**2019 Virginia Fire Rescue Conference Instructor Bios**

**Marc Aloan Bio:** Marc Aloan is a Lieutenant with Columbia County Fire Rescue (GA) and creator of The Fire Inside. He holds a B.S. in Fire Protection Administration from Eastern Kentucky University. He has served the fire service for 14 years, both volunteer and career, and is a veteran of the U.S. Air Force.

**Emily Ahsley Bio:** Emily Ashley is the Emergency Management Coordinator for Chesterfield County, VA. In this role she has served as the Virginia Emergency Management Association (VEMA) Certification Committee Chair and Chair of the Central Virginia Emergency Management Alliance. In 2016, members of Chesterfield County’s Mass Care Committee won a National Association of Counties award for the use of libraries and staff post disaster. Emily also co-authored the text book The Developing Role of Public Libraries in Emergency Management. Prior to Chesterfield, she served in various roles of Emergency Management in the Hampton Roads area of Virginia. Emily has especially enjoyed emergency management projects related to special needs, catastrophic planning, continuity planning, and mitigation. Emily holds a Bachelor’s Degree in Geography from Missouri State University, Master’s Degree in Public Administration from Old Dominion University, is a graduate of the Leadership Metro Richmond program, and has her professional certification as a Virginia Professional Emergency Manager.

**Mike Barakey Bio:** Michael Barakey (EFO, CFO) is a District Chief with the Virginia Beach (VA) Fire Department. Barakey is a National Registered Paramedic and a Taskforce Leader for VA-TF2 US&R Team. EDUCATION: Old Dominion University, 2002 Masters of Public Administration, Graduate of the Executive Fire Officer Program (NFA), and Career Studies Certificate in EMS. INSTRUCTIONAL ACHIEVEMENTS: Presented at FDIC 2018, 2017 2016 Four-Hour Workshop Session, “The Fire Department Assessment Center. The Boot Camp.”; Virtual Training: Implementing a Common Location Reference for Daily and Disaster Operations (NAPSG). March 14, 2016; CHKD Pediatric Trauma Conference, March 12, 2016. “MCI: A Community Event”; Missoula, MT “Response to Large Scale Incidents, Type 3 IMTs” February 27, 2016; Virginia Fire Rescue Conference 2016 Four-Hour Workshop Session, “The Fire Department Assessment Center, The Boot Camp.”; FDIC 2015 Four Hour Workshop Session, “The Fire Department Assessment Center, How to Get Promoted.”; 2015 VA Fire Officer’s Summit, “The Company Officer’s Role in Today’s Fire Service.” Virginia Department of Fire Programs Officer 101 course developer and presenter, 2015 and 2016; Deccan International Presentations on Optimization of Aerial Ladders and CRR 2009-2015; Caroline County Officer Development Series: January 2015; Jones and Bartlett Editorial reviewer of Fire Officer: Principles and Practice; Virginia Fire Rescue Conference 2014 Classroom Session “NIMS and ICS: Strategies and Tactics of Large Scale Incidents.”; Virginia Fire Officer Academy Leadership Speaker 2013: “Safety Through Leadership”; FDIC 2014 Classroom Session, “NIMS and ICS: Strategies and Tactics of Large Scale Incidents”; NOVA Officer Development Series Presenter: March 26-28, 2013 Fairfax City; Leadership and Coaching Training to employees at CHKD. Keynote Speaker at Virginia Ship Repair Safety Conference 2013. Presented FDIC 2013, 2012, 2011, 2010, 2009, 2008, and 2007 classroom sessions. Contributes to Fire Engineering.

**Mat Blankenship Bio:** Mat Blankenship grew up in the Ashland (VA) Volunteer Fire Company where his father served with many other family members. In 1999, Mat officially began his fire service career by joining the AVFC. There he served as Historian, Vice-President, and Fire Prevention Officer. He was voted AVFC "Firefighter of the Year" in 2001. In 2003, he was hired by Henrico (VA) County Division of Fire where he has been assigned to Engine 6, Truck 6, Engine 14 and Squad 13. In November of 2015, he had an on duty TBI and has since been advocating for concussion awareness in the fire service. Mat can be reached at blairmatfleet2@gmail.com or Facebook at Firefighter Concussion Protocol.

**Robb K. Braidwood, C.E.M., C.F.M., MPA,** currently serves as for the City of Chesapeake Office of Emergency Management. For the last nine years he has participated in the coordination and implementation of emergency services, plans and programs for the City of Chesapeake. He currently serves on several regional, State and Federal emergency management committees. Prior to coming home to Tidewater, he worked for the City of Alexandria Fire Department for four years. He received his B.A. from Mary Washington College, Fredericksburg, VA and his M.P.A. from Oklahoma State University, Stillwater, OK.

**John Buruss Bio:** John E. Burruss, MS, NRP John has been employed by the City of Charlottesville Fire Department since 1980 and is currently the department’s training officer. He has over 38 years of fire and emergency services experience having served in both volunteer and career positions from firefighter to chief officer with both urban & rural fire and rescue agencies. He holds a Master’s degree in Occupational Safety and Health, and is a certified Fire Officer IV, Fire Instructor IV, and Incident Safety Officer. John has served on numerous apparatus speciation and design committees for aerial and heavy rescue apparatus. In addition to widespread responder level experience, he currently instructs both Heavy & Technical Rescue and Driver-Aerial Operations Train-the-Trainer courses for the Virginia Department of Fire Programs where he also serves on course development committees for those disciplines.

**John Butler Bio:** John Butler is currently the Fire Chief for the Fairfax County (VA) Fire and Rescue Department. He formerly served as Howard County Maryland’s first internal fire chief, and first chief to have held every rank within the department. He is an active paramedic and holds advanced degrees from the Johns Hopkins Public Safety Leadership Program, Harvard University’s Kennedy School of Government and the National Fire Academy’s Executive Fire Officer Program, and the IAFC Fire Service Executive Development Institute.

