

# FireGov Consulting

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## Services & Engagement Options

*Specialized consulting for fire and EMS organizations navigating operational, financial, and governance challenges.*

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## What We Do

FireGov Consulting helps fire and EMS organizations survive, stabilize, and sustain. We specialize in one thing no other consulting firm offers: **Joint Operational Governance (JOG)** — a proven alternative to merger that unifies operations while preserving each organization's legal identity, history, and financial independence.

We work with organizations of all sizes — from rural volunteer companies to regional EMS authorities — across the full spectrum of emergency services.

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## Standard Hourly Rate

**\$150 / hour**

All à la carte services and any work outside a flat-fee engagement are billed at the standard hourly rate. Hourly work is invoiced monthly with a detailed activity log.

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## Engagement Options

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### Tier 1 — Organizational Discovery

#### The Starting Point

*"We know something has to change — we just don't know what."*

A structured discovery engagement for organizations that are struggling and exploring options. FireGov conducts in-depth conversations with leadership, boards, and key stakeholders to develop a clear, honest picture of where the organization stands and what paths are available.

#### What's Included:

- Leadership interviews (Fire Chief, Board President, key officers)
- Financial overview review (budget, debt, apparatus replacement needs)

- Membership and staffing analysis
- Call volume and service delivery review
- Stakeholder and political landscape assessment
- Written Discovery Summary with findings and recommended next steps

**Outcome:** You know what you're dealing with — and what options make sense for your situation.

**Engagement Length:** 30–60 days

**Deliverable:** Written Discovery Summary Report

**Fee:** \$2,500 (small/rural) – \$4,000 (larger/complex) flat

## **Tier 2 — JOG Readiness & Partner Identification**

### **Is JOG Right for You?**

*"We think cooperation is the answer — but with who, and how?"*

For organizations that have completed Discovery (or already know their situation) and want to explore Joint Operational Governance as a solution. FireGov assesses JOG fit, identifies potential Governing or partner organizations, and delivers a detailed readiness report.

#### **What's Included:**

- JOG model presentation to leadership and board
- Multi-organization landscape analysis (who are the potential partners?)
- Identification of the likely Governing Organization
- Preliminary JOG structure recommendation
- Stakeholder readiness assessment (cultural, political, operational)
- Written JOG Readiness Report with recommended structure

**Outcome:** You know whether JOG is the right path, who your partner should be, and what the governance structure should look like.

**Engagement Length:** 30–60 days (may overlap with Tier 1)

**Deliverable:** JOG Readiness Report

**Fee:** \$3,500 – \$5,500 flat

*Tiers 1 + 2 bundled: \$5,500 – \$8,000*

## **Tier 3 — JOG Design & Agreement Development**

### **Building the Framework**

*"We've decided to move forward. Now we need the agreement and the structure."*

FireGov designs the full JOG governance structure and drafts the Joint Operations Agreement tailored to your organizations, your state's laws, and your operational realities.

**What's Included:**

- Joint Operations Committee structure design
- Officer appointment framework
- Staffing and roster integration plan
- SOG alignment roadmap
- State law and bylaw compliance review
- Branded Joint Operations Agreement (draft)
- Board presentation support
- Up to 2 rounds of revision based on stakeholder feedback

**Outcome:** A ready-to-sign Joint Operations Agreement and a clear implementation roadmap.

**Engagement Length:** 45–90 days

**Deliverable:** JOG Agreement (draft + final), Implementation Roadmap

**Fee:** \$6,000 – \$10,000 flat

*Note: FireGov does not provide legal advice. We recommend each organization have the agreement reviewed by independent legal counsel prior to signing.*

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## **Tier 4 — JOG Implementation Support**

### **Making It Real**

*"The agreement is signed. Now what?"*

The hardest part of JOG isn't the agreement — it's the first 90 days. FireGov provides hands-on implementation support to ensure the transition from two organizations to one unified operation goes smoothly.

**What's Included:**

- Implementation kickoff facilitation
- Joint Operations Committee setup and first meeting facilitation
- Roster integration and officer appointment support
- SOG review and alignment (first phase)
- Communication and change management support for membership

- 90-day check-in and course correction
- Monthly advisory calls for the first 6 months

**Outcome:** JOG is operational, leadership is functioning, and the community is being served — without the political fires that derail most transitions.

**Engagement Length:** 6 months post-signing

**Deliverable:** Monthly progress reports, implementation milestone tracking

**Fee:** \$1,500 – \$2,500 / month (retainer)

## Tier 5 — Ongoing Advisory Your Consultant on Call

*"We want FireGov in our corner as we navigate what comes next."*

For organizations that want continued strategic guidance after JOG implementation — or those that want a trusted outside perspective for leadership decisions, board challenges, or operational issues.

### What's Included:

- Up to 6 hours/month of advisory access (phone, email, video)
- Quarterly strategic review calls
- Priority response to emerging issues
- Discounted rates on additional document or engagement work

**Engagement Length:** Annual contract, renewable

**Deliverable:** Ongoing advisory access

**Fee:** \$750 – \$1,500 / month (retainer)

## À La Carte Services

For organizations that need targeted help without a full engagement. All à la carte work billed at **\$150/hour** unless a flat fee is listed.

| Service            | Description                                               | Fee          |
|--------------------|-----------------------------------------------------------|--------------|
| Board Presentation | FireGov presents JOG model to your board or membership    | \$1,500 flat |
| Agreement Review   | Review of an existing mutual aid or cooperation agreement | \$2,000 flat |

|                             |                                                                               |              |
|-----------------------------|-------------------------------------------------------------------------------|--------------|
| Merger Alternative Analysis | Written analysis of merger vs. JOG vs. other options                          | \$2,500 flat |
| Grant Strategy Session      | Identify and prioritize grant opportunities for your organization             | \$150/hr     |
| SOG Gap Analysis            | Review current SOGs against applicable standards                              | \$150/hr     |
| Stakeholder Facilitation    | Facilitate a difficult conversation between boards, unions, or municipalities | \$1,500/day  |
| Expert Testimony / Advisory | Support for municipal hearings, authority negotiations, or legal proceedings  | \$2,500/day  |

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## Full JOG Engagement (Tiers 1–4)

For organizations ready to go from Discovery through Implementation, FireGov offers a bundled full-engagement rate:

**\$20,000 – \$35,000** depending on organizational size and complexity, spread over 9–12 months.

*For context: a full legal merger in PA typically costs \$75,000–\$150,000+ in legal fees alone — before the political and operational cost.*

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## How We Work

**We come to you.** FireGov consultants are practitioners, not academics. We've been in the room when the chief told the board the money was running out. We know how these conversations go.

**We tell you what we see.** If JOG isn't the right answer for your situation, we'll tell you. Our job is your organization's sustainability — not selling you a model that doesn't fit.

**We protect the mission.** Everything we do is in service of one goal: keeping emergency services available to the people who need them.

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## Engagement Process

1. **Initial Call** — 30-minute no-cost conversation with FireGov to discuss your situation
2. **Proposal** — FireGov recommends an engagement tier and provides a written proposal

- 3. **Agreement** — Consulting agreement executed
- 4. **Engagement** — FireGov gets to work
- 5. **Deliverable** — Report, document, or roadmap delivered
- 6. **Follow-on** — Optional continuation to next tier or advisory

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*FireGov Consulting | All services are confidential. FireGov does not share client information with any third party without written consent.*