

Station Meeting
January 13, 2010

I have asked for this roll call due to the return to duty of Firefighter Draycott. Last week, in a meeting with the Fire Chief and command staff, my crew and I were notified that firefighter Draycott would return to duty on Jan. 13th at 0630. The crew and I were told to accept Firefighter Draycott as if nothing had ever happened. However, as the Captain of 54A, it is of my better judgment to be honest with the current situation at hand.

Being the Captain of this shift, it is my responsibility to ensure that we ALL have what we need to do our best job, and to ensure that we all have a safe and nonthreatening environment in which we can work.

In order to fulfill our job, we must be able to pull together professionally as a team (regardless of our differences and beliefs) to accomplish our task of helping those in need. The key element to working together is trust.

This station currently is a crime scene for a hate crime that took place in which you were a victim/target. At this point in time the person(s) that did this terrible crime have yet to be identified, and is still to my knowledge under investigation. You also have accused coworkers of harassing you. These claims are still under investigation also. Now, you have asked to come back into this environment where you have claimed to be harassed and treated unfairly; even though, the HFD Fire Chief has given you the opportunity to be reassigned to a nonthreatening work environment of your choice.

Firefighter Draycott, it has been brought to my attention that you have personally stated that due to your daughter's death you are not mentally able to handle trauma that is associated with this profession. This has been stated by you here at the station to other firefighters, and during media interviews to the viewing public. As your Captain I am concerned for your safety in the event of a traumatic emergency situation, as well as the safety of the entire crew. Being short staffed,

it is pertinent that all members of my crew are physically and mentally prepared to handle any and all emergency situations that may arise.

It is to my knowledge, that at least twice, you have spoken of taking your own life at the fire station while on duty. I fear that under the current circumstances, your threats of your taking your own life, while on duty, pose danger for all crew members.

The crew of this shift and myself feel that we are unable to trust you. I feel (and the firefighters) feel as if your presence creates an unsafe, potentially dangerous and hostile work environment. As your Captain, I do not feel that it is in the safest interest of you, the crew, or myself for you to return to work, at this station, at this time.

We all deserve to work in a safe environment free of harassment, and I do not feel as your Captain that I can provide and ensure a safe environment for you, for the other firefighters, or for myself, although all efforts will be are being made.

The citizens that call on us for help, deserve our undivided attention and expertise to meet their emergency needs; however, I feel (and the crew feels) that we are unable to do our job to the best of our ability if we are unable to trust all of our crew members 100%. My crew and most members of this station have expressed to other officers and myself their great concern for their own personal safety if required to work with you. With the current investigations taking place and not yet solved, I do not feel that it is in your safest interest or in the safest interest of the other firefighters to require you and another member to be alone, responding to calls, on particular apparatus.

The events over the past year, have not only affected you Firefighter Draycott but they have also severely affected all members stationed at IAH. These events/accusations have taken great tolls on the members' professional careers as well as their personal lives.

Within the firehouse we all deserve a safe environment in which we can feel safe and we can trust in one another. The unpredictable danger we face daily should only come from the emergency calls we

make where we risk our lives to help others not from within from our own.

The current crew of 54A, of which we have assembled, is able to work together professionally with trust in one another. Up until today, I am confident that I have been able to fulfill my role as Captain and provide a safe working environment for all members of my crew. Out of respect for the safety of you, myself and the rest of 54A, I ask that you reevaluate your decision to return to 54A.

At this time do any of the crew members have any concerns or comments?

Firefighter Draycott

Upon decision—if need be—transfer information

Request a member of command staff to be present for the remainder of the duty shift.