**Michael Carter Bio:** Michael Carter has been involved in the public safety community for the past 19 years. He has served in a number of volunteer and career positions to include fire and EMS operations, administration, system progression, development, accreditation review, instruction and incident command development. Mike started his career in 1998 as a volunteer with Virginia Beach Fire Department, and then transitioned to a career firefighter/paramedic. In 2007, Mike was selected to serve as the Chief of Fire and EMS for Currituck County, North Carolina and then in 2010 was appointed as the Assistant Fire Chief of Operations/Emergency Manager for Stafford County, Virginia. In January 2013, he returned home to Virginia Beach Fire Department where he started all over again as a rookie before working his way back through the ranks and currently is a Fire Captain/Paramedic assigned to Town Center, one of the busiest engine companies in the city. Additionally, he been involved at the local and regional level with EMS progression and development to include working as a Regional EMS Coordinator for Tidewater Emergency Medical Services Council, Hampton Roads Metropolitan Medical Response System, an adjunct instructor for Tidewater Community College and a Critical Care Transport Paramedic for the Children's Hospital of King's Daughters. Captain Carter also serves as a Medical Specialist for FEMA’s Urban Search and Rescue – Virginia Task Force 2. Mike holds a Master’s Degree in Public Administration from Old Dominion University; is a graduate of the National Fire Academy’s Executive Fire Officer Program; is a designated Chief EMS Officer, and both a Virginia and Nationally Registered Paramedic.

**Spencer Cheatham:** Bio for instructor to be provided at a later date.

**Larry Conley Bio:** Having serve over 25 years as a firefighter in the City of St. Louis, Captain Larry Conley has demonstrated an immense array of skills and expertise, by broadening his skill set beyond the norm. Over the years, Larry has developed his leadership and training skills, which has afforded him the opportunity to move into other areas, affiliated with Fire Service, as well as to become a published author in industry publications.

As past Director at Large of the International Society of Fire Service Instructors, Larry promotes this organization with pride and conviction. He contributes to the development of the organization’s Principles of Modern Fire Attack, Training Officer Credentials PowerPoint and Basement Fires courses.

Larry has spent the last decade developing and delivering the Growing Leaders Using E.M.P.O.W.E.R.ment Personal Leadership experience.

**David Conley Bio:** For over fifteen years, David Conley has been committed to the professional improvement of government and corporate employees, nationwide. Conley has facilitated and/or developed programs for organizations such as General Mills, and Veterans Affairs. During that time, Conley has also designed and delivered programming for youth that promotes positive citizenship.

David has spent the last decade developing and delivering the Growing Leaders Using E.M.P.O.W.E.R.ment Personal Leadership experience with his brother, Larry.

**Jay Cullinan Bio:** Chief Jay Cullinan began his fire service career at the age of 16 in 1992, serving as a volunteer in Goochland County, where he continues to serve to this day. Hired as a firefighter by Spotsylvania County in 1996, he has progressed through the ranks and was appointed to the position of Fire Chief in April of 2017. Chief Cullinan is a Nationally Registered Paramedic, a graduate of the National Fire Academy’s Executive Fire Officer Program, has been designated as a Chief Fire Officer through the Center for Public Safety Excellence’s Commission on Professional Credentialing, and is part of the 2018 Cohort for the International Association of Fire Chiefs’ Fire Service Executive Development Institute. He has earned an associate’s degree in Fire Science through J. Sargeant Reynolds Community College, a bachelor’s degree in Fire Science through University of Maryland University College, and a master’s degree in Management and Leadership from Liberty University. Chief Cullinan is also a past president of the Virginia Fire Chiefs Association. Chief Cullinan is a published writer and avid speaker on topics such as fire service leadership, organizational management, and customer service excellence.

**Marc Davidson Bio:** Marc is a thirty-three year public servant with over eight years in the Marine Corps and twenty-five in fire and rescue. He has served as a volunteer in North Carolina, Pennsylvania and Maryland and is a twenty-three year veteran of Fairfax County Fire & Rescue Department where he is a Lieutenant. In Fairfax he spent eighteen years on the line in busy houses as a bucket firefighter, engine and truck driver and as a Truck Officer. With an earlier assignment to the Training Division as a Basic Training Officer he has recently been assigned back and charged with standing up an Officer Development Training Section for the Department. He is an Adjunct Instructor for the Commonwealth of Virginia, teaches both for his department and the region on leadership and tactical fieldcraft, and coordinates multiple training opportunities for aspiring and incumbent officers. He is part of the founding team of the Northern Virginia Fire & Rescue Leadership Institute, a presenter at FDIC and dislikes long walks on the beach. The culmination of his time in public service is the keen understanding that in any environment effective training is what leads to effective outcomes.

**Bobby Drake Bio:** Bobby Drake is nationally recognized speaker on leadership, training, and officer development. He has over 15 years of experience both, career and volunteer, serving in operations and training positions. He is currently serving as an Engine Company Lieutenant with Hanover Fire-EMS in Hanover, VA. He holds a B.S. in Occupational Safety and Health, actively participates as a role player and evaluator for assessment centers, and is both a graduate and staff member of the Virginia Fire Officers Academy “Safety through Leadership” program.

**Mike Dugan Bio:** Michael M. Dugan was a 27-year veteran of the FDNY, serving as the Captain of Ladder Company 123, when he retired, in Crown Heights Brooklyn. As a Lieutenant, Dugan served in Ladder Company 42 in the South Bronx. While assigned as a firefighter in Ladder Company 43, in Spanish Harlem, Firefighter Dugan received the James Gordon Bennett medal in 1992 and the Harry M. Archer Medal in 1993, the FDNY’s highest award for bravery. He is also a former volunteer firefighter, in the Halesite FD, in N.Y. He has been involved with the Fire Service for 43 years. He is an instructor at FDIC. Captain Dugan also is a member of the Fire Engineering and FDIC Advisory Board and an Contributing Editor to Fire Engineering Magazine. Captain Dugan has been a featured lecturer around the country and at the “FDIC” on topics dealing with Truck Company Operations, Building construction, leadership, size up and situational awareness and issues facing today’s fire service.

