

# EL DORADO HILLS FIRE DEPARTMENT



## ANNEXATION/CONSOLIDATION

The Good, The Bad, and The Ugly

# AGENDA

Define Your Responsibility?

Speed Bumps & Road Blocks

Community

Employees

Directors & Chief

The Process

The Plan For Service

# What Is Our Responsibility?

Why does your organization exist?

- To provide the best Emergency Services to our Communities that we can with the money we have available. That's it...
- Throughout this entire process... **ALWAYS KEEP THIS IN MIND.**

# Speed Bumps & Road Blocks

- There will be many! But if we fail have we met our responsibility to our Communities?
- Important to understand...
  - Community Members, Employee Groups, Volunteer Organizations, Directors, County Supervisors, will all have a different perspective and therefore a different fear. Take the time to understand each, and do your best to get in front of the fears and concerns of each group.
- Putting yourself in the other seat helps with this.

# Community

- Bring them in early! Educate them on...
- Fiscal Situation - unsustainable for the future & how we got here. IMPORTANT...
- What an AB-8 adjustment means to them...
- No new taxes!!! Yet more \$\$\$ back to the Community directly for sustained or even increased Emergency Service
- AB-8 Will only be adjusted with Annexation/Consolidation/Merger.

# Employees

Paid & Volunteer

- Fears related to significant change must be addressed early in the process. Where do they fit in? Is there a place for them? Rank? Seniority? Who is in charge of what? Will this cost them a pay increase? Gently remind them of the only reason we exist.
- Gain written agreement to Plan For Service early in the process.
- MOU/Contracts must be agreed to on the front end. No surprises at the end...

# While These are Sensitive & Important Issues

- Providing Sustainable Efficient and Effective Emergency Services Has nothing to do with History, Branding, Ego's, Borders, or Community Identity.
- Don't let these emotional topics derail the process, but remember that emotion overrules logic every time.
- Discuss how these will be maintained and identify them in the Plan for Service.

# Directors & Chief's

- Yes... You are giving up some control, BUT what is your Community gaining?
- Tell it like it is even if the information is not what is wanted! Don't sugar coat anything!
- TRUST is #1 for both sides. Once you loose that it will be difficult to get back.
- Make EVERYTHING available to all groups. Don't hide anything. Understand that even though documents were available many will not take the time to read them. Over COMMUNICATE.



# Process

- Develop a reasonable & sustainable level of service required for your Communities.
- Set budget & determine AB-8 rate adjustment required to provide this service. BE REASONABLE, but plan for the future.
- Develop Plan for Service that both agencies are satisfied with. Involve all in this process.
- File application with LAFCO. Develop resolutions to dissolve/annex. Set conditions – AB-8 Adjustment
- Mapping the districts with ALL parcels – Significant time & Expense
- Hold many Community meetings. Educated the members of your Community. Don't let this be a surprise to them...

# Plan for Service

- Staffing – How many – Current Personnel
- Governance – What the BOD looks like after your done.
- Branding – What is on the Stations & Engines
- Transition Plan – When, Where, Who, How???
- Representation in County – JPA/EDC Fire Chief's
- Associations – Do they merge? How? When?
- Operations, Training, Fire Prevention, Maintenance – Who & How

**Doing the same thing over and over,  
and expecting different results is the  
definition of insanity!**

Albert Einstein