

Missouri Valley Division of Fire Chiefs Annual Conference
Fargo, North Dakota
June 20 – 23, 2023

Tuesday June 20

MVDFC Board Meeting	1500 – 1700
MVDFC Board Dinner	1800 – 2000

Wednesday, June 21

Golf	0900 – 1600
Registration	1500 – 1800
Exhibitor Set-up	1300 – 1730
Welcome Reception	1730 – 2100

Thursday, June 22

Registration	0700 – 1700
Breakfast	0700 – 0800
Opening Ceremonies	0800 – 0845
MVDFC Business Meeting	0845 – 0930
Keynote: Dr. Byron Kennedy <i>On the HUNT for your Determination: An Intrinsic Look At What Drives <u>YOU</u> and Your Team</i>	0945 – 1100

BREAK	1100 – 1115
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Dr. Alexander Henderson <i>Career Resiliency in Fire and Emergency Medical Services Leadership</i>	1115 – 1215
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LUNCH WITH VENDORS	1215 – 1315
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Chief Chad Brocato & Jean Lafalaise <i>Financial Resiliency: Weathering the Storm</i>	1315 – 1430
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BREAK WITH VENDORS	1430 – 1500
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Chief Dan Munsey & Chief Scott Roseberry Moneyball for the Fire Service	1515 – 1630
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Business Meeting – Elections if Needed	1630 – 1645
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Happy Hour with Vendors	1700 – 1830
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Evening Event	1630 – 2200
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Friday, June 23

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Breakfast with Vendors	0700 – 0800
Business Meeting/ Swearing in of Officers	0800 – 0830
Dr. Brittnay Hollerbach <i>After Action Report COVID-19 Lessons Learned</i>	0830 – 0930
BREAK WITH VENDORS	
Fire Chief Don Lombardi <i>Empowering for Organizational Success</i>	1000 – 1100
Chief Karl Ristow & Chief Steve Dirksen <i>Building Resilience through Self-Assessment</i>	1100 – 1200
LUNCH	1200 – 1300

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Presentation Descriptions

Keynote: *On the HUNT for your Determination: An Intrinsic Look at What Drive YOU and Your Team*

Dr. Byron Kennedy, Deputy Chief, Atlanta Fire Rescue Department, (ret.)

Leaders, in every position, produce visions and goals for a variety of situations. Unfortunately, when things don't turn out the way we want...or don't go as easily as we desire, many of us become discouraged and abandon the initial vision or goal. This conversation about Determination focuses on the pillars of Persistence and Resilience as the foundation of what drives us to be who we are and how we lead our teams.

Career Resilience in Fire and Emergency Medical Services Leadership

Dr. Alexander Henderson, Associate Professor of Public Administration, Marist University

Fire and emergency medical services leaders are essential personnel in managing effective, efficient, and equitable public services. The profound importance of these supervisory personnel, when considered alongside the enduring challenges of emergency services work, requires that we think about and unpack the factors that shape career resilience and longevity in the workplace. This session will report on the results of a survey of the nearly 3,000 fire, EMS, and training personnel credentialed by the Center for Public Safety Excellence (CPSE) Commission on professional Credentialing (CPC). The discussion will focus on concepts of work engagement, self-efficacy, motivation, satisfaction, and other core traits as important factors in shaping resilience. An improved understanding of career resilience in the workplace is critical as organizations build professional development programs, identify future leaders, and focus on continuous improvement and agency performance.

Financial Resiliency: Weathering the Storm

Fire Chief Chad Brocato JD, DHSc, Pompano Beach Fire Rescue

Jean Lafalaise, Special Projects Director, City of Pompano Beach

Resiliency definition: The capacity to recover quickly from difficulties; toughness. In the ever-changing financial landscape, fire and emergency services providers need mechanisms to ensure their long-term viability. Finances are at the center of the struggle for many agencies, yet there are funding mechanisms that remain untapped. This presentation will present several options for agency leaders to consider in developing their resiliency to changing conditions.

