




Why Not?

- Resistance to change
- Employee impacts
- Conflicts – organizationally & personally



Why not?

- Prior allegiances
- Risk
- Lack of commitment



We began...

- Leadership expressed desire to discuss shared services
- Agreed to start a process; structured and had some ground rules
- Inventoried our current situation
- Met/held facilitated retreats to focus and initiate communication
- Assessed lessons learned from our own experiences and other counties

Known Challenges in this Process

- How to deliver the service seamlessly / transition to new model and not “lose”
- **Handling of labor issues** – although unions more motivated in current economy
- **Local control** – What services and how they are delivered are core to community identity
- The balance of shared governance
- Overcome competitive or lone ranger mindsets

Existing Assets in this Process

- High trust and openness among Managers in Sonoma County, willingness to work together
- Specialized staff
- Infrastructure and technology investments
- Strong relationships
- Compelling need is commonly understood
- Common financial challenges

What to Tackle First

- Start slowly
- Start with the easy programs/lower visibility
- Find champions/interested parties
- Recognize that each deal is different – Case by case assessment:
 - Threshold of savings
 - Local control issues
 - Geographic issues
 - Grouping like services
 - Sense of urgency
 - Culture of each agency/community

What We Know...

- Shared services/regionalization is new wave of the future of government, not a trend;
- Managers committed to continue exploring and implementing new partnerships



What We Know...

- Increasingly, local issues are regional in nature and require broad strategies – climate, transportation, environment, homelessness
- Look for all kinds of partners – special districts, schools, State, non-profits
 - As demographics change – you need to be flexible
- The shared values of economy, efficiency, best use of public resources, respect for individual agency needs, and added value by working together can drive future decisions and lead to great success!

Every Journey Starts with Single Step

- Partnering on services can be done!



Thank you