

Dear Jackson Hole Fire/EMS,

We are writing to acknowledge concerns that have been raised regarding the leadership of Chief Jellie. To address these concerns, the Board of County Commissioners has held candid discussions with the Board of County Commissioner's Administrator and Chief Jellie.

First and foremost, we want to express our heartfelt appreciation for the dedication and hard work of each member of the JH Fire/EMS department. Your commitment to the safety and well-being of our community is commendable, and we deeply value the crucial role you play in our county's emergency response system.

We recognize the inherent challenges within the Chief's role, where tough decisions must be made for the future of the department. It is the Chief's prerogative and obligation to navigate change so that it creates an opportunity for growth.

Our confidence in the capabilities of JH Fire/EMS remains steadfast. The board is providing the Chief an opportunity to change his approach to leadership and, in particular, his approach to interpersonal communications and relations with staff and others, and to build trust throughout the ranks of JH Fire/EMS.

Going forward, we encourage all members to continue to voice concerns to their immediate supervisor or other leaders within the Fire/EMS department, including Chief Jellie. For significant concerns that cannot follow this process, we request you reach out to the BCC Administrator and/or the Director of HR (interim contract with Bill Gottlin - bill@aspirehrconsulting.com).

Toward that end, we assure you that safeguards are in place to protect members who choose to share concerns in a constructive and respectful manner. One of those safeguards, for the foreseeable future, requires that all proposed adverse personnel or disciplinary actions within JH Fire/EMS be subject to additional review, including by the Board of County Commissioners, prior to any action being taken.

In our discussions with Chief Jellie, we have requested and he has agreed to expeditiously undertake the following actions:

- Pursue professional development opportunities and certifications identified by the Board and the BCC Administrator.
- Expand his listening sessions with the volunteer cadre to the paid staff.
- Establish and periodically convene a task force comprised of experienced professionals from all facets of JH Fire/EMS to serve as a collaborative advisory body for future significant strategic changes and policies, to include a future strategic plan. This task force will provide feedback to the Chief, recognizing that, in his official capacity, the Chief remains the final authority within the department.
- Present to the Board of County Commissioners and the Town Council a summary recap of the changes made over the last year.

Again, we appreciate your service and dedication to the well-being of our community. We look forward to a productive future for the department.

All the best,
Luther Propst, Chair
Board of County Commissioners