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Moneyball for the Fire Service

Fire Chief Dan Munsey, County of San Bernardino Fire Protection District

Battalion Chief Scott Roseberry, Garland Fire Department

The movie Moneyball, wasn't just a study of the fallacies of baseball scout's intuition, it was a study into behavioral economics. Many of the same concepts of behavioral economics can be used for the fire service as well. We all exhibit the same irrational behaviors, but we continually apply a rational methodology when developing new policies and fixing problems (or missing the undervalued players who get on base). Applying the study of behavioral economics, fire service leaders will understand why vision statements work, how targeting can reduce turnout times, and how to reduce sick time. This presentation will allow attendees to understand the behaviors required to lead and affect change in their organizations.

Empowering for Organizational Success

Fire Chief Don Lombardi, West Metro Fire Protection District

Everyone in the fire service can agree we deal with very complex issues to meet the needs of our organizations and communities. Participants will be introduced to the process West Metro Fire Rescue implemented to leverage labor and management relationships, around a series of strategic planning teams who have committed to an open and advanced level of cooperation to build resiliency and maintain strategic direction as a fire service agency. Through deliberate collaboration, attentive to the organization's strategic needs, West Metro continues progressing, while increasing member participation and trust.

After Action Report COVID-19 Lessons Learned

**Dr. Brittnay Hollerbach, Associate Scientist and Deputy Director at the
Center for Fire, Rescue & EMS Health Research, NDRI-USA**

As COVID-19 finally seems to be winding down in the US, we are left figuring out what our "new normal" is. Many fire departments have struggled with fighting misinformation about vaccines and other mitigation techniques such as mask use. In many places, this lack of effective messaging has led to inadequate infection disease control measures and work conditions that threaten firefighters' safety and health. This session will discuss our work examining firefighters' perceptions of protective measures as well as health care providers' successes and barriers to vaccination with the goal of producing fire service-specific evidence-based education, messaging, and dissemination avenues that can be used for future public health crises

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Building Resilience through Self-Assessment

**Karl Ristow, Center for Public Safety Excellence, St. Johns Fire Department
(ret.)**

Fire Chief Steve Dirksen, Fargo Fire Department

Things in life change; changes provide uncertainty and have the potential to impact how our organizations function. The last few years have required our organizations to change how and where we provide services, where we work, and even how we interact. Through all of this, we have been successful...or have we? How do you know? Is your organization still effective and efficient? Have you self-assessed to know and understand? Do you have exhibits to support your claims? The Center for Public Safety Excellence (CPSE) creates and publishes a self-assessment model that over 300 fire departments across the world use to self-assess themselves and seek international accreditation through the Commission on Fire Accreditation International (CFAI). This model is the basis for your organizational assessment so you do not get off guard when things change. Reducing the impact of change ensures resiliency within your organization and community. This presentation will communicate what self-assessment is all about, how it can provide paths to improvement, and how it will make you a more resilient organization.

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Speaker Biographies



Keynote: Dr. Byron Kennedy, Deputy Chief, Atlanta Fire Rescue Department, (ret.)

At the end of 2022, and after three decades of service with the City of Atlanta Fire Rescue Department, Dr. Byron Kennedy retired as a Deputy Fire Chief. Leaving behind many lessons and experiences, Chief Kennedy embraces all that has made him who he is today as a leader in the Fire/EMS industry. Advancing through the ranks within Operations, Public Relations, Aviation, EMS, Technical Services, and Support Services, Chief Kennedy honed his craft. Beyond retirement, he has found it difficult to be still for more than 10 minutes. He now serves as an author, speaker, instructor, and consultant to the Fire/EMS community... and is LOVING EVERY minute of it.



Dr. Alexander Henderson, Associate Professor of Public Administration, Marist University

Alexander C. Henderson is an associate professor in the Department of Public and Nonprofit Administration at Marist College. His current research focuses on front-line policy implementation in public and nonprofit organizations, rules and discretionary decision-making, and personnel management. He is the vice chair of the Commission on Professional Credentialing (CPC) with the Center for Public Safety Excellence (CPSE), a research fellow of the Center for Organization Research and Design (CORD) at Arizona State University, and an academic fellow of the Local Government Workplace Initiative (LGWI) at the University of North Carolina at Chapel Hill. He previously served as a chief administrative officer, operational officer, director, and volunteer with several emergency services organizations in the Philadelphia area.

