

Proposal for Town of Rolesville, Rolesville Rural Fire Department,  
And Wake County  
To Develop A Fire Services Unification Agreement - April, 2021

**Purpose:** To develop and agree to a legally binding agreement between Town of Rolesville (TOR), Rolesville Rural Fire Department (RRFD) and Wake County that would completely transition the personnel, operations, finances, equipment, and infrastructure of RRFD to the TOR for a newly established TOR Fire Department. On the second page is the RRFD March 9, 2021 motion to develop this agreement.

**Methodology:** A facilitated group negotiated agreement over the course of three to six months. Virtual and in-person. Regular informational sessions with Boards and employees.

**Participants:**

TOR - Manager, Finance Director, and up to two (2) Commissioners or Mayor.

RRFD - Fire Chief, Assistant Fire Chief, two (2) Full-time Firefighters, two (2) Volunteer Firefighters, up to two (2) Board members.

Wake County - Fire Services Director Darrell Alford,

**Facilitator/Agreement Developer:** Greg Grayson, NC Fire Chief Consulting

**Unification Target Date:** July 1, 2022 through December 1, 2022.

**Framework of an Agreement:** The agreement will consider several benchmarks that can be attained from date of approval to Unification date. Some benchmarks could include:

- Continuation of similar level of service as exists in 2021 for both the Town and for unincorporated areas
- Town hiring of full-time Fire Chief through a selection process that will include RRFD and County assessors providing input
- Transition dates, if different from Unification date, of:
  - Assets and determination of ownership
  - Employees
  - Organizational responsibilities
  - Town determination of Full-Time Firefighter pay, benefit, and classification plan
  - Town and County determination of budget and cost sharing via a new contract starting at the Unification date
- Determination of process for determining design and construction of a new fire station; this would include possible commitment by Town and County on fiscal year start and end date. Priority for location will be the three RRFD parcels but County has requested a date driven analysis based upon NFPA Standard for determination.
- RRFD and Town of Rolesville determination of RRFD Board role after Unification

If it is of interest to have the employees of RRFD merge into the town of Rolesville as town employees, an agreement of consolidation must be reached between the RRFD board and the Town of Rolesville Board of Commissioners. This agreement must include an ultimate date of completion of the entire merger of the RRFD into the Town of Rolesville and the necessary steps (with dates of completion) which must occur in order to reach this final objective.

This does not mean that we have to wait until the entire consolidation is complete in order to merge the RRFD employees into the Town of Rolesville as town employees.

