



**PUBLIC REQUEST TO ADDRESS  
THE BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES, CALIFORNIA**

MEMBERS OF THE BOARD

HILDA L. SOLIS  
HOLLY J. MITCHELL  
LINDSEY P. HORVATH  
JANICE HAHN  
KATHRYN BARGER

**Correspondence Received**

The following individuals submitted comments on agenda item:				
Agenda #	Relate To	Position	Name	Comments
72.		<b>Favor</b>	Dave Gillotte	
		<b>Oppose</b>	Anonymous Anonymous	<p>Dear Honorable Board of Supervisors,</p> <p>I am a veteran of the Los Angeles County Fire Department and currently a Chief Officer. I write this letter with a heavy heart, but it's important you are aware of background and behaviors of the man just selected as Fire Chief. Over the years on major incidents, I have heard Chief Marrone disparage and put down women when outside their presence. He has always been a superior officer to me, so comment about this behavior in the current culture was never an option. In all my interactions with him, discussions were, and still are one-sided. They are not discussions, they are directives. He will ask a question and then cut you off mid-sentence to belittle you and then tell you what he wants.</p> <p>Many of the recent Department ills are attributable under his watch, a suicide, a firefighter killed in a house fire, the budget crisis associated with workers comp, and the pressure it places on the budget. Chief Marrone is the old guard and one of the primary reasons the Department has its current problems. The Department requires fresh thinking and current leadership skills; unfortunately, Chief Marrone has no skill set to deal with cultural issues, and the fact that he has OCD/ADHD and lives on the spectrum of autism, where interaction with empathy and consideration do not exist in his world, makes it nearly impossible for him to address the Department's problems. Simply put, the Fire Department has a cultural problem, and the gentleman placed in its care, has no ability to understand or manage these issues. When you look at his background and consider why he has never been married, has no children and still lives with his mother, there is insight on why he has not developed social skills to compromise and find solutions. When your entire life has revolved around your own existence, and you've not had to think of others before yourself, that is a jaded perspective on life and skews your interactions and tolerance with others.</p> <p>There were numerous individuals far more qualified for Fire Chief than Chief Marrone, and the secrecy of the Fire Chief selection process makes department members question the validity of this selection. Were qualified candidates given interviews? We know that answer is no. Do you know who the qualified candidates are? Here are a few: Jon O'Brien, currently Acting Chief Deputy, with a bachelor's degree in public policy from USC. Tom Ewald, Deputy Chief with a Bachelors degree in fire prevention administration and Masters degree in leadership from USC, Eleni Pappas, Deputy Chief with a Masters degree in Emergency Management, and Dennis Breshears, Deputy Chief, also with a Masters degree in Emergency Management. Each of these individuals are far more capable of understanding and managing a service profession where people are the heart of the enterprise. Of course, understanding the structure and process of service delivery is important. Each individual mentioned has gained significant experience with the Department's structure and function. All the individuals mentioned, including</p>

As of: 2/28/2023 10:27:58 AM



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Chief Marrone, have that understanding. It's truly incredible, that a decision this important was not a transparent process, where a person with no formal education, ability to understand generational differences, or basic leadership principles would be selected over several highly qualified candidates.

Leadership is different. High quality leadership takes considerable introspection and thought on how to provide service to those being led. True leadership is outward focused on needs of individuals and requires great vision to set direction and help others understand the 'why' behind moving to that vision.

Leadership takes numerous soft skills (now taught as essential skills) that the selected Fire Chief does not possess. Critically, the ability to listen, hear and understand is lacking from Chief Marrone's skill set. He is quick to cut off any discussion because he believes he knows more about any topic in the Department. It becomes pointless to discuss anything with him, because he demonstrates that he has already made decisions before the discussion. The environment he creates is not collaborative or supportive in defining problems and seeking solutions. Again, he believes he already knows the answer and cuts off most all input. When something goes wrong, Chief Marrone's style is to look out the window and find someone to blame, verses looking in the mirror and taking ownership for outcomes.

If you asked Chief Marrone what great leadership takes, would he say and believe it's about vision, service, psychological safety, trust, integrity, consideration, great communication, selfless action, compassion, looking out for the wellbeing of those in his care, an infinite mindset to build succession, or helping others succeed in their personal and professional goals? From numerous experiences observing his behavior, most of these ideas are foreign to him.