**Shean Emmons** career has spanned over 30 years of fire service beginning as a volunteer with the Chesapeake Fire Department at the age of 16. After serving for 2 ½ years with the City of Elizabeth City, NC Fire Department, he began his career with the Chesapeake Fire Department in 1995. He has served as a member of the Tidewater Regional Technical Rescue Team and the Chesapeake Fire Department Technical Rescue Team for 20 years. He also served with FEMA Virginia Task Force 2 for 12 years. He currently serves as a Battalion Chief and an Incident Command Blue Card Instructor.

**Chris Eudailey:** Chris has been in public safety for over four decades. Chris retired as the fire chief of Spotsylvania County (VA) in January 2014 after serving there for almost 25 years. Chris is a graduate of the University of Maryland and the executive fire officer program. He is a certified emergency manager, chief fire officer and holds numerous state certifications. He has also served as the past president of the Virginia Emergency Management Association and the Virginia Fire Chiefs Association. Chris currently serves as the CEO/president of the Virginia Fire Chiefs Foundation and as the executive director of the Virginia Fire Chiefs Association.

**Jared Goff Bio:** Jared Goff is a Captain with the Fairfax County Fire & Rescue Department in Northern Virginia and is assigned as the Executive Officer for an Assistant Chief. Captain Goff has over 20 years’ experience including 10 years exclusively in leadership, command, and field training. Jared was previously assigned as the regional Intelligence Officer to the local fusion center and was responsible for the collection, analysis, development, and dissemination of intelligence and collaboration with Northern Virginia Fire & EMS, Emergency Management, Public Health, Law Enforcement, and the Department of Homeland Security and FBI divisions. Captain Goff earned his second Master’s degree from the Naval Postgraduate School – Center for Homeland Defense and Security where he conducted original research into the current state and challenges that first responders face when preparing for a Complex Coordinated Attack in the United States. In 2013, he earned his Master of Arts in Diplomacy with a concentration in International Terrorism.

**Sam Gulisano** has been with the Chesapeake Fire Department for nearly 24 years. He currently serves as a Division Chief and Fire Marshal for the City of Chesapeake. He has received a Master’s degree in Business Administration, is a Chief Fire Officer (CFO) Designee, and has completed the Executive Fire Officer (EFO) Program.

**Larry Haydu:** Larry Haydu is an Assistant Fire Chief with the Clark County Fire Department in Las Vegas Nevada. He has been with the Clark County Fire Department since 2010, but has a total of 38 years in the fire service. During his fire service career, Chief Haydu has held every position from Firefighter to Chief Officer. His primary assignment for the CCFD is Chief of the Rural Division. The Rural Division provides services to 7000 square miles of Clark County and consists of 10 fire stations and 160 volunteer members. On the night of October 1, 2017 Chief Haydu was the Duty Officer and PIO for the department. When he received the initial page at 2216 for a shooting on the South Las Vegas reporting 20 victims, he had no way of knowing what was in store for him or the department. As he responded the enormity of the incident became evident and to make matters worse Chief Haydu knew his youngest daughter was attending the Route 91 event. Upon arrival Chief Haydu was initially assigned to Operations and then to Deputy Incident Commander. Spend a couple hours with Chief Haydu and get an inside look at the details of the event. Review the Clark County Fire Department’s response and its successes and shortcomings and learn from both. The October 1 shooting is a lesson in planning, preparation, and partnerships.

**Jeremy Holmes Bio:** Jeremy Holmes, Division Chief of Training, manages and oversees the development of training programs, oversight of the hiring process, and oversight of the promotional process. Chief Holmes joined the department in 1999, and was promoted to Training in 2013. Holmes holds an Associate’s degree in Fire Management from Georgia State University, and a Bachelor’s Degree in Public Safety Leadership from Mercer University. He is a peer assessor with CPSE, and has his CFO credential. He has served on many promotional assessments for other departments. He is currently in his second year at Atlanta’s John Marshall Law School. Jeremy, and his wife Bonnie, have 5 children and reside in Covington, Ga.

**Nancy Hughes Bio:**  Nancy is a 3rd generation firefighter. She has been employed with Spotsylvania County Fire& Rescue since October 31st 2011. She is currently stationed at Fire Co.11, of which all members are a part of the technical rescue team in Spotsylvania County. She is also a NREMT-Paramedic, preceptor, and ITLS instructor. She is an adjunct instructor for the FREM/VDFP volunteer fire academy. Nancy is in charge of Operation Warm and the secretary for her union local 3886.

**Christopher Jett Bio:** Christopher is a 27 year student of the fire service that includes 22 years of CISM experience. He is a Lieutenant with Stafford County Fire and Rescue Department, the Assistant Coordinator of the Rappahannock EMS Council Regional CISM Team, an Adjunct Instructor for the Virginia Department of Fire Programs and an Education Coordinator at the Paramedic Level with the Virginia Office of EMS. He has presented on various topics across the Commonwealth and at Firehouse Expo and his work has been featured in Firehouse Magazine. He is also a graduate of both the Virginia Fire Officer and Virginia Chief Officer Academies.

**Brian Kazmeirzak Bio:** Brian P. Kazmierzak, EFO, CTO is the Chief of Training for the Penn Twp. Fire Dept. in Mishawaka, IN. He has a bachelor’s degree in fire service administration from Southern Illinois University and serves as the Director of Operations for [www.FireFighterCloseCalls.com](http://www.FireFighterCloseCalls.com) and the Webmaster for [www.ModernFireBehavior.com](http://www.ModernFireBehavior.com). Brian was the recipient of the 2006 F.O.O.L.S. International Dana Hannon Instructor of the Year Award, the 2008 Indiana Fire Chiefs Training Officer of the Year Award Recipient and the 2011 ISFSI/FDIC George D. Post Fire Instructor of the Year. In addition, Brian completed the National Fire Academy’s Executive Fire Officer Program in 2006, and is a CPSE credentialed Chief Training Officer serves as a 1st Vice President for the ISFSI. and was on the UL FSRI PPV Research Study Panel and the ISFSI/UL FSRI Basement Fire Tactics Study Panel. Brian has been a student of the fire service since 1991.

