



November 17, 2003

To: Scottsdale Rural/Metro Firefighters
From: Jan Dolan, City Manager
RE: TRANSITION TO MUNICIPAL DEPARTMENT

Last week's news that Rural/Metro will not renew its Scottsdale fire contract undoubtedly surprised firefighters as much as it did the city. I know the announcement raised many questions about your role in the transition to a municipal department. City employees are facing the same questions. We know cooperation among Rural/Metro, its firefighters and the city organization will be critical.

As I stated publicly last week, I expect that the bulk of the new employees for Scottsdale's new municipal department after June 2005 will be drawn from the ranks of the firefighters who now serve this community. You have provided and continue to provide outstanding service.

The city faces a long list of decisions that will determine how the new department is staffed and operated. The good news is that we have a head start and a realistic time frame. The Maximus report in 2002 examined many of the key fire and emergency medical service operational issues in detail. A citizens task force later that year recommended changes in operations already being considered for implementation. The city staff last spring put together a detailed transition plan in preparation for the May 20 ballot propositions.

We have a solid foundation from which to launch a new department that builds on the tradition of excellence and innovation developed by Rural/Metro over the past 52 years. We have the time to do it right and to incorporate the best practices of the best fire departments in the country.

I look forward to this challenge and feel confident that together we can make a safe, smooth transition to the greatest municipal fire department in the country.

c: The Honorable Mayor and City Council
Kurt Krumperman, Rural/Metro
Chief Steve Randall, Rural/Metro