Chief Marrone's interpersonal behavior will cause great people to leave the Department. Take note of how many top individuals retire or leave our department for another environment. Keep abreast of the number of new individuals going off on injury to escape the environment. The classic line of, "People don't leave their job, they leave their boss," will steadily point toward the selected Fire Chief. I suspect I'll be one of the individuals who leaves early due to the new Fire Chief's lack of leadership skills, which is a depressing thought, when the future was so bright prior to his selection. I truly wish you knew the real person behind the façade. We do, and the Department will suffer for years to come until we get a Fire Chief who respects the people in its service. If you were to evaluate the Fire Chief selection using the Ideal Team Player framework; is he hungry, humble and smart, you would find he only has the hungry quality. Hungry relates to internal motivation to achieve, but his internal motivation also comes with a Machiavellian mindset. He will set out to destroy anyone who challenges his authority: I have seen this play out. Humble speaks for itself, with an ability to praise others for great work and take accountability when something fails. Smart relates to personal interactions, compromise agreeableness, and compassion. Unfortunately, he is severely lacking in humility and the ability to treat others well under his command. I suspect you have never seen this side of the Fire Chief; he behaves differently with people who have power above him, or outside his influence, such as yourselves.



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			<p>The Union supports Chief Marrone because they believe they can extract concessions from him. The Union has a more difficult time with some of the other Executive members because they stand on principle to always do the right thing when all stakeholders are considered. Trust me, the Union will support you regardless of this selection because they need your support. I cannot give you my name because I have experienced Chief Marrone's vindictive nature and would receive severe repercussions. If known, Chief Marrone will forever harass and bully me, more so than he already does, through the remainder of my career; but it's important for you to know the path the Department is now on. I am truly disheartened for the Department and the people of our great County.</p> <p>This decision will have long term ramifications and hold back desperately needed progress. Particularly, building a strong, supportive culture, you might say 'just culture', where there is psychological safety in bringing up issues without getting skewered. This decision will cause the best folks to go silent. I am one of them, because I have been subject to his abuse.</p> <p>I am pleading for the BOS to reconsider this decision and make the selection process transparent and fair for the good of the Department and the County. We deserve better.</p> <p>With great respect, thank you for listening,</p>
			anonymous voter
		Brian L Nash	<p>Good morning,</p> <p>I am writing in regard to the potential appointment of Fire Chief Marrone. I am greatly concerned that this process is not being done in a transparent, equitable, or fair way. While this is problematic under almost any circumstances, the role of Fire Chief has massive community safety ramifications that cannot be ignored.</p> <p>My concerns are as follows:</p> <p>Fire Chief Marrone's level of education is inconsistent with the role, and with other relatively comparable roles within the area. Furthermore, other, potentially more qualified candidates have not had the opportunity to apply. The lack of transparency in the process leads to a feeling of non-inclusivity, which is especially problematic when people under the leadership of Marrone have been caught using racist language just in the past week. Is there any interest or initiative to bring female firefighters into the fold? There are less than 2% women firefighters, significantly behind the national average. Better yet, how about making fire stations amenable to females, as 30% of fire houses don't even have a women's restroom. It's up to you to decide what the culture of the organization will be. If Marrone is the best candidate, let him prove himself through a fair, equitable process. Anything less than that is highly inappropriate in an area as diverse as Los Angeles.</p>
		Cassandra L Madison	<p>Hello, My name is Cassandra Madison, and on behalf of the constituents of Los Angeles County, I would like to submit written public comment to the Board of Supervisors for February 28, 2023, meeting in strong opposition to Item #72: 72. Appointment of the County Forester and Fire Warden</p> <p>Recommendation: Appoint Anthony C. Marrone to the position of the County Forester and Fire Warden at an annual salary of \$441,792.90, effective</p>



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	February 28, 2023; and instruct the Director of Personnel to prepare and execute the appropriate agreement with the County Forester and Fire Warden. (Chief Executive Office) (23-0848)
Denise Gore	
Heather Martin	Chief Anthony Marrone is being recommended for permanent role as Fire Chief without the proper process that would allow other more qualified candidates to apply. His appointment as an interim Fire Chief was necessary at the time, however to move him to the position permanently is against county standards of practice. Also don't believe Chief Marrone is properly educated to hold the position of Chief, nor to run the budget of the entire county organization. By keeping this decision behind closed doors, you are passing up the opportunity to hire someone with proper education and qualifications to run the department. This department needs leadership that is modern and diverse to meet the standards of all citizens of LA County. LACFD needs leadership that will put an end to the racially divisive attitude that is still rampant in the department, and can lead women into a fulfilling career in the county fire service. LACFD needs to do better!
Horrified Voter	As a woman and professional who has personally interacted with Mr. Marrone while he was in uniform, I am appalled at this decision. He is no gentleman. He is no man of service. He is a bully, a misogynist, a predator of sorts. He seeks only to assert his toxic presence over anyone and everyone. You have been played. Shame on ALL of you.
Jessica Craven	I oppose the appointment of Fire Chief Marrone as the permanent Fire Chief. I'm asking that you PLEASE listen to the women and people of color in the FD who are asking you to allow for a process that is inclusive and equitable giving other candidates an opportunity. The citizens of LA County deserve the best and most qualified candidate. Marrone is NOT THAT. Fire Chief Marrone has only a high school education, all other chiefs at this level are required to have a bachelors and or masters degree, both the deputy fire chiefs at LA County have masters degrees-- why haven't they been allowed to apply? The other department heads being appointed at this meeting all have education requirements--why is the fire chief an exception? This is irresponsible. We deserve better!
Jessica Stamen	We, the members of Momtivist and Feminists in Action, strongly oppose the appointment of Anthony C Marrone to the position of County Forester and Fire Warden. It is critical that the voices of all Fire Fighters, especially women and POC, are heard and respected during the selection process.
JoAnn Smith	
Jose Goles	
Kathleen Hernandez	Hello, My name is Kathleen Hernandez and I am a resident of the third supervisorial district (Topanga). I am submitting written public comment to the Board of Supervisors for the February 28, 2023 meeting in strong opposition to Item #72: 72. Appointment of the County Forester and Fire Warden Recommendation:



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Appoint Anthony C. Marrone to the position of the County Forester and Fire Warden at an annual salary of \$441,792.90, effective February 28, 2023; and instruct the Director of Personnel to prepare and execute the appropriate agreement with the County Forester and Fire Warden. (Chief Executive Office) (23-0848)

As a retired UTLA Union teacher, as a daughter of a LACO Battalion Chief, and the mother of a female Paramedic Firefighter I am calling for transparency and to stop the No Rush and Hush Campaign for Fire Chief Position-demand a fair, equitable and transparent process inclusive of all candidates. Do not ignore your black, women, and Latinx firefighters!! These firefighters support a fair inclusive and transparent hiring process as do I. We are in a day and age where we know better than to make these important decisions behind closed doors. The Community of LA County along with sworn and civilian employees have the right to see due process with inclusion and diversity.

I call for a diverse and inclusive hiring process. I do so along with my brother and sisters. We proudly remember our father Charlie Crane calling for and working tirelessly for diversity in LACO Fire Department. He was witness to racism (in those days there weren't even women FF) throughout the department in the 1960's and 70's. His buddies of color Cecil McClinn and Freddy Vega (and other FF of color) were being passed by for promotions over and over. Finally, they sued LACO for discrimination and won! Sadly, it appears we are repeating history. What will you the board of supervisors do to change this path you are traveling down? Or will we repeat history with a lawsuit too? It appears that the water has not passed under the bridge after all.

COUNTY OF LOS ANGELES et al., Petitioners, v. Van DAVIS et al.  
[law.cornell.edu/supremecourt/text/440/625](http://law.cornell.edu/supremecourt/text/440/625)

Background for LA County Fire Department current situation:

The Board of Supervisors are trying to sneak through the interim Chief Anthony Marrone without the concurrence or consultation of black ff (stentorians), women firefighters (women fire league), or Latinx FF (Bomberos). Los Angeles County Firefighter Union 1014 president David Gillotte, has given a lot of money to the BOS (all 5 women) see below:

Barger and Hahn - 1014 paid a huge sum they brag about HERE:

Barger: Local 1014 paid \$400K in 2016 for an IE for her See story HERE  
Last week the BOS had a closed session meeting that was last minute to try and appoint the interim fire chief Marrone to permanent fire chief without a process for other diverse candidates to apply including the a woman deputy chief and a black deputy chief. There was no internal or external process which is unheard of for this size department, good ole boys club. The Bomberos, Stentorians, and Womens Fire league wrote a letter requesting a 90 day extension and fair process so they can get the most qualified candidate. The BOS completely disregarded their request and unanimously voted him in.