**Dennis Keane Bio:** Dennis Keane begin his firefighting service in 1973 as a member of the Sound Beach Fire Department on Long Island NY. He served with SBFD for 5 years before accepting a job as a firefighter for the Virginia Beach Fire Department on July 1, 1978. He has now been serving with the Virginia Beach Fire Department for 40 years where he has had the honor of working with the finest, most dedicated men and women in a number of assignments and blessed to have received a few promotions along the way. Serving at the rank of District Chief he has commanded the Special Operation division and currently serves as the District Chief for “B” shift. Chief Keane is an original member of the FEMA Urban Search and Rescue Team Virginia Task Force 2 and serves as the Task Force Leader Representative for the team. Chief Keane is an Adjunct Instructor with the Virginia Department of Fire Programs focusing primarily on Heavy Technical Rescue courses. In support of his hobby he serves as the Eastern Regional Director for the Old Dominion Fire Historical Society Chief Keane received his Associates Degree in Fire Science from Tidewater Community College and received his Bachelor’s Degree in Human Resource Management (minor in Leadership) from the University of Richmond. He is also a graduate of the West Point Leadership Course.

**Randy Keirn Bio:** Need to get bio from Randy.

**Micah Kiger Bio:** Micah Joel Kiger, Battalion Chief with Loudoun County Fire and Rescue (Virginia). Micah has been with Loudoun County for 17+ years and currently serves as a Battalion Fire Chief. He has an Associate’s Degree in Fire Science obtained through Shepherd University and Blue Ridge Community and Technical College and is currently pursuing his Bachelor’s Degree in Fire Administration through Columbia Southern University. Micah has served as a Firefighter/Paramedic, Lieutenant, Recruit Training Lieutenant, Captain-Station Commander, Captain-EMS Supervisor, and currently as an operational Battalion Chief. Loudoun County is one of the fastest growing counties in the United States and has one of the highest median household income ratings across the country. Loudoun County has experienced tremendous growth since the late 90's and continues to grow in population, infrastructure, and economics.

**Carlton King Bio:** Carlton King: Carlton is a 21-year veteran of the fire service, currently serving as a station captain with the Henrico County (VA) Division of Fire. His passion lies in bringing simplified, efficient and proven fireground solutions to three/ four person engine and truck companies.

**Sherri Lafoon Bio:** Sherri Laffoon is the Deputy Coordinator of Emergency Management for Chesterfield County, VA. She has been with Emergency Management since October 2009 and worked in the Chesterfield Emergency Communications Center for three years prior where she was involved in the hiring and CALEA Accreditation processes. She is the finance chair for the Central Virginia Emergency Management Alliance, the membership and marketing chair for the Virginia Emergency Management Association (VEMA) and sits on many other regional committees. Sherri was awarded VEMA’s Emergency Management Professional of the Year in 2017 and the VEMA President’s Award in 2018. Sherri, a life-long resident of Chesterfield, has a Bachelor’s Degree in Criminal Justice Administration and has earned the Professional Emergency Manager (PEM) designation.

**Edward Landgrover Bio:** Capt. Landgrover started his fire service career in 1991 with the Occoquan Woodbridge Lorton Volunteer Fire Department before accepting a position as a career Firefighter with the Prince William County Department of Fire and Rescue. Hired in 1999 with the Virginia Beach fire Department, he currently serves as a Captain in the Fire Training Bureau. His duties include incumbent training for the 500 men and women of the VBFD, company in-service, career progression training, and specialized training for the cities 8 Ladder companies and 2 Heavy Rescues. Capt. Landgrover also serves as a Rescue Team Manager with Virginia Task Force 2.

**Tim McKay Bio:** A 26-year veteran of the fire service, Chief McKay currently serves as an Assistant Fire Chief in the Emergency Operations Division of Chesterfield County Fire and EMS, where he has worked since 2002. Prior to his current assignment, he served as the Director of EMS, as an operational battalion chief, and spent a number several years in the Training Division in various capacities in addition to numerous assignments in the field. He earned a master’s degree in public leadership and is a graduate of the Executive Fire Officer Program at the National Fire Academy. He is a life member and Chief Emeritus of the Farmville Fire Department and is a life member of the Prince Edward Vol. Rescue Squad. **Editor’s note:** Tim was appointed Deputy Chief of Operations for Chesterfield County in August of 2018.

**Jeff McPhearson Bio:** Jeff McPhearson is an NRP with 30 years of experience. Mr. McPhearson started at Southside Virginia Emergency Crew at the age of 15 and obtained is EMT at 16. Mr. McPhearson is also Faculty with American Heart Association(AHA) and TCCC/TECC/AMLS/PHTLS Faculty with National Association of Emergency Medical Technician (NAEMT). Mr. McPhearson works at Southside Regional Medical Center in Petersburg, VA as the Regional EMS Liaison of Virginia. Mr. McPhearson also works part-time with Prince George Fire and EMS as a FireFighter/Paramedic. Jeff will be co-presenting with several other instructors.

**Tim Oconnor Bio:** Tim O’Connor is a Captain in a combination department in New Castle County, Delaware. He has been in the Fire Service for 14 years and has held various positions up to and including Deputy Chief during that time. Tim is employed in a combination department. He holds a Associates Degree in Fire Science from Columbia Southern University and serves as an Instructor atthe State Fire School.

