

# COURSE DESCRIPTIONS FOR 2016

(Detailed presenter biographies can be found under the “Speaker Bios” tab on the VFCA Conference Website)

## Wednesday February 24, 2016

**NFPA 1031 Recertification Hours (8 AM - 5 PM)**  
**Presenters: VDFP Staff**

The course is open to all state and local inspectors and will provide CEU's for those that are currently certified with the VFMA and require recertification credits. Conference attendees are encouraged to take advantage of this opportunity to earn much needed recertification hours. **This course qualifies for 8 hours towards 1031 recertification.**

**Fire Ground Air Monitoring (4 hours) (8 AM - Noon)**  
**Presenters: Todd Cannon and Thomas Jordan**

This session will discuss common air monitoring equipment currently used during fire ground operations today. The session will focus on the composition of atmospheres found at fire scenes, the toxic effects of over-exposure to these materials, the proper use of multi-gas detection units, and interpretation of the results. The session will provide hands-on activities using multi-gas detectors to demonstrate the proper use of the equipment. **This course can be used towards hazmat related certification hours.**

**Petroleum Spills – When the Slick Hits the Sand! (1 PM – 5 PM)**  
**Presenters: Todd Cannon and Thomas Jordan**

This presentation will discuss the issues emergency responders face when petroleum products are released onto land or into water. Topics covered include understanding petroleum product properties, the behavior of petroleum when released such as oil formations, estimating the amount of petroleum on waters, and tactical considerations for dealing with petroleum product releases. The program will also discuss the implementation of sorbent and containment boom strategies and a demonstration of some of the equipment necessary to deploy this option. **This course can be used towards hazmat related certification hours.**

**Traffic Incident Safety Management Course (1 PM – 5 PM)**  
**Presenters: Stan Langford and Anthony Gordon**

Three injury crashes occur every minute in the United States, putting incident responders in harm's way every day. Well trained responders help improve traffic incident response and improved incident response improves the safety of responders and the public, while reducing secondary crashes, decreasing traffic delays and reduce incident response times. This program was created by responders for responders and provides first responders a shared understanding of the requirements for safe, quick clearance of traffic incident scenes; prompt, reliable and open communication; and motorist and responder safeguards. This training covers traffic incident management fundamentals and terminology; notification and scene size-up; safe vehicle positioning; scene safety; command responsibilities; traffic management; special circumstances; clearance and termination; and telecommunications. **This is a certification course.**

## Wednesday and Thursday, February 24-25, 2016

### **Chief Officer 101**

**(8 AM - 5 PM Daily)**

**Presenters: Various State and Local Officials**

This 16 hour program will cover key subject matter relevant to all chief officers. Topics include: roles and responsibilities of a chief officer; legislative and political role of the fire chief; OSHA/legal/safety/NFPA/ISO; funding, budgeting and financial management; training and credentialing your department; fireground operations; understanding state agencies; and understanding the Virginia Line of Duty Act.

### **Basic Public Information Officer Course**

**(8 AM - 5 PM Daily)**

**Presenters: Dawn Eischen**

This 16 hour course is designed for aspiring, new or less experienced public information officers (PIO) and focuses on the essential emergency PIO functions. This course will teach PIOs how to write a news release, conduct an on camera interview and prepare for an awareness campaign. **Prerequisite includes completion of the FEMA IS-29 Public Information Officer Awareness Course which can be found and taken online. [This is certification program.](#)**

## Thursday, February 25, 2016

### **NFPA 1031/1033 Recertification Hours**

**(8 AM - 5 PM)**

**Presenters: VDFP Staff**

The course is open to all state and local fire marshals, investigators and inspectors and will provide CEU's for those that are currently certified with the VFMA and require recertification credits. Conference attendees are encouraged to take advantage of this opportunity to earn much needed recertification hours. **[This course qualifies for either 8 hours of 1031 or 8 hours of 1033 recertification.](#)**

### **Shaker's Forum**

**(8 AM - 5 PM)**

**Presenters: Mark Light and Chris Eudailey**

Designed for chief officer level issues, this facilitated discussion will involve all participants in an open forum environment. Facilitators will work with the participants to develop a list of subjects relevant to today's fire service. The group will discuss the various "hot topics" and share information on successes, challenges and best practices. The Shaker's Forum is the ultimate in fire service networking. Come and join the group of fire service Shakers and learn from the real world experiences of your peers and colleagues.

## **Public Safety Technology Forum**

(This 8 hour forum will take an in-depth look at the various uses of technology as it relates to public safety. Each module is presented as stand-alone offerings, therefore attendees may attend one or more classes. These classes are applicable to all fire and EMS personnel, regardless of rank.)

### **Company Officer's Guide to Training Presenter: Tim Riley**

**(8 AM – 9:30 AM)**

Program covers the ISO training requirements in detail and how to document training to both meet the required training hours and the desired documentation ISO prefers. Additionally, the participants will learn how to efficiently document the training on the Target Solutions platform and be able to track training and other department credentials.

### **Integration of Drones for Incident Response Presenter: Darren Goodbar**

**(9:45 AM – 10:45 PM)**

This session will take an in-depth look at the various uses of technology as it relates to public safety and drones. The presenter will discuss the regulatory environment, realistic applications and up to date tools available to incident commanders for structure, industrial, wildland and hazmat response. The presenter will discuss equipment and technologies as it relates to emergency response, the use of small aircraft for incident management, and forecasting applications.

