

# **If Merging Your Departments Is In The Future, Do You Aim For Success Or Win-Win?**

Merging and regionalizing emergency agencies began trending several years ago. And now this common solution to staffing shortages, recruitment challenges and stretched budgets is taking on a quicker pace. When you are faced with the prospect of merging your department or closing your doors, have a plan ready that ensures your agency's success and a positive outcome for the communities served. This **4-hour** program is based on case studies highlighting career and volunteer fire, EMS and telecommunication department merges resulting in successful unifications. If you are the CEO, fire chief, commissioner, or board member you need to be ready for the next chapter in your department's history. This program will cover:

- Is being proactive your best defense?
- Reading the writing on the wall.
- Position your agency for optimal outcome.
- Know when to hold and when to fold.
- Step-by-step process from A-Z.

## **Instructor – Frank Montes de Oca**

Frank Montes de Oca is the former Emergency Services Director for Orange County, North Carolina and previously served as the Fire Chief and Emergency Services Director for Osceola County, Florida, providing leadership for an all-hazard fire and emergency services department protecting 1,500 square miles from 16 stations. He retired from the Orange County Fire Rescue Division in Orlando, Florida with assignments as the Chief of EMS, Bureau Commander for Safety and Training, and a senior field command officer of a department protecting 1,000 square miles from 30 stations. Following his retirement, Chief Montes de Oca served as the Fire Chief in Springfield, Ohio. He is a Florida Level III Instructor, an adjunct instructor for the National Fire Academy and several colleges and academies throughout the southeast. His focus is firefighter safety and survival, incident command, risk management, crisis mitigation, and leadership development.