**Alec Oughton Bio:** Alec Oughton is a lifelong student of the fire service. His most recent educational opportunity has been his service as the Deputy Chief of Operations for the Henrico County (VA) Division of Fire. Alec has been involved with fire an EMS service since 1993. He has served as a volunteer with the Virginia Tech Rescue Squad, Manassas Park Fire and Rescue, and as a career firefighter and paramedic with Spotsylvania Fire, Rescue, and Emergency Services and the Henrico County Division of Fire. During his 19 years in Henrico County, Alec has also served as a lieutenant, captain, battalion chief, assistant chief, and deputy chief. Alec holds two Associate in Applied Science degrees from J. Sargent Reynolds Community College and a Bachelor of Science degree from Liberty University. He is currently enrolled in the Executive Fire Officer Program at the National Fire Academy and the Master’s in Public Administration Program at Liberty University. Alec is married and the father of three children**.**

**Kevin Pond Bio:** Lieutenant Kevin Pond is a Lieutenant in Henrico County Division of Fire, currently serving as the Emergency Communications Center Liaison. Presently, he chairs the Henrico Fire Cancer Risk Reduction Committee, and has delivered several presentations on the topic of Cancer Risk Reduction in the Fire Service. He is an RSI Paramedic, Hazmat technician, as well as serving as a Field Training Medic and member of the Henrico IMT.

**Joe Powers Bio:** Captain Joe Powers is an 18-year veteran of the Henrico County Division of Fire (VA) and holds a Master’s in Public Administration. Currently assigned to the Planning Section, Captain Powers works closely with the Division’s accreditation process, process analysis, and applying real data to drive decisions. Lt. Powers strives to develop strategies to ensure firefighters at all levels may consume and, more importantly, understand data through basic methods. Data visualization through GIS, mobile data delivery, and process simplification are a few of Captain Powers' daily conversations.

**Jesse Quinalty Bio:** Jesse Quinalty is a Master Instructor and the owner of Red Helmet Training in Southern California which houses four classrooms and a command training center. He specializes in Company Officer Training as well as table top and digital fire simulations. He is a Captain with the San Bernardino County Fire Department working in Division 6 and was the Operations and Training Captain at his previous department. He has presented at several conferences including the Fire Department Instructors Conference (FDIC), Firehouse World San Diego, Firehouse Expo Nashville, Fire Rescue International (FRI), the California Fire EMS and Disaster Expo or CFED West, Fire Shows West – Reno, the California Training Officers Symposium and the Virginia Fire Rescue Conference.

**Richard Ray Bio:** Richard Ray is a 26-year veteran of the fire service, with both volunteer and career experience. He is a member of the Creedmoor Volunteer Fire Dept. (NC) where he is a Captain and adjunct training officer. He is also a career firefighter with the Durham Fire Dept. (NC) where he is a Battalion Chief and an adjunct instructor for the training division. He is a certified instructor and teaches basic firefighting skills, live fire, engine company operations, strategy and tactics. He has been a classroom presenter at FDIC and numerous conferences across the nation. He has been published in Fire Engineering and the Carolina Fire Rescue Journal.

**Mike Rock Bio:** Joseph ‘Mike’ Rock started in the fire service in 1999 in Chesapeake FD, after graduating from ODU, cum laude, with a B.S. in Physical Education and minor in Management. In 2002 Rock was hired by Virginia Beach Fire Department, where he currently works.

Rock has spent his career VBFD's busier engine and ladder companies. Rock is now a Captain assigned to Ladder 16. Ladder 16 is located in the middle of the city and is one of the busiest ladders in the city.

Rock also serves as a FEMA Rescue Specialist with VATF-2 and is a field training instructor (FTI) for the VBFD. Along with this he is an adjunct instructor for the VBFD Fire Academy and is a member of the VBFD Operational Planning Team since its inception.

**Chase Sargent Bio:**  Chase Sargent retired as a Division Chief/Paramedic with the Virginia Beach Fire and Rescue Department in 2005 after 26.5 years of service. During his tenure he served in a variety of operational and administrative capacities including company officer, Training Captain, Operational Battalion Chief, Commanding Officer of the Special Operations Division, Homeland Security Coordinator, PIO and City- Wide Tour Commander for B shift. Chase also served as a flight medic, neo-natal pediatric paramedic and paramedic instructor. Chase helped found and develop the Tidewater Regional Technical Rescue Team and FEMA US&R Task Force - VATF-2 where he served as a Task Force leader and as a member of the FEMA White IST. During his assignments Chase deployed to dozens of natural disasters, the Atlanta and Salt Lake Olympics and the G-8. Chase served as the Night Operation Branch Chief at the Oklahoma City Murrah Building attack at the World Trade Center Terrorist attacks as well as the G-8 and Olympics and multiple natural disasters. In 1995 Chase was recruited by the Norfolk FBI to develop and fill the position of the Chief Tactical Medic for the FBI SWAT - Norfolk Division. Since that time Chase has served as the Chief Tactical Medic in both training and deployment and has been involved in a wide range of tactical missions, executive protection, national security events and counter-terrorism operations. He returned to the team after a six-year hiatus as a Tactical Physician Assistant in 2014 Over the course of his career Chase has published 60 plus articles in professional journals, provided expert witness services to cases such as the World Trade Center Health issues, and wrongful death litigation, and published two books with PennWell Publishing. The best-selling Buddy to Boss Effective Fire Service Leadership, and Confined Space Entry and Rescue Operations.

**Zachary Schleiffer Bio:** Zach Schleiffer is a Firefighter with the City of Charlotte, North Carolina. Zach is passionate about truck company operations and has been teaching search operations around the east coast over the past several years. Prior to moving to Charlotte, Zach worked for Bonita Springs Fire Rescue in Bonita Springs, Florida and was an adjunct instructor at the Fort Myers Fire Academy in Fort Myers, Florida. Zach holds a Bachelor’s Degree in Public Safety Administration and is currently working to obtain a Master’s Degree from Clemson University in Public Administration.

