

PROFESSIONAL EXPERIENCE

Assistant Chief, Chief of Staff

January 2015 – Present

- Provide vision and leadership to the Executive personnel within the department.
- As second in command to the Fire Chief, coordinates the day-to-day operations for the 16th largest metropolitan fire department in the country.
- Supervises and consults with the Professional Standards Office to assure fair and equitable treatment of Department members.
- Guides the department through the implementation of a Consent Decree (ultimately leading to improvements in the diversity of both AFD's recruiting and hiring practices).
- Represents Fire Chief in meetings with other City of Austin departments and at public events.
- Represents the Austin Fire Department at hearings when appropriate.
- Participates in public activities in support of the Fire Chief and Executive Team.
- Act as an advisor to the Fire Chief.
- Assure compliance with all laws, regulations and standards which apply to areas of responsibility.

Division Chief, Risk Management

October 2012 – January 2015

- Provided executive leadership and coordination between the Wellness Program, Safety Support, Worker's Compensation, and Human Resources.
- Developed collaborative relationships and alliances to implement and manage projects (Cadet Hiring Process, Safety Audit, Flu Shot Program, Public Safety Wellness initiative).
- Negotiated opportunities to collaborate with EMS and APD on wellness and worker's compensation initiatives.
- Assured compliance with all laws, regulations and standards which apply to areas of responsibility.
- Supervised and consulted with the Professional Standards Office to assure fair and equitable treatment of department members.
- Represented Fire Chief and Executive Team in meetings with other City of Austin departments and at public events.
- Represented the Austin Fire Department at hearings when appropriate.
- Responded to activations of the Emergency Operations Center in times of crisis (Labor Day Wildfires, Halloween Floods).
- Member of county-wide group of public officials receiving national FEMA Disaster Recovery training. The locally specific training will prepare the group for emergency recovery on a large scale.
- Participated in public activities in support of the Fire Chief and Executive Team.
- Served as back-up for the Assistant Chief over the Educational Services and Medical Operations sections.

Division Chief, Health and Safety

June 2011 – October 2012

- Coordinated the integration of Safety Office, Worker's Compensation Section, and Wellness Program to improve working conditions and safety through a circle of feedback and accountability.
- Oversight of Education Services for Cadet Classes 113 & 114.
- Instituted a 24/7 Safety Officer Response to guarantee a dedicated Safety resource at every major emergency event.
- Expanded the annual flu shot program to embrace business techniques of cost containment and right sizing the staffing model.
- Completed an external review of Wellness program by the IAFF/IAFC as a way to validate the business practices and quality assurance envisioned by both labor and management.

Battalion Chief, Wellness Center and Medical Operations

April 2006 – June 2011

- Pioneered the medical surveillance program for Fire and EMS employees utilizing the civilian medical staff.
- Created and managed the quality assurance program for Operations medical service delivery using the Field Medical Officer model.
- Coordinated and managed the annual Pandemic Flu Exercise.
- Organized and conducted the Candidate Physical Ability Test (CPAT).
- Presented “*How to successfully administer the CPAT test*” at Fire Rescue International Conference (2007).
- Wrote and submitted the IAFC Health and Safety award nomination for the Wellness Center, which resulted in the Austin Fire Department receiving the 2010 Billy Goldfeder Award.

Lieutenant and Captain (Engine 7, Engine 26, Ladder 3)

October 1994 – April 2006

- Managed personnel in assignments ranging from a single company at one of the city’s busiest stations to a complement of four stations supervising four lieutenants.
- Conducted training both in classroom and practical application settings.
- Learned high rise strategies and Hazmat concerns in populated areas from responding to the University of Texas and downtown Austin.
- Developed and instituted an alternative response plan to an area unprotected by chronic low water pressure in the fire hydrants. This project was spawned from a research project assignment during a Fire Officer class.
- Led the primary search of a building during a third-alarm fire in downtown Austin. The search team rescued the only person trapped inside and escaped the subsequent building collapse without injury.
- Gained experience fighting wildland urban Interface fires while learning the importance of working cooperatively with our ESD partners to effectively manage the wildfire events.
- Assisted the public through official department projects (smoke alarm drives, Neighborhood Night Out and fan drives) and company specific initiatives where we provided basic necessities to citizens in our neighborhoods.
- Participated in a University of Texas Rowing/Fitness Study to determine if rowing might be the best all-around exercise vehicle for firefighter fitness with a minimum risk of injury.
- Chairperson of the Austin Fire Department Awards Committee.
- Completion of Leadership, Education, and Public Service (LEAPS) program.
- Board member of LEAPS program.

Firefighter and Fire Specialist (Ladder 18, Smokebuster 7)

November 1986 – October 1994

- 8 years of firefighting experience at two of the busiest fire stations in the city.
- Promoted to a newly created Operations position which was responsible for managing high volume ventilation at structure fires.
- Completed internship with Assistant City Manager Alicia Perez.
- Member of the Cultural Diversity Recruitment Project Team.

EDUCATION

Western Illinois University, 1991

Bachelor of Arts in Fire Protection Technology

University of Texas of Austin

Major: Business Management

AFFILIATIONS

- 100 Club of Central Texas
- International Association of Fire Chiefs
- IAFC Safety Section member
- Fire Department Safety Officers Association

AWARDS

- Medal of Merit for rescue performed at multi-alarm fire.
- Two Phoenix Awards for successful cardiac arrest resuscitations.
- Star of the City Award for Outstanding Public Service.
- Certificate of Appreciation from the Austin Police Department.