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Speaker Biographies



Fire Chief Chad Brocato, Pompano Beach Fire Rescue

Chad E. Brocato, JD, DHSc, EMT-P, is the fire chief for Pompano Beach (FL) Fire Rescue (PBF). PBF is an ISO Class 1 fire department, CFAI accredited, and CAAS accredited. Chad is a long-time contributor to the Journal of Emergency Medical Services (JEMS) and has authored book chapters, online lessons and articles that have been published internationally. He works in the emergency services field and is a licensed attorney practicing in Florida.



Jean Lafalaise, Special Projects Director, City of Pompano Beach

Born and raised in Haiti, Jean-Rony Lafalaise has lived in South Florida since 1985. He has two daughters. Jean has a bachelor's and a master's degree in economics and earned a doctorate degree in public administration. He has taught economics at Palm Beach State College since 1998, taught at Broward College from 1999 to 2001 and at the Nova Southeastern University Graduate School of Business from 2003 to 2014. Courses taught include budgeting, public finance, economic thinking, international trade, macroeconomics and microeconomics. He worked as a high school teacher in the 1990s and served as a consultant for the Florida Institute of Government, based at Florida Atlantic University.

Before becoming the City of Pompano Beach's Special Projects Director (his current position), Jean Lafalaise worked in the Pompano Beach Fire Rescue Department for 25 years (Fire Administrative Services Manager), accountable for developing the fire department \$55 million budget. The scope of this position extended beyond budget

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oversight, it also included strategic planning, and oversight of the Logistics Division. Jean has served on employee interview boards across the City, leading to the selection of 200+ employees, including EMS chief, operations chief, assistant fire chief, firefighter, internal auditor, logistics manager, logistics analyst, budget director, budget analyst, data analyst, to name a few. Jean has also spent time mentoring and giving back to the community. He has participated in numerous public policy debates on topics ranging from ethics in the public sector to immigration reform. Two presentations worth noting are:

What should be the Proper Source of Ethical Principles and Moral Standards in the Public Sector? (Florida Department of Transportation, South Florida Chapter)

The Economics of Immigration vs. the Politics of Immigration - A Report of Recent Economic Surveys and an Analysis of key Provisions of the Illegal Immigration Reform and Responsibility Act of 1996. (12th Annual Conference of the Haitian Studies Association)

During his long teaching career, he has mentored hundreds of students and participated in countless panels on education, including his favorite to the Palm Beach State College student body: Math is Never in Vain.



Fire Chief Dan Munsey, County of San Bernardino Fire Protection District

Fire Chief Dan Munsey (EFO, CFO, MPA) has been active in the fire service for over 27 years, rising through the ranks of the County of San Bernardino Fire Protection District from firefighter-paramedic to fire chief.

Chief Munsey is a Center for Public Excellence, Chief Fire Officer, is an Executive Fire Officer, possesses a Master's Degree in Public Administration from Grand Canyon University, is a graduate of the California Special Districts Leadership Academy, and holds a California State Fire Training Chief Officer Certificate.

In addition, Chief Munsey is the International Fire Chiefs Association, Technology Council chairman, a FIRESCOPE Board of Director, and served for many years on California Incident Management Team 11 in the operations section.

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Battalion Chief Scott Roseberry, Garland Fire Department

Battalion Chief Roseberry (MPA, CFO) has been in the fire service for over 20 years. He started at a volunteer department before hiring on with Garland Fire Department in 1999. He has served in many different positions while rising through the ranks to Battalion Chief. Chief Roseberry is a graduate of the Executive Fire Officers Program and holds a Masters Degree in Public Administration. He is the vice chair for the IAFC Technology Council and he sits on the FEMA Region IV Advisory committee as well as several other regional committees. He also serves as the Spec-Ops Chief for Garland Fire Department. His command experience includes being the Incident Commander for an EF-4 tornado and the attempted terrorist attack at the Curtis Culwell Center in Garland, TX. He is an adjunct instructor for Tarrant County College in Texas and has delivered presentations at FRI, CPSE, and throughout Texas.