**Loy Senter Bio:** Chief Edward “Loy” Senter Jr., a native of Virginia Beach, Virginia, entered fire and emergency medical services (EMS) in 1978 at age 15 as a junior member of the Chesapeake Beach Volunteer Fire and Rescue Department. Upon graduating from Cox High School in 1981, he pursued a career as a firefighter. His first job was with the Norfolk International Airport (VA) Fire Department.

In 1982, he joined the City of Norfolk (VA) Fire-Rescue Department and was assigned to Engine 2 (Church Street), one of the city’s busiest engine companies. In 1986, he was promoted to fire lieutenant and over the next 17 years served in various command assignments including: lieutenant of Engine 14 and Ladder 14 (Norview), Rescue 1 (Downtown) and the training division; captain of Engine 6 (Downtown) and Rescue 1; battalion chief of the 1st Battalion (Downtown & Southwest); assistant chief/city-wide shift commander; deputy chief of operations; and interim fire chief.

In 2003, he was appointed Norfolk’s fire chief and provided leadership and managerial direction to 533 personnel distributed among 14 fire-rescue stations and six offices, serving a 62 square mile urban area with a resident population of 250,000 and a weekday population of approximately 500,000. He was a member of the city’s manager’s executive staff, the emergency operations center (EOC) advisory board, the local emergency planning committee (LEPC) and the process automation and technology steering committee (PATSC). He served as co-director of the Department of Health and Human Services (DHHS) Disaster Medical Assistance Team (DMAT) VA-1, and participating agency chief of the Federal Emergency Management Agency (FEMA) Urban Search and Rescue (USAR) Task Force VA-2. He was a member of the Urban Areas Security Initiatives (UASI) Working Group of the Hampton Roads Planning District Commission (HRPDC); a member of the executive boards of the Tidewater Emergency Medical Services Council (TEMS) and Tidewater Regional Fire Academy (TRFA); a member of the Norfolk International Airport Committee for Emergency Preparedness (ACEP); and a member of the Hampton Roads Transit (HRT) Public Safety Committee for Light Rail. He also served as the chair of the Hampton Roads Fire Chiefs Association (HRFCA). In addition, he served on the Vision 2030 project team, established by the U. S. Navy’s Commander Naval Installations Command (CNIC) to develop a strategic plan for emergency services at naval bases world-wide.

In 2008, Chief Senter was appointed fire and EMS chief of Chesterfield County (VA). He provides leadership and managerial direction to 500 career and 200 volunteer members distributed among three branches, nine divisions, 22 fire & EMS stations and four volunteer rescue squads serving a population of over 340,000 in a 446 square mile, diverse area. He manages a $56.0 million operating budget and a $7.0 million EMS revenue recovery budget. He is a member of the county’s leadership team, the emergency preparedness and capital improvement program (CIP) steering committees, and is co-dean of the Chesterfield University School of Public Safety. He also serves as a member and past president of the Central Virginia Fire Chiefs Association (CVFCA), a member of both the VFCA and Metropolitan Fire Chiefs Section of the International Association of Fire Chiefs (IAFC), and a member of the Fire Science Advisory Committee for J. Sergeant Reynolds Community College. In addition, he is the immediate past chair of the Program Planning Committee (PPC) of the IAFC, which organizes and manages the education program for the annual Fire-Rescue International conference.

Chief Senter’s educational background includes an associate of applied since degree in fire science from Tidewater Community College, a bachelor of science degree in fire administration from Hampton University, and a master’s degree in public administration from Old Dominion University. He is a graduate of the National Fire Academy’s Executive Fire Officer Program, where he received the United States Fire Administration’s Outstanding Research Award for three consecutive years. He is also a Commonwealth of Virginia certified Fire Officer III and Emergency Medical Technician. In addition, he is a graduate of the Leadership Metro Richmond program of the Greater Richmond Chamber of Commerce and completed the Leading Educating and Developing (LEAD) program at the University of Virginia.

**Jarrod Sergi Bio:**  Jarrod Sergi is a Captain and 19-year student of the Fire Service. The last 14 have been with Norfolk Fire Rescue in Norfolk VA. During his time with Norfolk he has been assigned as a back-step firefighter on an Engine, a Ladder Company Officer, and a Recruit Academy coordinator. He is currently assigned to an Engine Company. Jarrod is a State Instructor for both the Virginia Department of Fire Programs and the National Fire Academy focusing on MAYDAY and Strategy/Tactics. He is also an instructor with Real Fire Training LLC where he focuses on Engine and Ladder Company Operations. He is a graduate of the National Fire Academy’s Executive Fire Officer Program. Jarrod is the founder of Trial by Fire, whose mission is to advance the Fire Service through strong leadership, accountability, and training. He has been featured in several fire service publications.

**Christina Smith Bio:** Christina Smith is on a mission to serve the fire service by providing Human Resource Leadership to all employees within the fire service. Christina has spent the last 18 years serving the men and women of Henrico, Richmond and Chesterfield as a Personnel Officer/Recruiter, Action Officer and currently, HR Administrator for Chesterfield Fire and EMS. Christina has operational and administrative EMS experience with Forest View Volunteer Rescue Squad and served in the US Army Reserves as an Intelligence Analyst. Christina earned her Bachelor’s Degree in Applied Studies – Human Resource Management from the University of Richmond and her MBA from Averett University. Christina is a Society of Human Resource Management - Senior Certified Professional (SHRM-SCP), is an active member of Richmond SHRM, serves on the Chesterfield County Diversity Committee, and recently joined the VAOEMS Workforce Development Committee. 1 part HR Manager, 1 part wife, 2 parts mom, 3 parts K9 mom, and 1 part wanna-be chef (too many parts???), Christina balances out her life like a well-rehearsed choral ensemble.

**Jonah Smith Bio:** Jonah Smith is a Captain with the Charlotte Fire Department and Assistant Chief of the Pleasant Valley Fire Department. Jonah has served in the fire service for 15 years. Jonah is an Adjunct Faculty Member for Rowan Cabarrus Community College and has presented at numerous conferences including FDIC.