### **The Use of Digital Technology for Station Alerting Presenter: Representatives of US Digital Designs, Inc.**

**(11 AM – Noon)**

What type of station alerting system does your department need? With over 10 years experience and over 1,100 stations systems installed; and over 300 cities serving over 19 million people being protected, the G2 fire station alerting system is current, state of the art technology. The presenter will share lessons learned and a few tricks and tips from their customers that can help your department optimize your station alerting system design for the most effective and dependable alert, response, and best value for your dollar. The program will include an open discussion of the best practices related to design, phase-in and installation, configuration, reducing response times and increasing situational awareness.

### **GIS for Fire and Emergency Services Presenters: Representatives of ESRI**

**(1 PM - 2:30 PM)**

Much more than a “map making” software, GIS has become an important framework for how fire departments use and share data. Discussions will provide a background on how GIS can help with nagging data management and integration problems. Departments from around the state will demonstrate how they are using GIS to improve planning, preparedness and operational response. Best practices showing how data can be used for assessing risk, modeling response times, and determining resource allocation in order to improve overall response will be discussed. The session will highlight some of the key building blocks for applying GIS to your agency. The transition to a data driven organization is more about culture change than technical competency and requires intent, commitment, expertise and a willingness to change. With recent advances in GIS, this challenge is becoming more attainable for all departments. Come and see!

**Practical Use of Online Applications and Resources**  
**Presenters: Representatives of ESRI**

**(2:45 PM – 5 PM)**

ArcGIS Online is a cloud based mapping platform used by an increasing number of agencies in Virginia and across the nation. Designed for data sharing and collaboration, ArcGIS Online platform can help organizations begin basic mapping functions which can assist in the development of basic map products and analysis tools. These basic map products and tools can easily be used for accreditation purposes, planning, prevention and overall operational response. This session will provide an overview of the ArcGIS Online and other resources that can be used regularly and are readily available. This presentation is intended primarily for non-GIS professionals to provide an orientation to the platform and show a variety of ways it can be used within your emergency response agency.

**+++++END OF PUBLIC SAFETY TECHNOLOGY FORUM +++++**

**Leadership and Management Symposium (Day 1)**

(Important Note: Formerly known as the Company Officer Symposium, this is a two day, 16 hour offering; however, each day and module are presented as stand-alone offerings, therefore attendees may attend one or both days, any or all modules. These classes are applicable to all fire and EMS personnel, regardless of rank.)

**Intoxicated Leadership: How to Avoid Leading Under the Influence of Your Emotions** **(8 AM - 9:45 AM)**

**Presenter: Ben Martin**

Have you ever found yourself wondering how an argument escalated so quickly? Have you ever heard the words “too passionate” or “you care too much?” Think back to the last time you had a heated argument and before you knew it, something spewed from your mouth and sounded nothing like what you wanted it to. How can a better understanding of how your body perceives and responds to conflict impact your ability to remain calm and get your points across clear and succinctly? As leaders, how can we recover when we find the taste of foot in our mouths? What do the new leadership buzzwords *Emotional Intelligence* mean anyway? Come find out how to avoid letting your emotions make you a “junkie” in your organization at the expense of your team. This class is designed to promote leadership competency and resiliency.

**Speak the Language: A Primer in Leading the Generations** **(10 AM – Noon)**  
**Presenter: Charles “Chip” Lutz**

Unlike any time in history, there are four generations working together in today’s workforce. Leading multiple generations can be difficult if you don’t understand what they value and how to connect with them. This fun, informative presentation covers inter-generations and what leaders can do to connect, inspire and improve teamwork. Topics discussed include: identifying generational differences, creating cohesive work environments, eliminating the barriers, and just getting to know each generation as the people they are.

**I took the promotional test....Now what?  
Presenters: Justin Adams and Jake Britt**

**(1 PM – 2:45 PM)**

This program is an interactive group led discussion about the challenges facing newly promoted and aspiring company officers during the transition of moving from the jump seat to the front seat. The view from the front seat offers quite a different perspective than the jump seat. As an officer, you are now responsible for not only your own safety, but those who work with you. You will be forced to make decisions based on your experience while maintaining the mission and values of your organization. This class will primarily focus on the interpersonal skills and challenges associated with being an officer. As an officer, your words now carry weight. You are looked upon as the leader, boss, friend, mentor and coach... are you prepared for this responsibility? Have you had the proper training in personnel counseling and conflict resolution? This class will help you with the necessary knowledge, skills and abilities to overcome the challenges of being a new officer. The presenters will discuss leadership traits and characteristics; developing incident action plans; incident and LODD reviews; round table discussions, career development and succession planning. Scenario based training and role playing will be used to demonstrate points. A questions and answer session will close out the program. .

**Tough Talking: The Art of the Difficult Conversation  
Presenter: Tim McKay**

**(3 PM - 5 PM)**

Have you ever had that feeling like you know you should speak up but decided not to? Have you ever thought about engaging an employee about their behavior or performance but then shied away from the conversation? No one enjoys being the bad guy. As it turns out, you don't have to be. Among the most important skills for a supervisor to possess is the ability to have a critical or potentially unpleasant conversation with an employee, co-worker or even with their supervisor. Utilizing skills from the popular book *Crucial Conversations*, this session will teach leaders how to identify the need for a tough conversation, to consider the costs of not having that needed talk, and then identify ways to hone and utilize their emotional intelligence to make the conversation be as beneficial, meaningful and productive as possible. This course is designed to be highly interactive and encourages the use of real world scenarios to make, emphasize and apply the topics discussed.

