

Message from the Chief

Chief's Memo – April 17, 2006

Schedule A: Acceptance and Open Communications



First, let me welcome the newest CDF employees from Placer County Consolidated Fire District. One of the many strengths of CDF comes from the “diversity” of what we do and who we are. Consolidation works well when it is mutually beneficial, both operationally and financially, to the interests of local government as well as the state mission.

As organizations blend people, experiences, and organizational customs, open communication and acceptance are important elements to successful transitions. Times have changed over the 32 years I have been in the public safety business. While there are many highly valued traditions in the fire service that should remain an important part of the history and culture of the fire service, communication and management styles must change to address the generation and cultural changes of the next generation of CDF employees.

This is especially important to recognize as “baby boomers” (born 1943-1960) are beginning to retire in large numbers. As Generation X employees (born 1961-1981) move into supervisory and management positions and Generation Y employees (born after 1982) become the largest number of employees on the line. Acceptance and understanding of each other’s differences and an open management style is critical to the success any organization undergoing change. This is true for employees whether they enter CDF as foresters, fire marshals, firefighters, or in any of the support service functions.

The future of Schedule A and Amador is an essential part of CDF. The success of the partnerships built with local government, and the way we do business with them, to a large degree will shape the future of CDF and our mission. Once again, please take the time to congratulate and welcome our newest CDF employees from Placer County.

Regards,

A handwritten signature in black ink, appearing to read 'R. Grijalva'. The signature is fluid and cursive.

Ruben Grijalva, Chief
Acting Director

Fire Protection - Local Government

The employees of the Placer Consolidated Fire District joined CDF this week through a new Schedule A agreement. A total of 17 new employees were added to the department: one Division Chief; one Battalion Chief; four Fire Captains; three Fire Apparatus Engineers; seven FF IIs; and one Management Services Technician. The badge pinning ceremony was held on Saturday in Auburn.

Co-op staffed reviewed progress on the Amador Title 14 changes with the BOF Resources committee at their April 4 meeting in San Diego. Staff continuing to provide edits to policy document to respond to received input from stakeholders. Contracts office staff working with DGS to approve FC-90 changes for Schedule A model proposal. Updated the rate matrix on 04/07/06 for the schedule A Rate Letter and posted to CDF Intranet. Cooperative Fire staff have distributed the FY06/07 Administrative Rate. It is 9.92% for FY 06/07

Office of State Fire Marshal

CHP reported a pipe bomb in a car on I-80 on April 6. Deputy State Fire Marshal Tony Guevara responded and determined it was in fact an armed explosive. He disabled the bomb without damage or injuries.

The OSFM is sponsoring a Film Fire Safety training class in Auburn at the Gold Country Fair Grounds. Anyone interested in attending should contact Hugh Council.

CDF Human Resources staff had a tour of San Quentin Prison last week to observe the work of OSFM crews there. The facility is being upgraded to meet increased fire standards.