



Fairfield City Leadership
City of Fairfield
1000 Webster St
Fairfield, CA 94533

October 17, 2025

Fairfield City Leadership,

On behalf of Solano Napa Professional Firefighters IAFF Local 1186, and the Fairfield Firefighters' Association, we are writing to reaffirm our shared commitment to fiscal prudence, transparency, and the long-term well-being of our community. We recognize the importance of responsible stewardship of public funds and the challenges that accompany multi-year budgeting. However, recent independent financial analysis provides compelling evidence that the City's current position regarding labor negotiations is neither financially necessary nor strategically sustainable.

An independent audit conducted by Harvey M. Rose Associates, LLC in April 2025, funded jointly by several of Fairfield's employee associations, concludes that the City of Fairfield remains in a strong and stable financial position. The report highlights:

- A General Fund Reserve of 35% of expenditures, exceeding the City's own 20% policy threshold by \$19.4 million;
- An Intragovernmental Loan Fund with \$10 million in immediately available cash and over \$37 million in total balance.
- Significant surpluses in internal service funds (Vehicle, IT, and Compensated Absences) that could release over \$8.8 million in annual General Fund savings and an additional \$12.9 million in one-time funds; and
- A finding that the City's projected deficits could be reduced to near balance through prudent internal adjustments, without depleting reserves or impacting services.

These findings demonstrate that Fairfield's financial challenges are not rooted in employee costs, but rather in internal accounting structures and discretionary reserve management. This is not a crisis of resources—it is a question of priorities and transparency.



Meanwhile, the men and women of the Fairfield Fire Department—who have protected this city through unprecedented wildfire seasons, a global pandemic, and record-breaking call volumes—remain without a contract. Prolonged inaction erodes morale, undermines recruitment, and weakens retention at a time when the regional fire service market is highly competitive. Neighboring jurisdictions are offering enhanced pay and benefits to attract and retain experienced personnel. Fairfield cannot afford to fall behind in maintaining a strong, stable, and professional fire service that safeguards its residents.

We urge the City to view this issue not as a matter of employee demand, but as one of organizational integrity and community stability. The City's financial position can sustain reasonable, data-driven adjustments that reflect both fairness to employees and fidelity to taxpayers. Continued refusal to engage constructively—while withholding transparent financial communication—risks diminishing public trust and the City's ability to recruit and retain the workforce that keeps Fairfield safe.

The Fairfield Firefighters' Association remains ready and willing to work collaboratively toward a solution that protects both our employees and the community we serve. Fiscal prudence and workforce stability are not competing goals—they are mutually dependent. The path forward is one of honesty, transparency, and partnership.

Respectfully,

Aaron Klauber
President
Solano Napa County Professional Firefighters