Sincerely,



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				<p>Kathleen Hernandez and (Robert Crane, Audra Crane, Elise Crane Derby, and Sarah Crane) UTLA-Retired</p>
			<p>Libby Dianne</p>	<p>The Supervisors have stated that they take seriously the concerns about LA County Fire falling way behind other departments in hiring women and people of color, yet when they have the opportunity to do something about it, they don't. As Supervisor Solis said, "The vote should say something, right?" Yes, it should and it does. If the Board moves forward with a contract for Interim Chief Marrone, that vote clearly says that the Board does NOT truly take those issues seriously and the status quo is fine with them.</p> <p>Take the time to solicit and properly consider applications from other qualified individuals. If, after proper evaluation, Interim Chief Marrone is truly the best person for the job, it will be an easy sell to the public and to the Black, Women and Latino Firefighters. With their support, you won't have to rush it through. But to do anything less, is a disservice to the people you are elected to serve.</p> <p>According to the Feb. 21, 2023 LA Times article, there are incidences of racism and sexism that continue, even into 2023!!! With only 2% women fire fighters and 30% of the fire stations that have not yet made female restroom facilities available, the message is coming through. If you want to change the culture of the Fire Department, you have to change the leadership.</p>
			<p>Lisa Marquise</p>	<p>Hello,</p> <p>My name is Lisa Marquise and I would like to submit written public comment to the Board of Supervisors for the February 28, 2023 meeting in strong opposition to Item #72.</p> <p>It's 2023, but it looks like the good ol' boy firefighters club is still in full swing in Los Angeles County! Here we find our Board of Supervisors trying to evade public scrutiny, behind closed doors, to 'rush and hush' an appointment of Interim Fire Chief Marrone to permanent Chief, NO process to give other diverse and better qualified candidates the chance, and cheating us, the citizens, out of the best person for the job, one that pays nearly 450,000 of our taxpayer dollars! The position is not a political plum that the BOS can gift away! In fact, we have a woman Deputy Chief and a Black Deputy Chief who are eminently qualified! Why aren't they being given consideration?!</p> <p>This appears nothing less than a blatant attempt to sidestep the process to hand a white man with a High School education a position that other Departments require a Masters degree for! A man who has done nothing for</p>



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our women, Black, Latinx Firefighters, in a department with many reports of harassment, discrimination, racism, and being retaliated against. A white Fire Captain recently hurled the 'n' word in front of crew! A swastika was seen at a station. Not to mention that there are less than 2% of women Firefighters- way behind the rest of the country!

What has the interim Chief done about it, while claiming he can do the job?  
Nothing!

Also it's known that the Bomberos, Stentorians, and Womens Fire League wrote requesting a 90 day extension with fair process, and the BOS ignored them. What happened to the claims of valuing and promoting diversity?

We deserve better!

Lisa Marquise  
714-362-1457

Maliha Williamson

To Whom It May Concern,

My name is Maliha Williamson and I am the President of Riverside County NOW, local chapter of the oldest feminist organization in the US, that fights for women's rights, equity and social justice.

I would like to submit a written public comment to the Board of Supervisors for the February 28, 2023 meeting in strong opposition to Item #72:

72. Appointment of the County Forester and Fire Warden Recommendation: Appoint Anthony C. Marrone to the position of the County Forester and Fire Warden at an annual salary of \$441,792.90, effective February 28, 2023; and instruct the Director of Personnel to prepare and execute the appropriate agreement with the County Forester and Fire Warden. (Chief Executive Office) (23-0848)

It has been brought to our attention that the appointment of Anthony Marrone happened behind a closed session without considering anyone from the underrepresented groups, i.e women, women of color, men of color, someone identifying with the LGBTQIA community. This is considering only 2% of firefighters in LA County are women, well below the national average. What good is your push for diversity and inclusion when people from certain backgrounds will not get an opportunity to apply or be considered for a position? What good is leadership, if that leadership does not represent its diverse constituents? And, how do you expect to bring about change to a culture within the fire department, if people are not being reprimanded for their bad behavior? There have been numerous instances within the LA County Fire Dept of people being called derogatory, racial slurs. What actions have been taken to reprimand this behavior, so it doesn't happen again?

Also, most department heads have advanced degrees, why is there an exception being made for Marrone? Is he qualified to be overlooking an