**+++++END OF LEADERSHIP and MANAGEMENT SYMPOSIUM DAY 1 +++++**

**Engine School: H.O.T.**

**(8 AM – 5 PM)**

**Presenters: Carlton King, Brad Harris, Darren Lucas, Kenny Simon, Mike Hall, Shaun Whiteley**

This class is centered on engine company firemanship and reinforces the transition from "proficiency to mastery" in the following engine company disciplines: nozzle theory and nozzle mechanics; water application; hoseline deployment; ladders; and forcible entry. This course is comprised of four H.O.T. stations, operating on two hour rotations. Each student will participate in each station. **This course will be held at the Virginia Beach Training Center. PPE is required. There is a 32 student limit for this class.**

**Overtured Gasoline Tanker: Command, Control and Lessons Learned (10 AM – Noon)**  
**Presenter: Tim McKay**

It is rush hour and you have just received a call for an overturned gasoline tanker blocking all lanes of the interstate. What's your plan and priorities, and who will be impacted? These questions will be answered in this case study involving a ruptured gasoline tanker with a trapped and injured occupant. Items discussed will include: unified command; traffic incident management principles; interagency cooperation; patient care and extrication in the hazardous materials environment; operations level HazMat strategies and tactics; environmental challenges and concerns; and media relations. Occurring in Chesterfield County (VA), and presented by the incident commander, the presentation will include audio recordings, photos and diagrams. While didactic in nature, the program will be interactive and student participation will be encouraged to further the learning objectives.

**UNCommon Sense for the UNConventional Leader (1 PM – 3 PM)**  
**Presenter: Charles "Chip" Lutz**

Position your leaders for success with this interactive program that gives them the tools to move past organizational barriers and connect with team members in a real, powerful way. Journey with Chip as he humorously relays how to communicate with team members, empower them to make a difference, and have fun while they move towards mission accomplishment! Items discussed during this presentation include: eliminating communication barriers; increasing connections between team members; developing better decision making skills; decreasing team stress; and increasing creativity and productivity.

**Joint Response to Hazardous Devices: Integrating Hazmat Team and EOD Unit Operations (1 PM – 5 PM)**  
**Presenter: Jeff Powell and Chris Ferguson**

The safe and efficient mitigation of hazardous devices is best achieved when professional explosive ordinance disposal and hazardous materials responders work together. Henrico County (VA) fire and police responders developed an effective response solution for these emergencies which includes bringing together shared expertise under a unified hazmat branch. This response program ensures an organized format for site control, incident mitigation, and provides the appropriate rescue, decontamination, and medical support to ensure responder and citizen safety. After a review of the response model, students will be briefed on a mock incident and an interactive discussion will review incident command roles and responsibilities. Case studies will be discussed related to special events, including NASCAR and the 2015 UCI World Cycling Championship races, as well as military ordinance and improvised hazardous device responses. Additional information will be presented to help students set up a similar partnership within their own jurisdictions. A question and answer session will conclude the presentation to assure that all individual learning expectations are met.

**The Fire Department Assessment Center: The Boot Camp**  
**Presenter: Michael Barakey**

**(1 PM – 5 PM)**

This workshop will prepare attendees for the grueling assessment center process and provide them with the opportunity to know the "how and why" you are being assessed with the various assessment center methods. The process is predictable and learnable. With this class and with a strong desire to prepare and study, attendees will be more successful in their next assessment center. The presenter will use interactive slides, (pictures and videos) regarding how and why assessment centers are so widely used in promotional processes. Class interaction and participation will be used to demonstrate the four phases of a typical fire service assessment center. The four phases discussed will be: 1) the written examination: how the questions are derived and how to best prepare; 2) the tactical assessment: demonstrate the various methods assessors use to challenge and identify promotable candidates; 3) oral interview: demonstrate the interviewing methods and how the assessors decide on questions for the process; and 4) in-basket exercise: demonstrate methods used to prioritize and solve the items of the in-basket exercise. After completing this class, attendees should be better prepared and more confident during their next assessment center process.

**Emergency Vehicle Driving Overview**  
**Presenter: William Niehenke**

**(1 PM – 2:45 PM)**

This class is an overview of the VFIS 16-hour Emergency Vehicle Driver Training course. Emergency vehicle operators (EVO) in today's society carry a heavy responsibility and the penalty for inadequately training your operators also carries legal consequences. EVOs and the agencies they represent can and have been held criminally and civilly responsible for their actions. This program will discuss proper driving techniques, legal aspects, vehicle inspection and maintenance programs, and the mental and physical aspects of driving. The program also discusses the long-term impact of an accident on the EVO, the agency and the community in which they serve.

**The SLICE-RS Booster Shot**  
**Presenter: Eddie Buchanan**

**(3 PM – 5 PM)**

The SLICE-RS Booster Shot provides an update on the implementation and evolution of the SLICE-RS concept, based on the fire dynamic research conducted by National Institute of Standards and Technology (NIST) and the Underwriter Laboratories (UL). As the research has evolved, so has the tactical implementation. The program provides specific best practices regarding flow path management and exterior water application. Students should have an awareness level knowledge base of fire dynamics research to attend. Fire officers who are tasked with instructing fire dynamics concepts will greatly benefit from the program. The learning objectives for this presentation include: conducting a quick review of the SLICE-RS concept; developing an understanding of how pressure influences flow path in a modern-fueled environment; developing an understanding of how oxygen deficient environments contribute to bi-directional flow paths; presenting tactics for managing bi-directional and unidirectional flow paths; developing an understanding of how fire streams can interrupt flow path and have a negative tactical outcome; and presenting best practices for water application for the most effective cooling effect and minimal disruption of air flow. The objectives will be achieved using lecture and audio visual support. The program is interactive with open discussions between the class and instructor to ensure attendees have a full understanding of the content in order to implement these concepts in their own departments.

