

*With CCS you get all the benefits of an experienced, professional, full-time agency administrator at a fraction of the cost*

CCS uses only consultants with decades of experience in their respective field. The experience and expertise you will find includes: chief of department, chief of labor relations, multi-disciplinary collective bargaining, board member, board president, paramedic, facility development, multi-agency coordination, agency consolidations, fire department operations, human resources, classification and pay, fire service instructor, fiscal management, fire department industrial safety, fire prevention, code interpretation, and more.

**Nationally Recognized Consultants**

*"Broad knowledge of ... government, as well as state and federal labor laws"*

Crabtree Consulting Services, LLC  
9245 Laguna Springs Dr., Suite 200  
Elk Grove, CA 95758



**Crabtree Consulting Services, LLC**

**Local Agency Administrative Services**

*Expert service for the small or medium size local agencies*

**(916) 365-2279**



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9245 Laguna Springs Dr., Suite 200, Elk Grove, CA 95758

Office 916-365-2279

Fax 360-684-8891



<http://www.crabtreeconsulting.net>

CCS consultants will meet all of your agency needs.

## Administrative:

- ✓ Policy Review and Development
- ✓ Regulatory Compliance Review
- ✓ Statutory Compliance Review
- ✓ Fiscal & Budgetary Review
- ✓ Efficiency Assessment
- ✓ Fire Prevention & Code Interpretation

CCS can also bring training on any of these disciplines to your location and tailor it to the needs of your agency and staff.

*"Ability to organize and present information was in large part the reason that these seminars were a success"*

## Governance:

- ✓ Retreat Facilitation
- ✓ Leadership Development
- ✓ Board Development

## Project / Program Management:

- ✓ Planned Facility Review
- ✓ Project Management
- ✓ Organizational Review
- ✓ Consolidation Review
- ✓ Multi-agency Organizational Efficiency Review

## Human Resources:

- ✓ Fair Labor Standards Act
- ✓ Collective Bargaining
- ✓ Mediation Representation
- ✓ Firefighter Bill Of Rights
- ✓ Personnel Investigations

*"Both a strong advocate and a reasonable, seasoned negotiator"*

CCS will meet the specific needs of your agency; large or small, through quality services; long term or project based; at competitive rates that meet your fiscal constraints.