

Interview of Kim Sabel

- District's Atty
- May 2017
- 3 different fire chiefs
- Staff attorney – with schools
- Assistant state attorney
- Three year contract
- Has not done investigations since 2021
- Consultation and advise about investigations
- OIA – not a part of it
- No investigations under Chief lee
- Gonzalaz is the designee
- First year under Chief Sparrow – could be included in OIA

Sent one complaint to board on January 20, 2026

- Email to the board

Knew about the Sept Complaint

- But played no role

Ganiey

- Reason to bring – 4 to 5 complaint
- Female complaints, minority, or probationary
- Bondineese – resigned
 - o Singled and focus on her going through the drills
 - o Alleged that one of them filmed
 - o Heard about a joke – latest DEI hire
 - o No one confirmed
 - o Filed FCHR
 - Handled and prevailed
- Last person to speak to
 - o [REDACTED] [REDACTED]
- Filed her complaint about Pace

- Administratively resigned
- Chronological complaint of his experience
- Flight nurse complained FF

Another female

- FF resigned –

Gainey

- Chief Lee decided but Sabel signed engagement
- No role in questions or how to handle

Aware of change in recording – after the fact

- Hard to get any FF to come in and tell the truth
- Austin seemed very uncomfortable
- Preponderance of evidence that there will be discipline

Lee would do first draft and then Susan would do the legal piece

- Stand behind the investigation

No role in any action

Dropped off

- Heard about it then

Sept 19th –

Chief Emerson

- Vote of no confidence

Chief Sparrow – complaint

- Board decide to have Sabel review

Chief Lee

- Each to review
- Complaining about the previous investigation

Telling them how the investigation should have been done

- Pouring more money

Chief lee – notified the board

- This is what I have and what I intend about it

Concern was that board was aware of it

Grievance

- Had been involved in grievance in the past

Not common to sit 2021

- Thought it would be more collaborative

Bidding art was relevant

Board – communicate with the board

Division Chief Wilson

- 20 years
- Lt, Cap
- Battalion chief
- Admin
 - o Assisted Gonz
- Report writing division
- Compliance
- Training division and health and safety officer
- October 2025 – division chief
- Mid – nov

Team of 4 people

- Risk
- Standard –
- On/off boarding
- FMLA

HR manager – kenny

Wayne Boyer – HR manager

Behavior health assistant team

- K9 – emotional support

Wellness team

- Impartial at this point

1/27

- Come through HR and push

5/12

- Shortly after

Division Chief Vachon

- Feb of 2005 – 21 years
- FF/PM – LT (2014) – May 2022 – Battalion Chief
- Division Chief – 3 years ago
- HR and Risk (over 2 years ago)
- Division Chief of operations (1 year and 7 months)
- Then Division Chief – (5 months)

Insulated from the complaint

- Meeting about other subject
- Issues with not knowing what was going on
- Disruptive normal work
- Had taken a role in investigation
- Division to be included to learn
- Involved

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- Pace –
- Going to be out of town for the investigation
- Email authored to supervisor

- Division chief of operations
- Asst. Fire Chief – informed immediately of the complaint
- Assistant of district counsel –
- Go to district attorney to review questions
- No investigation where the Attorney did not take a look
- May have sent with Susan Ganey
- Assuming Kim would have look into them
- Internal complaints – prior complaints
- Similar in nature
- See if there was a bigger problem
- [REDACTED] – via email
- Second email – with a list of names
- Pace – produced a large document
- So much information but not a lot of detail
- named – supporting witness for complaint
- no formal discussions

safety officer doesn't have a set crew

- subsequent interview off the record