

MEMORANDUM

To: Fire Chief Cox

From: Jennifer Fiveash

Date: April 15, 2026

Subject: Resignation

CC: HR Director Liz Mathis, City Manager Mr. Martin

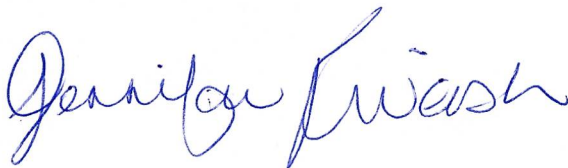
I am writing to formally resign from my position as Deputy Fire Chief with the Flagler Beach Fire Department, effective May 8, 2026. I am providing more than the traditional two-week notice due to the nature of the administrative role and its impact on department operations.

I appreciate the opportunity to have served the department and to have successfully completed my probationary period back in December of 2025. After careful consideration, I have determined that continuing in this role is not the right fit. This decision is based on professional differences in leadership approach, particularly regarding how I believe employees should be supported and served. This decision does not come lightly, as the line staff are a strong group and deserve consistent support from their administration in their day-to-day roles. There should also be cohesion at the administrative level built on trust, which I believe is critical to effectively leading and supporting the organization.

Given this misalignment, I believe it is in the best interest of both the department and myself to step away from the position.

I remain committed to ensuring a smooth and professional transition through my final day and will assist in any way that is helpful.

Respectfully,



Jennifer Fiveash