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	<p>annual budget of over a billion dollars? And, are you confident, that he will be looking out for the best interests for EVERYONE in your community? These are questions that should've been asked. This is a disservice to your community and our recommendation would be against the appointment of Fire Chief Marrone as the permanent fire chief and serious consideration of appointing a fire chief who is qualified and from one of the underrepresented groups.</p> <p>Best Regards, Maliha Williamson President Riverside County NOW (951) 768-9885</p>
Michelle Fowle	<p>My name is Michelle Fowle. I live in Northridge, CA 91325 in Supervisor Lindsey Horvath's district. I am also the Founder and Chair of Northridge Indivisible <a href="http://trnindivisible.org/">trnindivisible.org/</a>.</p> <p>I would like to submit my written public comment to the Board of Supervisors for the February 28, 2023 meeting in STRONG OPPOSITION TO ITEM #72: 72. Appointment of the County Forester and Fire Warden Recommendation: Appoint Anthony C. Marrone to the position of the County Forester and Fire Warden at an annual salary of \$441,792.90, effective February 28, 2023; and instruct the Director of Personnel to prepare and execute the appropriate agreement with the County Forester and Fire Warden. (Chief Executive Office) (23-0848)</p> <p>It is deeply troubling that the Board of Supervisors had a last minute closed session meeting to try and appoint the interim fire chief Marrone to permanent fire chief without a process for other diverse candidates to apply. There was no internal or external process which is unheard of for this size department. The Bomberos, Stentorians, and Women's Fire League wrote a letter requesting a 90-day extension and fair process so they can get the most qualified candidate. The Board of Supervisors completely disregarded their request and unanimously voted him in. This action leads me to question the integrity of the Board and the motivation of their actions.</p> <p>Digging deeper, Mr. Marrone hasn't done anything but provide lip service to women, Black, and Latinx firefighters. He has had ample opportunity to put actions to his words, for example, Los Angeles County has no women's restrooms in thirty percent of their fire stations. There are less than two percent women firefighters which is far below the national average. Only two battalion chiefs and one deputy chief officer that are women.</p> <p>In an article by the Los Angeles Times <a href="https://latimes.com/california/story/2023-02-21/anthony-marrone-selected-la-county-fire-chief">latimes.com/california/story/2023-02-21/anthony-marrone-selected-la-county-fire-chief</a> last week; it stated that the department is faced with numerous accusations of harassment, retaliation, discrimination, racism, and intimidation. While Mr. Marrone says that he has 'all the skills necessary to lead that fight,' he hasn't addressed any of these issues in a meaningful way other than providing lip service and tying complaints up in process which will eventually disappear into the ether. Worse, the same article reported that the President (Gray) of the Stentorians recalled a story from a Black fire department employee who told him a white crew was calling him the N-word backwards every time they walked by. More</p>



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recently, he heard of another Black firefighter who was called the same racial slur and some folks just use the N-word openly. There are also reports of a swastika carved into one of the kitchen tables in a fire station.

There seems to be no accountability within the department because there is no action. Meaningful action.

The Board of Supervisors is in a unique position to protect our communities; to level the playing field so the most qualified candidate has the opportunity to thrive and to serve in a meaningful way that is our best interest. The fact that Mr. Marrone only has a high school education is notable. For a Chief Executive Level position, this is unheard of. This type of position usually requires a bachelors if not masters degree. Every other department has college education requirements. What is the exception here?

I am beginning to question if the Board of Supervisors has been compromised in some way to vote unanimously to give Mr. Marrone this appointment without vetting other, more qualified candidates. The lack of transparency and dismissal of the voices of women, Black, and Lantinx firefighters is astonishing. Digging further, I see that the Los Angeles County Firefighter Union 1014 president has given a lot of money to all five BOS.

Quid pro quo?

Sincerely,

Michelle Fowle  
Northridge Indivisible  
Founder and Chair  
cc:  
Los Angeles Times  
KRCA  
Jewish Journal  
San Fernando Valley Business Journal  
Long Beach Business Journal  
KCRW-FM  
NPR  
The Orange County Register  
KFI-AM  
LA Weekly  
KCET-TV  
KPCC-FM  
KNBC  
LAist  
Spectrum News  
Los Angeles Daily News  
TYT Network  
CNN  
CalMatter  
La Opinion  
ProPublica  
USA Today  
Pasadena Star-News

				KTLA KABC NBC News ABC News . . .et al
			Ray fossati	
			Roger Ibanez	
		<b>Item Total</b>	<b>19</b>	
<b>Grand Total</b>			<b>19</b>	

Dear Honorable Board of Supervisors,

I am a veteran of the Los Angeles County Fire Department and currently a Chief Officer. I write this letter with a heavy heart, but it's important you are aware of background and behaviors of the man just selected as Fire Chief. Over the years on major incidents, I have heard Chief Marrone disparage and put down women when outside their presence. He has always been a superior officer to me, so comment about this behavior in the current culture was never an option. In all my interactions with him, discussions were, and still are one-sided. They are not discussions, they are directives. He will ask a question and then cut you off mid-sentence to belittle you and then tell you what he wants.

Many of the recent Department ills are attributable under his watch, a suicide, a firefighter killed in a house fire, the budget crisis associated with workers comp, and the pressure it places on the budget. Chief Marrone is the old guard and one of the primary reasons the Department has its current problems. The Department requires fresh thinking and current leadership skills; unfortunately, Chief Marrone has no skill set to deal with cultural issues, and the fact that he has OCD/ADHD and lives on the spectrum of autism, where interaction with empathy and consideration do not exist in his world, makes it nearly impossible for him to address the Department's problems. Simply put, the Fire Department has a cultural problem, and the gentleman placed in its care, has no ability to understand or manage these issues. When you look at his background and consider why he has never been married, has no children and still lives with his mother, there is insight on why he has not developed social skills to compromise and find solutions. When your entire life has revolved around your own existence, and you've not had to think of others before yourself, that is a jaded perspective on life and skews your interactions and tolerance with others.