## Thursday and Friday, February 25 and 26, 2016

**Advanced ICS for Command & General Staff: Complex Incidents** (8 AM - 5 PM Daily)  
**Presenters: Joe Bailey and Wally Burris**

Also known as ICS-400, this course is intended for current and rising command and general staff personnel (officers) to provide them with the knowledge necessary to establish and maintain effective management and coordination of complex and/or multi-faceted incidents. This course conforms to the National Incident Management System (NIMS) training criteria for senior and command officers. At the conclusion of the program, students will be able to: (a) identify the incident management process of command and general staff functions during complex incidents as prescribed by the Incident Command System; (b) describe the implementation of the incident management process on a complex incident; and (c) describe the management and coordination process during multiple concurrent incidents. **Prerequisites include ICS 100 and ICS 200 or Basic ICS IS195/V200, and ICS 300 or Intermediate ICS (G195). This is a certification course.**

## Friday, February 26, 2016

**NFPA 1033 Recertification** (8 AM - 5 PM)  
**Presenters: VDFP Staff**

The Virginia Department of Fire Programs (VDFP) will present this eight hour program designed to meet a portion of the recertification requirements for NFPA 1033 Investigator certification. Conference attendees are encouraged to take advantage of this opportunity to earn much needed recertification hours. **This course qualifies for 8 hours towards 1033 recertification.**

**Search and Rescue for First Responders** (8 AM – 5 PM)  
**Presenters: Billy Chrimes**

This course is designed for law enforcement, fire and emergency services personnel who are the first responders to a search and rescue incident. The intent of the course is to provide enough tools to adequately evaluate an incident and to take appropriate initial actions in the first six hours of the incident. The course will cover topics in resources, initial actions, search operations, and end in a table top exercise. **This is a certification course.**

**The Irons Academy: H.O.T.** (8 AM – 5 PM)  
**Presenters: Jeremy Williams and William Reynolds**

As many fire ground tactics and procedures continue to evolve, the focus tends to fall away from foundational fire ground skills. No matter your stance on current fire ground tactical debates, you will always need to access a building; however, many firefighters are not proficient at accessing buildings. This course focuses on increasing efficiency through proficiency. The Irons Academy places a focus on using the most reliable tools, the irons, for accessing buildings. Learning and proficiency is achieved by understanding the tools and developing a system of steps that will allow the attendee to establish a working foundational approach when forcing doors with conventional tools. This eight hour course is focused on strengthening and building upon the participant's



foundational forcible entry skill sets and developing muscle memory. The instructors will focus on what academies and manuals commonly fail to teach or explain, and will demonstrate and teach street proven techniques. This course is reality based training, and not theory based teaching. **Requirements: Full firefighting PPE, SCBA and mask. Hearing protection is recommended. Students are recommended to bring any forcible entry tools they want to use. This is a full 8 hour course with hands-on work. This course can be physically demanding at times. Students should be in good physical condition. This course will be held at the Virginia Beach Training Center. There is a 25 student limit for this class.**

**Effective Aerial Apparatus Positioning and Operations**  
**Presenter: John Burruss**

**(8 AM – Noon)**

This interactive and fast-paced presentation explores the reasons why all fire service personnel from recruits to chief officers should become more knowledgeable in aerial ladder operations. This presentation will discuss the physics behind aerial ladders; the different types of aerial ladders and their advantages/disadvantages; aerial ladder structural stability; and best practices on improving positioning, stabilizing and operating aerial ladder apparatus for both aggressive fire attack and rescue situations. Also discussed will be proper operating practices focusing on aggressive positioning; operations and fire attack; improving the scrub area, fire attack strategies, examples of improper aerial placement; and case studies related to aerial ladder failures. Special emphasis will be on the 12 reasons for aerial ladder failure reinforced with real world examples.

**High Performance Coaching and Leadership Academy**  
**Presenter: Kelly Walsh and Dan Jones**

**(8 AM – Noon)**

This “High Performance Coaching and Leadership Academy” is offered by 1 Smart Career and is designed to address leadership deficiencies in fire service organizations. In its entirety, the full academy consists of 24 – 72 hours of instruction; however this program will deliver a sampling or mini-sessions from the full academy. Topical matter of the mini-sessions include: creating a high-performance culture; discussing the 10 commandments of fire officership; identifying behaviors that derail good performance; establishing plans to improve performance; and identifying leadership best practices which can be integrated into your own personal leadership style.

**Joe Torrillo’s Leadership Lessons**  
**Presenter: Joe Torrillo**

**(8 AM – Noon)**

Joe Torrillo will share many of his leadership and real-life lessons learned during this presentation. Topical discussions will include: building, managing and leading your team; bringing labor and management together; leading change in your fire company; and overcoming obstacles and challenges.

