

From: Patrick Smith [mailto:zempower@yahoo.com]
Sent: Wednesday, July 08, 2009 8:01 AM
To: Julie Ann Courim
Subject: Fw: The Genesee model

fyi for our discussion.....

--- On **Tue, 7/7/09**, **Paul E. Belanger** <pebelanger@glassdesignresources.com> wrote:

From: Paul E. Belanger <pebelanger@glassdesignresources.com>
Subject: The Genesee model
To: "Patrick Smith" <zempower@yahoo.com>
Cc: "Richard Tyrrell-Ead" <richard.tyrrell@comcast.net>, "Bill Easterling" <admin@geneseeffire.org>
Date: Tuesday, July 7, 2009, 6:53 AM

Pat:

Below this email is an excerpt from Jarret's summary of our last team meeting. At our last team meeting we discussed this coming election and possible future alternatives. I brought up that a couple of my team members brought up the Genesee model. My information was incomplete, so at that time I had called Bill Easterling discussed it and summarized it below this email.

During our discussion (along with Richard Ty-Ead) Sunday night regarding your sounding out about the future direction for Foothills (paid chiefs and/or other options), I brought up the Genesee model - but other questions came up: reporting, etc. So, I took a bike ride to Genesee yesterday and visited with Bill. Here's what I learned:

Officers/Chiefs:

Chief 1 moves into position for 2 years; about 6 months or so into his/her term he then nominates a chief 2 from the captain ranks who will ultimately replace him/her at the end of their term (no succession allowed). Chief 1 will then become chief 3 for 2 years after which we will move to captain rank unless chooses to just go to the engineer level without captain responsibilities.

There are 4 chiefs - chiefs 1,2,3 as described above and the administrator (not a chief requirement) is Bill as chief 4.

Reporting:

Bill, the administrator reports to chief 1; chief 1 reports to the board. The assistant administrator reports to Bill; otherwise reporting is through the chain of command - which implies lieutenants overlook engineers (maybe confirm this with Bill).

In contrast, Highland has an admin chief that reports to the board and an operations chief that reports to the board - and the 2 communicate between each other.

FFPD: part-time admin presently reports to chief? and chief reports to the board? Past, Rob Sontag reported to who? (chief or board?).

Other officer levels exist: captain (3-4) and lieutenants (3-4). Lieutenants

nominated on ability, etc. and being mentored for captains. Captains being nominated on ability, etc. with possible goal of future chief.

They have 40 or so on the team - all residents with avg age of a calmed down testosterone level of about 40 yoa.

If they move out of district they can remain on the team (one lives in Riva Chase, one in Lakewood) as long as they maintain their active service requirements.

Active Service Requirements:

--They must maintain Job performance requirements: (36 hours training per year - min. 24 in fire, 12 other in hazmat or ems, etc.; other certs etc.)

Watches:

--5 weekend watches per year - 1 watch per quarter, with a doubling up in one of those quarters; I don't know how many on watch each weekend, presumably at least 2, considering there are 52 weeks.

--They are required to participate on 12% of calls.

Note: they have no weekday or weeknight watches - but ARE covered by the 12% of the calls requirement and commitment to their community. At CE-Bar, where I served before in the Austin area, we did not have watches either - though there was a paid in-district chief (for day responses - as with Genesee) - otherwise people came out of the woodwork for responses.

Pat -

To me, their greatest strength is their community and volunteer force coming from the 4000 or so residents (i.e. 1% volunteer). It's one of the reasons I've pushed for the 9healthfair for Highland to get us exposed to our community, to give to them, and hopefully they give back to us. **What is the population of FFPD? Shall we set up a goal of 1% volunteers be in-district? What would that number be? And MAYBE we can work something out if they volunteer for FFPD and Highland (i.e. total watch hours/#calls and to avoid the competition issue and essentially serve the community).**

The other glaring difference is that FFPD does not have watch requirements? Maybe adopting some model as described here might help the cause.

Let me know when you discuss with the board at an open meeting; as a resident I'd like to come.

Feel free to contact/visit Bill (per Bill) regarding talking it over with him, etc. He also suggested to go talk to Evergreen about it - they have a paid chief of paid personnel and a volunteer chief of volunteer personnel - the exact reporting scheme (to the board and to each other I don't know).

Paul

BELOW, is the summary I alluded to:

FUTURE ALTERNATIVES (Requiring bylaw changes/board directive/approval)

for how future chief terms and rotation of chiefs could occur:

Paul brought up the Genesee model for chief rotation as expressed by some members. Interest has been expressed in having overlap and continuity of the chiefs.

Many professional organizations have a president, a president-elect who becomes the following year's president and a past-president – each with a one year term. Such a model, allows overlap versus an elected person's sudden immersion into the responsibilities of leading such a professional organization.

In a somewhat similar way, Genesee adopts a model of chief-1, a chief-2 (who will become chief-1), and then a chief-3 (who was chief-1 the prior year). The difference over what was stated in the prior paragraph are two-fold:

a, Genesee's chief-1 is a two-year term and

b, the chiefs and officers are appointed by the chiefs into a current position with ultimate approval by the board.

The difference in comparison to Highland is that Highland's chiefs 1 and 2 are elected by the team and submitted to the board for approval. The chief 3 position (Adam's position) is one that was board appointed at the time Adam was hired as CEO which was a newly created position deemed necessary by the board to run Highland; it is not an elected position. The chief 3 position is a board appointment of a paid CEO and administrative of Highland business and paid personnel in nature among other chief responsibilities.

Highland elects the two volunteer chiefs: chief-1 and assistant-chief-2. The change that is planned for this year's election is that instead of electing both in ONE ballot, we will first elect a chief-1 and knowing who that person is, then cast a ballot for chief 2 among the list of remaining candidates on the assistant chief list of candidates – each for a 2-year term..As actually occurred last time, this leaves the possibility of a complete turnover of both positions with minimal overlap with prior chief(s).

Some specifics to the Genesee model: As indicated, chief-1 serves a 2 year term. At some point in those two years, he/she and the other chiefs with possible input from the team nominate a chief-2 (with board approval) with the intent that this person becomes chief-1 at the end of the current chief-1's term. At this point the stepping-down chief-1 becomes chief-3 until a new chief-2 is appointed (there is some lack of clarity as to when this happens).

The above discussion is by no means a proposed change. Rather, it's being presented here for future consideration of our election process. We can keep it as is, or take the above up in some form, or even an entirely different proposal. It's for the team to decide and ultimately for the board to approve.

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