There were numerous individuals far more qualified for Fire Chief than Chief Marrone, and the secrecy of the Fire Chief selection process makes department members question the validity of this selection. Were qualified candidates given interviews? We know that answer is no. Do you know who the qualified candidates are? Here are a few: Jon O'Brien, currently Acting Chief Deputy, with a bachelor's degree in public policy from USC. Tom Ewald, Deputy Chief with a Bachelors degree in fire prevention administration and Masters degree in leadership from USC, Eleni Pappas, Deputy Chief with a Masters degree in Emergency Management, and Dennis Breshears, Deputy Chief, also with a Masters degree in Emergency Management. Each of these individuals are far more capable of understanding and managing a service profession where people are the heart of the enterprise. Of course, understanding the structure and process of service delivery is important. Each individual mentioned has gained significant experience with the Department's structure and function. All the individuals mentioned, including Chief Marrone, have that understanding. It's truly incredible, that a decision this important was not a transparent process, where a person with no formal education, ability to understand generational differences, or basic leadership principles would be selected over several highly qualified candidates.

Leadership is different. High quality leadership takes considerable introspection and thought on how to provide service to those being led. True leadership is outward focused on needs of individuals and requires great vision to set direction and help others understand the 'why' behind moving to that vision.

Leadership takes numerous soft skills (now taught as essential skills) that the selected Fire Chief does not possess. Critically, the ability to listen, hear and understand is lacking from Chief Marrone's skill set. He is quick to cut off any discussion because he believes he knows more about any topic in the Department. It becomes pointless to discuss anything with him, because he demonstrates that he has already made

decisions before the discussion. The environment he creates is not collaborative or supportive in defining problems and seeking solutions. Again, he believes he already knows the answer and cuts off most all input. When something goes wrong, Chief Marrone's style is to look out the window and find someone to blame, verses looking in the mirror and taking ownership for outcomes.

If you asked Chief Marrone what great leadership takes, would he say and believe it's about vision, service, psychological safety, trust, integrity, consideration, great communication, selfless action, compassion, looking out for the wellbeing of those in his care, an infinite mindset to build succession, or helping others succeed in their personal and professional goals? From numerous experiences observing his behavior, most of these ideas are foreign to him.

Chief Marrone's interpersonal behavior will cause great people to leave the Department. Take note of how many top individuals retire or leave our department for another environment. Keep abreast of the number of new individuals going off on injury to escape the environment. The classic line of, "People don't leave their job, they leave their boss," will steadily point toward the selected Fire Chief. I suspect I'll be one of the individuals who leaves early due to the new Fire Chief's lack of leadership skills, which is a depressing thought, when the future was so bright prior to his selection.

I truly wish you knew the real person behind the façade. We do, and the Department will suffer for years to come until we get a Fire Chief who respects the people in its service. If you were to evaluate the Fire Chief selection using the *Ideal Team Player* framework; is he hungry, humble and smart, you would find he only has the hungry quality. Hungry relates to internal motivation to achieve, but his internal motivation also comes with a Machiavellian mindset. He will set out to destroy anyone who challenges his authority: I have seen this play out. Humble speaks for itself, with an ability to praise others for great work and take accountability when something fails. Smart relates to personal interactions, compromise agreeableness, and compassion. Unfortunately, he is severely lacking in humility and the ability to treat others well under his command. I suspect you have never seen this side of the Fire Chief; he behaves differently with people who have power above him, or outside his influence, such as yourselves.

The Union supports Chief Marrone because they believe they can extract concessions from him. The Union has a more difficult time with some of the other Executive members because they stand on principle to always do the right thing when all stakeholders are considered. Trust me, the Union will support you regardless of this selection because they need your support.

I cannot give you my name because I have experienced Chief Marrone's vindictive nature and would receive severe repercussions. If known, Chief Marrone will forever harass and bully me, more so than he already does, through the remainder of my career; but it's important for you to know the path the Department is now on. I am truly disheartened for the Department and the people of our great County.

This decision will have long term ramifications and hold back desperately needed progress. Particularly, building a strong, supportive culture, you might say 'just culture', where there is psychological safety in bringing up issues without getting skewered. This decision will cause the best folks to go silent. I am one of them, because I have been subject to his abuse.

I am pleading for the BOS to reconsider this decision and make the selection process transparent and fair for the good of the Department and the County. We deserve better.

With great respect, thank you for listening,



My name is Michelle Fowle. I live in Northridge, CA 91325 in Supervisor Lindsey Horvath's district. I am also the Founder and Chair of Northridge Indivisible <https://www.trnindivisible.org/>.