## **Administrative Professionals Day**

### **Handling the Heat: Being Effective with Competing Demands & Limited Time (8 AM – Noon) Presenter: Paula King**

This course reviews ways for individuals to effectively address situations in which they feel overwhelmed by multiple demands and time pressures. Discussion will review common pitfalls of inefficiency and help individuals identify their personal time wasters. Participants will be given an opportunity to identify their common challenges with time and task demands, and will explore specific strategies they can employ to increase their level of effectiveness and productivity. (Important Note: This seminar is open to all conference attendees. The course material is applicable to all attendees and all are highly encouraged to attend and network with our administrative professionals.)

### **Chain Saw Safety Program (8 AM - Noon) Presenter: Gary Umphlett**

Upon completion of this program, attendees will understand the importance of proper chain tensioning, starting and cutting techniques and the importance of saw maintenance, including the difference between bar oil and motor oil for chain saw bars. This program has been recognized as the finest chain saw safety training in the world and is a must for anyone who operates chain saws. At the conclusion of this presentation, students will receive a certificate of completion. **This course will be held at the Virginia Beach Training Center. PPE required is eye protection, gloves and steel-toed work boots. There is a 15 student limit for this class.**

## **Leadership and Management Symposium (Day 2)**

(Important Note: Formerly known as the Company Officer Symposium, this is a two day, 16 hour offering; however, each day and module are presented as stand-alone offerings, therefore attendees may attend one or both days, any or all modules. These classes are applicable to all fire and EMS personnel, regardless of rank.)

### **Living to be that “old timer” Firefighter...Take care of yourself! (8 AM - Noon) Presenters: Bryan Frieders, Dr. Robert Daniels and Nick Baskerville**

The fire service works very hard to read fire conditions, interpret special operations information, and identify what medications to give to patients. With that said, can we read our own signs of heart disease, interpret a coworker's mental distress level, or predict our own potential for developing cancer? This program will discuss the awareness, prevention, and survivability related to firefighter safety and health threats. Using the panel format, which will include members of the Virginia fire service, healthcare professionals, and other subject matter experts; the goal of the program is to raise your awareness level and prevent future health problems such as cancer, heart disease, and mental health issues. Members of the VFCA Company Officer Section will facilitate this panel discussion, and a question and answer session will close out the program.

**Buried Alive With the Will to Survive: From Devastation to Inspiration (1 PM – 3 PM)**  
**Presenter: Joe Torrillo**

September 11, 2001 is a day when the world stood still. Buried, crushed and bleeding beneath tons of rubble from the South Tower; Joe wondered what life could be if given just one more day. Later, he was miraculously found by rescue workers with multiple fractures, head injuries, and in severe respiratory distress. The light of day was something he always took for granted. Within ten minutes of being rescued, Joe was buried again under the debris from the collapse of the North Tower. Joe now travels the world sharing his amazing and inspirational story of survival. A real and regular person, he shares his lessons of managing fear under the most horrible situations. It is Joe's hope that his lessons learned on and after 9/11 will inspire everyone to thrive through change under any circumstance, and to accept and handle unexpected stress and adversities by redirecting them with positive empowerment toward reaching their goals and dreams. The presenter will discuss the following life-changing concepts: success is not luck, it is the intersection where preparation meets opportunity; happiness is paying the price of building character and a good reputation; bravery is the coward that escapes from inside of you; the first step of getting somewhere is to decide that you are not going to stay where you currently are; the best lessons in life often come from the bad and the wrong, for they are the ones from which you learn the most; and self doubt is our worst enemy, for it seeks to compromise our ability to succeed.

**3 Things You Can Do Right Now for More Impact as a Leader (3:15 PM – 5 PM)**  
**Presenter: Kelly Walsh**

These are challenging times for leaders. All levels of fire leadership are serving an array of customers in more capacities than ever before. When we are so busy with strategies and tactics, it is often hard to find time to explore improving your personal leadership style. This presentation challenges participants to raise their game. This presentation will discuss three specific ways to think and interact with others for a more satisfying, successful leadership role. Attendees will understand their own style and attitudes as a leader; learn the skill of professional coaching; use coaching as a communication tool to interact with employees; understand “dreaming vs. eating” and how thinking bigger and working on “moon shots” should accompany daily tasks; and using the art of influence to turn ideas into reality.

**+++++END OF LEADERSHIP and MANAGEMENT SYMPOSIUM DAY 2 +++++**

**A Day in the World of EMS**

**Fire-Based EMS: It's Not Your Grandfather's Fire Department Anymore (8 AM – 9:45 AM)**  
**Presenters: Richard R. Bowers and Jason R. Jenkins**

This program will provide the attendees with an understanding of the various fire-based EMS service delivery models available; and information on data that drives informed decision making related to service delivery models. The instructors will discuss the results of data driven decisions regarding a fire-based EMS service delivery model so that attendees can gain a better understanding of data analysis to support service delivery models and their response environments. The instructors will discuss the return on investments relative to fire-based EMS systems. **This program may be used for EMS continuing education units.**

**Explaining Mobile Integrated Healthcare for Fire and EMS (10 AM - Noon)**  
**Presenters: Mike Berg, Dan Dillon, Jeff Meyer, John Sayers, E. Reed Smith and Allen Yee**

This panel discussion will focus on mobile integrated healthcare and explain the current practice of pre-hospital medical care. Attendees will learn about the growing interest in integrating pre-hospital emergency resources with community healthcare partners in order to improve patient experiences and outcomes, and to positively impact the overall health of a community. The discussions will include: the Institute for Healthcare Improvement Triple Aim; the Affordable Care Act and the impact on fire and EMS; understanding mobile integrated healthcare and community paramedicine; expanding the role of paramedics; the components of a mobile integrated healthcare program; identifying the stakeholders in a mobile integrated healthcare program; funding sources; and developing your own mobile integrated healthcare program. The panelist will include individuals whose agencies are currently involved in mobile integrated healthcare and members with extensive knowledge regarding successful program development and implementation. **This program may be used for EMS continuing education units.**