**Andy Soccodato Bio:** Andy has served in the fire service for the past 12 years. He works for the Charlottesville Fire Department, where he is a firefighter and driver/operator. In addition, Andy also volunteers for the Crozet Volunteer Fire Department. Andy’s one true fire service love is for pump and water supply operations. In 2018, he started his own business named The Water Thieves, LLC, which specializes in teaching driver/pumper operator courses.

**John Spanbauer Bio: Waiting for Bio**

**Jack Sullivan Bio:** Jack became a firefighter and EMS provider in 1972 and eventually served the Paoli (PA) Fire Co. as Deputy Chief. He has also served as a firefighter in Chesterfield County, VA, and as Lt. and Safety Officer for Lionville (PA) Fire Co. Although retired from active firefighting, Jack serves as the Director of Training for the Emergency Responder Safety Institute (www.respondersafety.com). Jack is also a current member of the Safety, Health and Survival Section of the International Assoc. of Fire Chiefs (IAFC) and he is a long time member of the Fire Department Safety Officers Association (FDSOA). He is a Principal Member of the National Fire Protection Association (NFPA) Technical Committee for Traffic Control Incident Management Professional Qualifications that developed NFPA 1091: Standard for Traffic Control Incident Management Professional Qualifications (2015). Jack is a subject matter expert on roadway incident operations and emergency responder safety and promotes proactive strategies and tactics for protecting emergency workers from being struck by vehicles while working on or near roadways. Jack teaches Traffic Incident Management & Responder Safety Workshops for multi-agency emergency responder groups for the Emergency Responder Safety Institute and he is a Master Instructor for the FHWA Traffic Incident Management Train-the-Trainer Workshops being rolled out nationwide. Jack is an experienced and effective trainer and has been a featured speaker and instructor for many high-profile national and regional conference and seminar programs as listed above.

**Vickie Taylor Bio:** Vickie H. Taylor, LCSW, is the Director of the Prince William County Public Safety Resilience Center, a counseling unit created and funded by Prince William County government specifically for public safety personnel. Prior to assuming her current position, Ms. Taylor worked in community behavioral health for more than 30 years at Prince William County Community Services. Since 1985, she has provided behavioral health consultation to the public safety agencies in Prince William County, VA. She has served the National Fallen Firefighters Foundation since its inception as a trainer, behavioral health consultant and coordinator of the NFFF Memorial Weekend Family Day activities. In addition, she served as the co-facilitator of the *Everyone Goes Home®* Firefighter Life Safety Initiative 13 project on behavioral health for firefighters. She participated as a key developer and trainer for the Foundation’s *Taking Care of Our Own* program and *Stress First Aid for Firefighters and Emergency Medical Personnel*.

**David Tesh Bio:** David Tesh has over 20 years of experience in emergency services in operations as an EMT-B and firefighter. He currently serves as the Volunteer Recruitment and Retention Officer for Chesterfield Fire and EMS in Chesterfield County, Virginia. In addition to his fire service career, David is an active Life Member of Forest View Volunteer Rescue Squad. He is a past Chair of the Virginia Recruitment and Retention Network and currently is their representative to the VOEMS Workforce Development Committee. David regularly speaks at various conferences and symposiums on leadership, recruitment and retention, and other emergency services topics. Respectfully referred to as “Mr. Chesterfield”, David is well respected by community members and his peers. He is a loving husband to his wife, Marie and is the proud “Poppy” to his first granddaughter, Riley.

**Mike Verano Bio:** Mike Verano is the clinical director for Optima EAP and a licensed marriage and family therapist. He is the clinical supervisor for the peer support teams in Newport News, Hampton, James City County and Portsmouth. He provides direct counseling services to first responders and their families and routinely trains safety professionals on topics that impact home life.

**John Walters Bio:** John is a Retired New York City Firefighter and Ex-Chief of the Port Washington Volunteer Fire Department on Long Island New York. John was born to be a fireman he became a junior fireman in 1982, joined the Port Washington Fire Department in 1986 and worked his way up the ranks from Probationary member to Chief of the Department. Realizing a lifelong dream, John became a member of the FDNY in 1995. John was with them for 14 years starting in Engine 237 in Brooklyn, he worked and trained hard to become one of the first firefighters asked to be a member of Squad 288 in queens and ending his career in Rescue 1 in Manhattan. John has seen a lot of tragedy from losing his entire squad in 9/11 and working ground zero for 6 months to tragically lost his leg in July of 2006 while he was working in Manhattan and was forced into retirement. John through everything has not lost his spirit or his sense of brotherhood. He is an amazing family man with five children and an inspiration to many. A quote which John has lived by and describes his passion perfectly: {“I have no ambition in this world but one, and that is to be a fireman. The position may, in the eyes of some, appear to be a lowly one; but we who know the work which the fireman has to do believe that his is a noble calling. Our proudest moment is to save lives. Under the impulse of such thoughts, the nobility of the occupation thrills us and stimulates us to deeds of daring, even of supreme sacrifice.”} Ex- Chief Edward F. Crocker.

**Brain Ward Bio:** Brian Ward, Division Leader: Fire Protection and Emergency Operations, Georgia Pacific. Brian has served with the one station volunteer department to one of the largest of metropolitan departments. Brian is a seasonal FDIC instructor, Fire Engineering author and monthly columnist for Fire Rescue Magazine. He authored Fire Engineering’s Training Officer’s Toolbox, Barn Boss Leadership and Managing Editor/Author for Jones and Bartlett’s Training Officer’s Desk Reference. Brian is a certified Georgia Smoke Diver with a bachelor’s degree in Fire and Safety Engineering from University of Cincinnati and a master’s degree in Organizational Leadership from Columbia SouthernUniversity.