I would like to submit my written public comment to the Board of Supervisors for the February 28, 2023 meeting in **STRONG OPPOSITION TO ITEM #72**:

*72. Appointment of the County Forester and Fire Warden Recommendation: Appoint Anthony C. Marrone to the position of the County Forester and Fire Warden at an annual salary of \$441,792.90, effective February 28, 2023; and instruct the Director of Personnel to prepare and execute the appropriate agreement with the County Forester and Fire Warden. (Chief Executive Office) (23-0848)*

It is deeply troubling that the Board of Supervisors had a last minute closed session meeting to try and appoint the interim fire chief Marrone to permanent fire chief without a process for other diverse candidates to apply. There was no internal or external process which is unheard of for this size department. The Bomberos, Stentorians, and Women's Fire League wrote a letter requesting a 90-day extension and fair process so they can get the most qualified candidate. The Board of Supervisors completely disregarded their request and unanimously voted him in. This action leads me to question the integrity of the Board and the motivation of their actions.

Digging deeper, Mr. Marrone hasn't done anything but provide lip service to women, Black, and Latinx firefighters. He has had ample opportunity to put actions to his words, for example, Los Angeles County has no women's restrooms in thirty percent of their fire stations. There are less than two percent women firefighters which is far below the national average. Only two battalion chiefs and one deputy chief officer that are women.

In an article by the Los Angeles Times <https://www.latimes.com/california/story/2023-02-21/anthony-marrone-selected-la-county-fire-chief> last week; it stated that the department is faced with numerous accusations of harassment, retaliation, discrimination, racism, and intimidation. While Mr. Marrone says that he *has 'all the skills necessary to lead that fight,'* he hasn't addressed any of these issues in a meaningful way other than providing lip service and tying complaints up in process which will eventually disappear into the ether.

Worse, the same article reported that the President (Gray) of the Stentorians recalled a story from a Black fire department employee who told him a white crew was calling him the N-word backwards every time they walked by. More recently, he heard of another Black firefighter who was called the same racial slur and some folks just use the N-word openly. There are also reports of a swastika carved into one of the kitchen tables in a fire station.

There seems to be no accountability within the department because there is no action. Meaningful action.

The Board of Supervisors is in a unique position to protect our communities; to level the playing field so the most qualified candidate has the opportunity to thrive and to serve in a meaningful way that is our best interest. The fact that Mr. Marrone only has a high school education is notable. For a Chief Executive Level position, this is unheard of. This type of position usually requires a bachelors if not masters degree. Every other department has college education requirements. What is the exception here?

I am beginning to question if the Board of Supervisors has been compromised in some way to vote unanimously to give Mr. Marrone this appointment without vetting other, more qualified candidates. The lack of transparency and dismissal of the voices of women, Black, and Lantinx firefighters is astonishing. Digging further, I see that the Los Angeles County Firefighter Union 1014 president has given a lot of money to all five BOS. Quid pro quo?

Sincerely,



Michelle Fowle  
Northridge Indivisible  
Founder and Chair

cc:

Los Angeles Times  
KRCA  
Jewish Journal  
San Fernando Valley Business Journal  
Long Beach Business Journal  
KCRW-FM  
NPR  
The Orange County Register  
KFI-AM  
LA Weekly  
KCET-TV  
KPCC-FM  
KNBC  
LAist  
Spectrum News  
Los Angeles Daily News  
TYT Network  
CNN  
CalMatter  
La Opinion  
ProPublica

USA Today  
Pasadena Star-News  
KTLA  
KABC  
NBC News  
ABC News  
. . .et al

## LA County BOS Meeting 2/28/23

It is incomprehensible that in this era, the LA County Fire Dept continues to systemically ignore communities of color, women, and the LGBTQ for equal representation in promoting qualified persons in their Fire Dept.

Furthermore, how can any Fire Dept choose or have someone with a mere high school diploma to lead the Dept, as Chief? There are others that hold graduate degrees, who are far more qualified that are being passed up due to the egregious back room deals and hush monies to circumvent a fair, and equal process by supporting Marrone.

Lastly, women deserve their privacy and equal protection of the law to have their own restroom.

We women of the National Organization in CA and as far as CT, WILL NOT BE SILENT ANYMORE & OUR VOICES WILL BE HEARD!

