

To my current town council members and representatives. Thank you for your service and your ear. Your volunteerism and careful consideration is greatly appreciated.

As a 14 year resident of Bluff, registered voter, property owner and employed by a Bluff local business I am writing to notify the council of my full support to increase the property tax rate in Bluff.

In listening to the work session the other day I was encouraged by the professionalism and kindness displayed by all despite the different opinions on this manner.

I would like to express a few points that I felt were not emphasized enough in my opinion.

We have incredible VOLUNTEER firefighters. They need a professional level of help to continue to keep our town in compliance so that we all do not lose our ability as business owners and residents to be insured through our homeowners and business insurances (pay a little now or a lot later). This is a given! No argument! There are requests being placed on the Town of Bluff and our firefighters that have not been placed in the past, hence the need for this professional level of help.

This level of help should not come in the form of a "volunteer" or "an hourly paid person". I am a deep believer that you attract what you put out. If you do not create a quality position then you will not be creating sustainability.

My FULL TIME job is to manage volunteers. It is very challenging work. It requires a ton of teaching, repetition, patience and TIME!!! I am paid for this time and so I feel a personal responsibility to do a strong job. I take pride in the work I do. This is the kind of position I want to encourage the town to create. Anything less is an insult to our firefighters and our town council. **I have no problem paying my share to create quality work opportunities for the members of our community.** People need to be able to afford to do good, strong work. And people (employees) need to be cared for in return. It is about time we start creating positions that include medical insurance. The fact that we might have a "volunteer" or an "hourly paid position" is so much less than what our town leadership is capable of offering (especially if we increase the tax rate that is drastically under paid currently in my opinion) and it is a lack of prioritizing the work and the human doing the work being requested. I honestly do not believe that folks always understand the work that goes into doing volunteer work well. It takes leadership that is well cared for.

My understanding is that to demonstrate transparency a reason has been put forth for the potential tax increase. This reason is a town emergency administrated position. The details I am sure will be decided as a collaborated effort between BVFD, BEMS and the Bluff Town Council. But we need the money to be able to help generate the position. I think the argument that a "job description hasn't been created" is generated from mistrust and fear of loss of control. Chief Dilego has shared a well stated strategic plan for the work that needs to be done. To transfer

this into an administrated job description is not rocket science. To have someone help execute this well will cost money.

I do not want to see the cuts you are proposing to the Town budget happen in order to create this position. All of those cuts directly affect our town's growth and sustainability potential. I appreciate caution and careful thinking and I want to encourage you all to prioritize future growth and sustainability. I know that our town survives on tourism currently. I would like to see us moving in a direction where we as businesses, individuals and townsfolk are willing to put our money where our hearts live and show this town that we are willing to invest in what helps keep us safe. This seems like a modest and very doable request and I am hopeful others will be willing to do the same.