**Steve Weissman Bio:** Steve Weissman has more than 44 years in the fire and rescue service and is currently assigned as a deputy chief with the Stafford County (VA) Fire and Rescue Department. He retired from the Fairfax County (VA) Fire and Rescue Department where he served as the department’s safety officer and as the safety officer for Virginia Task Force 1, International Urban Search and Rescue Team. He is an adjunct instructor for the National Fire Academy and has developed course curriculum in firefighter safety and health, in vehicle collision prevention as well as a specialized training in significant injury and line of duty death investigations. In 2016, Steve was diagnosed with cancer. Since this diagnosis, he has joined the efforts of the Firefighter Cancer Support Network (FCSN) whose mission is “to help fire and EMS members and their families cope with cancer, and to provide awareness and prevention training.” He currently serves as the FCSN assistant director in Virginia and is also a firefighter life safety advocate for the National Fallen Firefighters Foundation.

**Charles Werner Bio:** Charles Werner is a 44 year public safety veteran. He served 37 years with the Charlottesville Fire Department, the last ten years as fire chief. Most recently, Charles served as senior advisor and acting deputy state coordinator for the Virginia Department of Emergency Management. He has also served in numerous national leadership roles on public safety technology, communications, broadband, applications and devices. Presently, Chief Werner serves as chair of the National Council on Public Safety Unmanned Aircraft Systems, the Virginia Public Safety UAS Council, chair of the International Public Safety Association UAS Committee, the FAA Unmanned Aircraft Safety Team, on the Board of the National Alliance for Public Safety GIS Foundation, the National Information Sharing Consortium Advisory Council, the Association of American Railroads Public Safety Rail Advisory Committee, the International Fire Chiefs Technology Council and the Albemarle County Sheriff’s Office Search and Rescue UAS Team.

**Tiffanye Wesley Bio:** Tiffanye S. Wesley is celebrated as a trailblazer. The author, trainer and inspirational speaker is also a Fire/EMS Captain II with the Arlington County Fire Department in Arlington, Virginia - the first African American female to be promoted to this level of leadership in the department’s 71-year history.

A 24-year veteran of the Arlington County Fire Department, Tiffanye has served in numerous positions. The two most notable positions include Nationally Certified Bomb Technician and Bomb Commander and Station Commander for the largest and busiest firehouse in Arlington.

As a speaker and trainer, Tiffanye has been profiled in an internet feature entitled Breaking the Glass Ceiling, shared first on the campus of Georgetown University.

Though known for putting out fires, she will soon ignite audiences as a presenter at the largest Fire Department Instructor’s Conference (FDIC), normally attended by more than 39,000 industry leaders.

Tiffanye also released her published work in the book anthology, No More Chains. Her story is also profiled in a 2017 documentary by the same title.

This ‘woman on fire’ is an inspiration to men and women all over the country because of her transparency and story of determination and commitment in a career no one ever thought she would survive.

Her ‘No Matter What’ and ‘If they say I can’t, I will prove that I can’ attitude has allowed her to climb the ladder of success even when the odds were stacked against her.

Tiffanye uses prayer, poetry and daily positive affirmations to keep focused and renewed.

She also commits to a healthy lifestyle of eating and exercise.

She is married to her best friend, Eric Wesley, who is also a firefighter in Arlington County. They have four beautiful children and one grandchild.

**Warren Whitley Bio:**  Warren Whitley worked for the Prince William County Department of Fire & Rescue for 32 years, retiring as an Assistant Chief. He has been involved in the Kill the Flashover Project since 2011, helping to gather data on fire behavior, the use of thermal imaging cameras and enhanced water streams. He has also been to Sweden and the UK several times since 2000, learning about fire behavior and tactics.

**Jeremy Williams Bio:** Jeremy Williams is a Captain with Norfolk Fire Rescue and is the Vice-president and instructor with Real Fire Training, LLC. He currently serves as a Lieutenant assigned to a Rescue Company. While previously serving as a Lieutenant on a Ladder Company and as a Coordinator of the Department’s Fire Academy. He also is a member of the Regional Technical Rescue Team and also serves as a Rescue Specialist on FEMA’s Virginia Task Force 2 US&R Team. He previously also served in the US Navy and was the Ship’s Fire Marshall onboard the USS McFaul (DDG-74). He holds a Bachelor’s Degree in Fire and Emergency Management and is currently completing Master’s class classwork.

**Linda Willing Bio:** Linda F. Willing is a retired fire officer with the Boulder, Colorado Fire Department, and currently is the principal trainer and consultant with RealWorld Training & Consulting (www.rwtraining.com). Linda specializes in designing training programs for organizational diversity, leadership development, change management, decision making, and conflict resolution. Linda is an adjunct faculty member and curriculum advisor with the National Fire Academy Executive Fire Officer and Management Science programs and has developed a number of emergency services training programs at the national level. In 1982, Linda co-founded Women in the Fire Service. Linda has advised and trained fire and emergency services organizations throughout the United States and Canada and is a frequent presenter at national fire and emergency conferences. She is a regular contributor to several emergency services publications, is a monthly columnist for FireRescue1 and Fire Chief, and serves on the editorial advisory board for these publications. Linda is the author of *On the Line: Women Firefighters Tell Their Stories*. Linda holds a BA from the University of Pennsylvania and a master’s degree in management science from Regis University in Denver, and is a certified mediator.

**Dr. Wriston Bio:** Dr. Wriston, President of The Competitive Edge, is an organizational psychologist, former HR Executive and adjunct professor at the University of Richmond. He is a frequent public speaker and an established, and published, expert not only on the development of ‘high-performance’ teams and cultures, but on ‘leadership’ training and development; enhanced communication skills; the art of collaboration, negotiation and conflict resolution; and a variety of (related) topics, including “30+ Ways to Enhance Your Resiliency”, “How to (Significantly) Improve Willpower & Self-Control” and “How to Discover Your ‘Gifts’ and Your ‘Life’s Purpose”