**Burn Care for the Pre-hospital Provider (1 PM – 2:45 PM)**  
**Presenters: Dr. Michael Feldman**

This presentation will provide attendees with an opportunity to become familiar with complex burn care in both adult and pediatric patients. This program will review modern resuscitation techniques with a focus on pre-hospital recommendations and how to approach those patients who are “non-responders.” Mike will also give a detailed review of the differences between adult and pediatric burn care as well as updates on the care of inhalation injury, chemical and electrical burns. **This program may be used for EMS continuing education units.**

**Baltimore April 2015: Delivering EMS during Civil Unrest (3 PM – 5 PM)**  
**Presenters: Mark R. Fletcher and Karl Zimmerman**

Seen from the eyes of those in the trenches, this program will discuss the challenges specific to emergency response during civil unrest and will describe the modifications made to emergency response dispatch and treatment protocols necessary to survive the incident. The presenters will review the strategies used for patient and provider safety and outline the plans for the preparation and mitigation of future incidents. The discussion will focus on data and call volume, operational periods, mutual aid, logistical and safety challenges, interagency communications, medical response, surge capacity, response plans, future directions and lessons learned. **This program may be used for EMS continuing education units.**

**+++++END OF A DAY IN THE WORLD OF EMS +++++**

**Reducing Fire Apparatus Accidents: A Management Approach**  
**Presenter: Bill Tricarico**

**(10 AM – Noon)**

Fire apparatus accidents are a leading cause of firefighter line of duty death and injury. Of far less importance but still significant, the monetary losses related to these incidents are staggering. So, rightfully, we spend a good deal of time discussing and training to reduce such events, however they continue to occur with frightening frequency. A recent three-year study into the root causes of these incidents indicated management techniques which have had a significant impact on reducing the accidents. The three year study, covering over 1,000 U.S. Fire Departments indicated six areas, controlled by the departments' management, which had a direct effect on the frequency and severity of fire apparatus accidents. This study confirmed several items which risk management has relayed to fleet managers for years, but now actual and numerical proof is at hand. This class will go into the findings in detail providing fire chiefs with specific recommendations to reduce apparatus accidents and related firefighter injuries. All of these six factors are under the control of fire department management and when administered properly can have a positive effect on collision frequency and severity. The study is updated every three years and is currently under review, so the findings presented here will be either new or newly confirmed. When visiting fire departments with poor accident history, the instructor very often find the fire chiefs saying, "What can I do? I can't drive it for them!" The results of this study and this class will answer that question conclusively.

**Digital Combustion: Practice Improves Performance**  
**Presenters: VDFP Staff**

**(1 PM – 5 PM)**

In a means to promote continuity in the operations and management within the fire service, the Virginia Department of Fire Programs (VDFP) has purchased an incident management training simulator that will aid in the department's training; promote professionalism; and improve overall competency and skill levels of the Commonwealth's first responders. This simulation software, Digital Combustion's Fire Studio, will be available in command training centers at each of the division locations within the VDFP and will include a mobile lab. This course will introduce the concept and benefits of simulated training using the Digital Combustion's Fire Studio. It has been shown that simulation technology training for virtual emergencies yields real results. This technology will allow personnel to train in a dynamic, real-time environment, which can only be replicated with actual fire ground operations. Simulation technology is filling the need for realistic, recurrent, safe and affordable training for emergency responders. This simulation technology will help develop command, strategy, tactics, communication and equipment usage skills, in a safe, effective, and economical manner. Although simulations can't replace street-level experience, it can effectively prepare firefighters and officers for real-world emergencies. Come and learn about this new and exciting training tool that is available in Virginia.

**The Engine Company: Building Fireground Efficiency**  
**Presenter: Carlton King**

**(1 PM – 5 PM)**

This class will discuss the four basic building blocks needed to improve fireground efficiency in any engine company, regardless of staffing numbers. It will review the overall strategy to achieve this objective, give a thorough explanation of why, and deliver specific fireground proven techniques to achieve maximum potential in the following engine company disciplines: hose lines, nozzles, methods of extinguishment, simplified hydraulics, forcible entry, and ladders.

## **Saturday, February 27, 2016**

Important Note: All Saturday courses are offered twice unless otherwise noted.  
(SESSION 1: 1:00 PM to 2:30 PM and SESSION 2: 3:00 PM to 4:30 PM)

### **Reputation Management in the Fire Service: Preventing Member Derailment** **Presenter: Candice McDonald**

The internet has created an era of citizen journalism and the fire service is not exempt from making headlines for the wrong reasons. Like preparing for emergencies, departments need to train to prevent and manage unexpected reputation threats. This program will offer participants strategies to safeguard the firehouse from damaging behaviors while protecting the integrity of the fire service. Topics covered include social media, theft, discrimination, and poor member behavior.