Dr. Brittany Hollerbach, Associate Scientist and Deputy Director at the Center for Fire, Rescue & EMS Health Research, NDRI-USA

Dr. Brittany Hollerbach is an Associate Scientist and Deputy Director at the Center for Fire, Rescue & EMS Health Research, and part of NDRI-USA. She has extensive experience working with the fire service on a number of federally funded studies including as the Principal Investigator (PI) on a recent FEMA-funded study examining perceptions of protective strategies for COVID-19. Dr. Hollerbach has an interest in firefighter health in general and female firefighter health specifically, given her background as a former firefighter.

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Fire Chief Don Lombardi, West Metro Fire Protection District

Fire Chief Don Lombardi has been with the West Metro Fire Protection District since 1991. West Metro is one of the largest fire districts and EMS providers in the state of Colorado, serving a population of nearly 300,000 citizens, and covering 108 square miles. Chief Lombardi is responsible for all facets of life safety, suppression, all-hazards, and the district's emergency medical response activities.

Prior to joining West Metro, Chief Lombardi was a K-2 physical education instructor and varsity coach with Denver Public Schools. He has a Master's degree in Public Administration from Grand Canyon University, a Bachelor's degree in Physical Education from the University of Colorado, his K-12 teaching degree with an emphasis in coaching, and is a graduate of the Executive Fire Officer Program with the NFA.

Chief Lombardi is the sponsoring agency chief for CO-TF1, FEMA Urban Search and Rescue. He co-authored the Colorado Firefighters Heart and Cancer Benefit legislation and is the immediate past chairperson of the Colorado Firefighters Heart and Cancer Benefit Trust. He serves, as past president for the Metropolitan Fire Chiefs Association, is a past president of the Colorado State Fire Chiefs' executive board, is on the Colorado Fallen Firefighters Foundation board of directors, and is a past president of the Metro Denver Fire Chiefs' Association.

Chief Lombardi is on the Federal Bureau of Prisons' community relations board, Foothills Credit Union board and is a graduate of Leadership Jefferson County.

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Fire Chief Karl Ristow, Center for Public Safety Excellence, St. Johns Fire Department (ret.)

Karl Ristow is the recently retired Program Director for the Commission on Fire Accreditation International. He has over 42 years of fire service experience as a firefighter through fire chief. Karl is a retired United States Air Force fire officer having served throughout the world in defense of his country. Karl holds a master's degree in Public Administration, a bachelor's degree in Interdisciplinary Studies, and associate degrees in Fire Science and Instructor of Technology. He is a graduate of the National Fire Academy's Executive Fire Officer Program and a Chief Fire Officer Designee through the Commission on Professional Credentialing. Karl is married to his wife Barbara and they have 5 sons and 6 grandchildren.



Fire Chief Steve Dirksen, Fargo Fire Department

Steve Dirksen is the Fire Chief for the City of Fargo North Dakota. Chief Dirksen began his firefighting service in 1989 when he joined the Rock Valley (IA) Volunteer Fire Department. In 1994, he was hired by the Sioux Falls (SD) Fire Department. He served in multiple capacities ending as a Shift Battalion Chief in November of 2011 when he became the Fire Chief for the City of Fargo. Chief Dirksen has a Bachelor's Degree in Management and a Master of Business Administration from the University of Sioux Falls, is an Executive Fire Officer Graduate, and Chief Fire Officer Designate. He is a member of FEMA Region VIII Regional Advisory Committee. In 2017, he was appointed to serve on the Commission of Fire Accreditation International. Currently, he serves as Chair of the Commission. Chief Dirksen is married to his wife Gayle. They have one daughter and one son. Steve and Gayle are the adoring grandparents of two granddaughters and two grandsons.

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