Denise Sala Gore

Former CA National Organization for Women Board

Present CT National Organization for Women Board

[Denisegore59@gmail.com](mailto:Denisegore59@gmail.com)

[Ctnow.59@gmail.com](mailto:Ctnow.59@gmail.com)

951-203-6627

Hello,

My name is Kathleen Hernandez and I am a resident of the third supervisorial district (Topanga). I am submitting written public comment to the Board of Supervisors for the February 28, 2023 meeting **in strong opposition to Item #72: 72. Appointment of the County Forester and Fire Warden Recommendation: Appoint Anthony C. Marrone to the position of the County Forester and Fire Warden at an annual salary of \$441,792.90, effective February 28, 2023; and instruct the Director of Personnel to prepare and execute the appropriate agreement with the County Forester and Fire Warden. (Chief Executive Office) (23-0848)**

**As a retired UTLA Union teacher, as a daughter of a LACO Battalion Chief, and the mother of a female Paramedic Firefighter I am calling for transparency and to stop the No Rush and Hush Campaign for Fire Chief Position-demand a fair, equitable and transparent process inclusive of all candidates. Do not ignore your black, women, and Latinx firefighters!! These firefighters support a fair inclusive and transparent hiring process as do I. We are in a day and age where we know better than to make these important decisions behind closed doors. The Community of LA County along with sworn and civilian employees have the right to see due process with inclusion and diversity.**

**I call for a diverse and inclusive hiring process. I do so along with my brother and sisters. We proudly remember our father Charlie Crane calling for and working tirelessly for diversity in LACO Fire Department. He was witness to racism (in those days there weren't even women FF) throughout the department in the 1960's and 70's. His buddies of color Cecil McInn and Freddy Vega (and other FF of color) were being passed by for promotions over and over. Finally, they sued LACO for discrimination and won! Sadly, it appears we are repeating history. What will you the board of supervisors do to change this path you are traveling down? Or will we repeat history with a lawsuit too? It appears that the water has not passed under the bridge after all.**

COUNTY OF LOS ANGELES et al., Petitioners, v. Van DAVIS et al.  
<https://www.law.cornell.edu/supremecourt/text/440/625>

### **Background for LA County Fire Department current situation:**

The Board of Supervisors are trying to sneak through the interim Chief Anthony Marrone without the concurrence or consultation of black ff (stentorians), women firefighters (women fire league), or Latinx FF (Bomberos). Los Angeles County

Firefighter Union 1014 president David Gillotte, has given a lot of money to the BOS (all 5 women) see below:

Barger and Hahn - 1014 paid a huge sum they brag about [HERE](#):

Barger: Local 1014 paid \$400K in 2016 for an IE for her See story [HERE](#)

Last week the BOS had a closed session meeting that was last minute to try and appoint the interim fire chief Marrone to permanent fire chief without a process for other diverse candidates to apply including the a woman deputy chief and a black deputy chief. There was no internal or external process which is unheard of for this size department, good ole boys club. The Bomberos, Stentorians, and Womens Fire league wrote a letter requesting a 90 day extension and fair process so they can get the most qualified candidate. The BOS completely disregarded their request and unanimously voted him in.

Sincerely,

Kathleen Hernandez and (Robert Crane, Audra Crane, Elise Crane Derby,  
and Sarah Crane)

UTLA-Retired

SO CA Border Hub

Veterans For Peace, Los Angeles - Associate Member

National Lawyers Guild - Legal Observer

MLK Coalition of Greater Los Angeles

Co-Founder

1.310.339.1770

Hello,

My name is Lisa Marquise and I would like to submit written public comment to the Board of Supervisors for the February 28, 2023 meeting in strong opposition to Item #72.

It's 2023, but it looks like the good ol' boy firefighters club is still in full swing in Los Angeles County! Here we find our Board of Supervisors trying to evade public scrutiny, behind closed doors, to 'rush and hush' an appointment of Interim Fire Chief Marrone to permanent Chief, NO process to give other diverse and better qualified candidates the chance, and cheating us, the citizens, out of the best person for the job, one that pays nearly 450,000 of our taxpayer dollars! The position is not a political plum that the BOS can gift away! In fact, we have a woman Deputy Chief and a Black Deputy Chief who are eminently qualified! Why aren't they being given consideration?!

This appears nothing less than a blatant attempt to sidestep the process to hand a white man with a High School education a position that other Departments require a Masters degree for! A man who has done nothing for our women, Black, Latinx Firefighters, in a department with many reports of harassment, discrimination, racism, and being retaliated against. A white Fire Captain recently hurled the 'n' word in front of crew! A swastika was seen at a station. Not to mention that there are less than 2% of women Firefighters- way behind the rest of the country!

What has the interim Chief done about it, while claiming he can do the job? Nothing!

Also it's known that the Bomberos, Stentorians, and Womens Fire League wrote requesting a 90 day extension with fair process, and the BOS ignored them. What happened to the claims of valuing and promoting diversity?

We deserve better!

Lisa Marquise

714-362-1457