### **Maximizing Quint Effectiveness** **Presenter: John Burruss**

Some fire departments see quintuple fire apparatus, or the “one truck fights all” concept, as an answer to their diminishing budget, only to see the concept fail. Other departments have learned how to integrate quintuples into their operation and have come to embrace the concept. This class will teach the difference between a triple, quad and quint; and the history of quintuple fire apparatus and how they evolved into the “Total Quint Concept.” The presenter will discuss why some quint experiments failed, and describe the three most important factors a department can implement to maximize the efficiency and effectiveness of their quint company. Specific information discussed in this presentation are: the definition of a quint; history of the quint from 1910’s to present day; NFPA standard related to quints; quint apparatus design and capabilities; operational and maintenance costs; weight limitations; the “*Total Quint Concept*” as adopted and later rejected by the St. Louis and Richmond Fire Departments; the advantages and disadvantages; the similarities between a quint and squad company concept; and the elements required to institute a quint fire company in a efficient and effective manner.

### **Implementing a Drone Program in Public Safety** **Presenter: Charles Werner**

Drones are demonstrating their value in the area of public safety. However, the process for Federal Aviation Administration (FAA) approval can seem daunting. Drones used in the area of public safety fall under the “public” requirements by the FAA. To legally operate a drone, it requires an FAA certificate of authorization (COA), training for drone operator and observer, training location, documentation, a written policy outlining the drone’s mission, operational guidelines, letter of air worthiness, etc. This program will give an overview of the various ways that drones are being used in public safety and other general applications. The attendee will receive an overview of the local, state and FAA requirements as it relates to drones or unmanned aerial systems (UAS). Additionally, attendees will be given a walkthrough of the FAA certificate of application (COA) process. A primer will also be shared on the operational aspects of a drone along with an example of a drone policy as it relates to implementing a drone program (mission definition, drone operator/observer training requirements, drone operations, law enforcement specifics, safety, liability, forms, etc.).

## **Why Not Me?**

**Presenter: Dereck Baker**

This session will focus on developing leaders and having a leadership game plan for your life. Have you ever asked yourself if you have what it takes to be a leader or what kind of leader am I? This session will address these questions and also the following questions: Can I make positive change in others? Am I leading or following? This program will be an interactive discussion related to the ever-present challenges facing today's leaders. Group discussions will also focus on the topics where the right decisions have to be made at the right times.

## **Unarmed Self Defense for First Responders**

**Presenter: Rick McGhee**

Today's first responders never know what awaits them on the next call. The increasing hostile situation encountered during emergencies requires that first responders be prepared for anything. This program discusses awareness of potential hostile situations, verbal diffusion techniques to mitigate the immediate threat, the principles of retaliation; and the ability to use measured force to avoid becoming the "bad guy" through the use of excessive force. This program discusses skills and techniques to make you safer on the emergency scene and when off-duty with your friends and family. It is intended to provide guidance on how to incorporate defensive training into the unarmed public safety community. This is a hands-on presentation with group participation, and will address and meet the following objectives: proper body stance; interception theory; pre-emptive theory; harness control; tool and target analysis; flanking; constructing improvised weapons; deceptive kinesics and looping, and building an affirmative defense. The objectives will be met by hands-on participation. This program will prepare the participant with the actuality of applied pressure in a noncompliant relationship. The participant will learn how body language and tonality effect the direction of the engagement, and they will develop the tools to recognize these and act accordingly to the proposal of threats. This type of training is scenario based and fits in well with the stresses of the workplace environment.

## **Best Practices: Recruitment of Highly Qualified Firefighters from a Diverse Community**

**Presenters: Anthony McDowell and Andrew Snead**

The presenters will summarize the need for recruiting entry level firefighter candidates from diverse backgrounds. They will review state and national statistics pertaining to firefighter recruitment; review identified and emerging best practices; and provide several case studies to reiterate their points. Data from the fall 2015 Henrico County (VA) Division of Fire recruitment process will be presented and discussed.

## **10 Commandments of Fire Officership**

**Presenter: Dan Jones**

This program, developed by a group of senior fire instructor/officers, summarizes and simplifies the elements of fire officer leadership, management and supervision. The presenter was among the original group that developed the elements of the 10 Commandments. The elements come from various leadership and management courses and are easily remembered, practical, timeless and proven principles. Discussion will include the priority tenets of a successful fire officer; provide practical ways to remember key supervisory and leadership elements; and provide focal points by which attendees can evaluate their own leadership principles.

**I took the promotional test....Now what?  
Presenters: Justin Adams and Jake Britt**

This program is an interactive group led discussion about the challenges facing newly promoted and aspiring company officers during the transition of moving from the jump seat to the front seat. The view from the front seat offers quite a different perspective than the jump seat. As an officer, you are now responsible for not only your own safety, but those who work with you. You will be forced to make decisions based on your experience while maintaining the mission and values of your organization. This class will primarily focus on the interpersonal skills and challenges associated with being an officer. As an officer, your words now carry weight. You are looked upon as the leader, boss, friend, mentor and coach... are you prepared for this responsibility? Have you had the proper training in personnel counseling and conflict resolution? This class will help you with the necessary knowledge, skills and abilities to overcome the challenges of being a new officer. The presenters will discuss leadership traits and characteristics; developing incident action plans; incident and LODD reviews; round table discussions, career development and succession planning. Scenario based training and role playing will be used to demonstrate points. A questions and answer session will close out the program.

