

*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, 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.

**Many of CCS's consultants are nationally recognized.**

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

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



**Crabtree Consulting Services, LLC**

**California Firefighter Procedural Bill Of Rights**

*Expert service for the small or medium size fire department*



**(916) 365-2279**

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## An In Depth Review Of The Four Primary Elements Of The FBOR:

- ✓ Investigations
- ✓ Imposing Discipline
- ✓ Appeals Of Discipline
- ✓ Miscellaneous
  - Locker Searches
  - Lie Detector Tests
  - Personnel Files
  - Elective Offices
  - And More

### And:

- ✓ When An Employee Has A Right To Representation & Why?
- ✓ Distinction Between Skelly Hearings & Evidentiary Hearings?

*What You, Your Supervisors, And Your Managers Need To Know*

*Firefighter  
(procedural) Bill Of  
Rights (FBOR)*

## Do You Really Know?

- ✓ Who Is Covered?
- ✓ What Is An Investigation?
- ✓ What Is Discipline?
- ✓ What Else Is In The FBOR?
- ✓ What Can You Do To Minimize The Chance Of Appeal
- ✓ What Can You Do To Minimize The Potential Of Losing On Appeal
- ✓ How Long Do You Have To:
  - Investigate
  - Discipline
  - Appeal
  - Keep Records

This is a two hour workshop, brought to your agency, which exposes the attendee to all the necessary elements of the FBOR, from the perspective of a non-attorney professional practitioner.

*"To avoid serious errors, every supervisor and manager should be trained in the rights of the firefighters that they supervise or manage."*