**Saving Our Own – Taking Action Against Cancer in the Fire Service  
Presenter: David C. Creasy, Sr.**

Discussion of cancer in the fire service needs to become a more prominent topic. The number of firefighters with cancer is increasing and it appears the fire service is finally realizing the need to take more proactive steps to protect its personnel. The fire service and each individual in the fire service must place cancer prevention and detection as a high priority item. For the presenter, cancer has been on the top of his priority list since his diagnosis with stage 4 cancer of the liver in 2015. The cancer was found purely by accident and treatment options were minimal. Fortunately, with a great medical team and tremendous support from his personal and fire service family, the cancer went into remission, but it will be back. In this very personal presentation, the presenter will define the scope of the cancer problem in the fire service; discuss the increase in toxic agents in today's fire environment; identify routes of exposure to cancer causing agents; discuss common firefighter exposures to carcinogens; review cancer prevention steps; and define and discuss presumptive disability laws and other available resources.

**The Value of Mentoring  
Presenters: T.C. Hairston and Marnelle Fanfan**

Mentoring is the process of sharing experience and expertise to assist someone in their personal and professional growth. Research indicates that, compared to their peers, mentored personnel perform better on the job, advance more rapidly, and report more job satisfaction. A successful mentoring relationship can have far reaching benefits for both the mentor and the mentee. The presenters will discuss the characteristics of a quality mentor, the key elements to good mentoring, and suggestions for developing a quality mentoring program.



**Public Safety Panel Discussion: Critical Infrastructure, Cyber Security and Interoperability**  
**Presenters: Shawn Talmadge, Isaac Janak, Thomas Gagnon and Stacie Neal**

This panel discussion will focus on emerging issues and trends within public safety, specifically related to cyber security, critical infrastructure and interoperability. The secretary of public safety and homeland security has established the homeland security and resilience staff group to focus on stakeholder engagement throughout federal, state, local government, and our private sector partners. Key homeland security officials will be present to discuss emerging threats, programs, and solutions to contemporary public safety issues including: cyber security threats to public safety networks, identifying critical infrastructure, and taking action to protect physical and virtual assets.

**Vent, Enter, Isolate and Search (VEIS)**

**(1 PM – 5 PM)**

**Presenter: Jonathan A. Rigolo**

This lecture and practical based class demonstrates the use of Vent, Enter, Isolate and Search (VEIS) as a method to gain access to trapped occupants at structure fires. Participants will get a first-hand look on how to conduct a VEIS operation in a controlled setting at a burn building. The classroom portion will discuss the steps involved with VEIS along with incident command and fire behavior concerns associated with this tactic. The practical portion of the class will show the students each step involved with a proper VEIS operation. After a demonstration on VEIS, the students will be given an opportunity to participate in an actual VEIS operation from beginning to end. Students will also be able to witness and observe a VEIS operation from the interior of the building. This interior experience will show the students how conditions change with VEIS and how to control the changes during a VEIS operation. This class asks the students to participate in the practical evolutions by seeing how a VEIS operation is conducted. Command officers will better understand the benefit and hazards of this proven fire ground tactic. **Full firefighting turn-out gear and SCBA is required for this class. This class will be held at the Virginia Beach Training Center. There is a 24 student limit for this class.**

## Sunday, February 28, 2016

### **Breakfast and Closing General Session:**

**(9 AM – 11:30 PM)**

#### **Update on the VFCA 2015 SAFER Grant**

**Presenters: Shawn Stokes and Nick Caputo**

Representatives of the Virginia Fire Chiefs Association (VFCA) and the International Association of Fire Chiefs will discuss the key components of the 2015 SAFER grant awarded to the VFCA.

#### **Case Study #1: Nepal's Deadly 7.8 Earthquake: A View and Report from the Fairfax County Urban Search and Rescue Team (Virginia Task Force 1)**

**Presenters: Chris Schaff and Chuck Ryan**

Established in 1986 as a domestic and international disaster response resource, the Virginia Task Force 1 is staffed by approximately 200 specially trained career and volunteer fire and rescue personnel with expertise in rescuing victims from collapsed structures following natural or man-made catastrophic events. The team is comprised of emergency managers, planners, physicians, paramedics and includes specialists in the fields of structural engineering, heavy rigging, collapse rescue, logistics, hazardous materials, communications, canine and technical search. The task force maintains constant operational readiness as a local resource for residents of Fairfax County and surrounding jurisdictions. Task Force 1 deployed as part of the USAID Disaster Assistance Response Team in support of the rescue and humanitarian mission following the April 2015 Nepal earthquake. The Task Force was deployed for 21 days and assisted with two live rescues during the mission. This presentation will provide an overview of this catastrophic event and discuss the lessons learned that can be applied at the local and state level.

#### **Case Study #2: Central VA Bike Race: A Review and Critique of a Major Interagency and International Event**

**Presenters: Dave Pulliam, Anthony Gordon, Mike Cox, Will Smith & Stan Langford**

Four localities from the Central Virginia All-Hazards Incident Management team (CVAHIMT) partnered with local, state and federal partners to successfully coordinate numerous assets for the 2015 UCI Bike Championship. This event, not held in the United States in almost 30 years, brought over 1000 competitors from 70 countries to compete for 12 world championship titles. Approximately 450,000 spectators attended and the worldwide viewership exceeded 300 million. This case study will highlight the benefits of the IMT concepts used to coordinate four localities into one single incident action plan. Discussion will include how emergency management officials used similar strategy and tactics in their respective emergency operations centers which were each vastly separated from the unified command post. Fire and police officials from Richmond and Henrico County will highlight the effective communication and management efforts used for the plan development and successful execution of the plan. Learning objects include team management; multi-jurisdictional coordination and collaboration; integration of emergency management; and effective resource management.