



**Formal Training**

**Michigan State Police Academy, Lansing, MI**  
110<sup>th</sup> Trooper Recruit School

**Defense Mapping School, Fort Belvoir, VA**  
Distinguished Graduate

**Professional Training**

Texas Fire Chief Academy: Certified Fire Executive

Texas Commission on Fire Protection: Certified Head of Department (Suppression)

Texas Department of State Health Services: Emergency Medical Technician (EMT-B)

Michigan Fire Fighters Training Council: Fire Officer I, II, and III; Leadership I, II, and III; Health and Safety Officer; Firefighter I and II; Hazardous Materials Awareness and Operations; Unified Incident Command System; Apparatus and Pump Operations I and II; Apparatus Driver

National Fire Academy: Juvenile Fire-Setter Intervention Specialist (JFIS I); Juvenile Fire-Setter Intervention Program Manager (JFIS II)

Emergency Management Institute: ICS-100, ICS-200, ICS-300, ICS-400, ICS-700, ICS-800

International Safety Instruments: Self Contained Breathing Apparatus (SCBA) Service Technician II

State of Michigan: Emergency Medical Technician (EMT-B)

Michigan State Police: Advanced Precision Driving; Raid Entry; Department Instructor; Basic and Advanced Narcotics Investigator

Indiana Drug Enforcement Association: Drug Diversion Investigations

John E. Reid and Associates: Reid Interview and Interrogation

Laboratory for Scientific Interrogation: Scientific Content Analysis

Federal Law Enforcement Training Center: Correctional Techniques

American Correctional Association: Correctional Officer I and II

## Brian E. Sturdivant, MA, CFO, CPM, MIFireE

### PROFESSIONAL PROFILE

Seasoned Public Safety/Emergency Management professional with over 25 years of progressive experience in the capacity of Fire Chief, Deputy Fire Chief, Fire Battalion Chief – Paramedic, and Fire Division Chief. Strong qualifications in budgeting, personnel/staff management, training, resource management, public safety emergency operations, response and administration. Well-developed leadership and analytical skills as evidenced by ability to continuously improve fire/rescue operations and emergency medical services. Reputation for strong work ethic and uncompromising passion to the public safety arena and homeland security enterprise.

- Strong leadership and organizational skills; outcomes focused with measurable results.
- Proven track record of strengthening firefighting and rescue operations.
- Advanced knowledge in planning and directing fire suppression and emergency services.
- Excellence in cultivating productive relationships internal and external to organization.
- Extensive experience in fiscal, resource and personnel allocation and management.
- Ability to build, inspire and motivate Teams.
- Defined analytical skills and ability to successfully manage multiple priorities.
- Critical thinker with proactive initiative and excellent written/verbal communication skills.
- Strategic planning, program development, and project/team management expertise.
- Exceptional public speaking and community engagement skills.
- Accomplished in high performance, all-hazard public safety environments.

### SPECIFIC SKILL AREAS

- Staff Development & Leadership, Coaching, Training, & Mentoring
- Emergency Response Procedures, Firefighting & EMS Service Delivery
- Budget Planning & Management, Policy & Procedure Development
- Fire Prevention & Enforcement, Public Education Programs
- Facility & Equipment Maintenance, Time & Resource Allocation

## **PROFESSIONAL EXPERIENCE**

**Petersburg VA Fire Department – Deputy Fire Chief/Emergency Management Coordinator**

2014 - 2018

Execute leadership, supervision, coordination and collaboration to the Administrative and Operations Divisions, to include, Administrative oversight of 3 Division Chiefs. Operational oversight of 3 Battalion Chiefs. Management of Information Systems, Strategic Planning, Health and Safety Services and all associated functions.

- Conduct current and on-going emergency system delivery analytics for data driven decision making.
- Advise Fire Chief in Strategic and Competency-based Succession Planning Processes.
- Confer with and direct the day-to-day activities of the Department through the Chief Officers.
- Assist in the development, administration and tracking of the Department budget (\$6 mil)
- Develop and recommend departmental goals, objectives, delegate authority to meet objectives.
- Establish and coordinate the updates and revisions to the Department SOP's/SOG's.
- "Interim" Fire Chief, 2017.

**Milpitas CA Fire Department - Fire Chief/Emergency Manager 2010-2014**

Planned, coordinated, directed, and evaluated Fire and EMS service delivery system including hazardous materials response and regulation, fire prevention regulation and education, Office of Emergency Services (OES), and all supportive functions. Developed and administered \$15 mil annual budget.

- Performed organizational restructure resulting in a 15% reduction in cost while improving response times.
- Secured over \$1.7 mil in grant funding for Fire Department and OES.
- Improved emergency management and fire department policy and procedures/guidelines.
- Developed fire department and emergency management strategic and succession plans.
- Established Leadership/Mentoring Program Models for Fire Department and OES.
- Facilitated positive, collaborative Labor/Management Processes with IAFF Local 1699.

**Scottsdale AZ Fire Department – Deputy Fire Chief 2005-2010**

*Deputy Fire Chief Training/Member Development and EMS (2008-2010)*

Directed, developed, supervised, and coordinated all training components including fire training, EMS training and certification, special operations training and certification, and professional development of all sworn and civilian staff. Developed and administered \$5 mil annual budget.

- Developed and implemented SFD Battalion Training Program.
- Developed promotional processes for Engineer, Fire Captain, and Fire Battalion Chief.
- Developed SFD EMS and Training Administrative/Operational Policies.
- Contract Administrator for SFD Medical Director and Ambulance Transport Provider.
- Developed SFD Critical Incident Stress Management (CISM) Program.
- Developed SFD EMS Data Reporting and QA/QM Program for quality evaluation and improvement.

*Deputy Fire Chief Emergency Management (2007-2008)*

Directed, coordinated all Emergency Management activities including Preparedness (planning), Mitigation (minimizing negative impacts), Response and Recovery (short/long term) efforts. Developed and administered \$1.5 mil annual budget.

- Developed Scottsdale Continuity of Operations and Continuity of Government Plans.
- Conducted Scottsdale critical infrastructure/key resource threat assessments.
- Oversight of Scottsdale Terrorism Liaison (TLO) Program with Fusion Center integration.
- Developed Scottsdale Crisis Management and Disaster Preparedness Plans.

*Deputy Fire Chief Field and Special Operations (2005-2007)*

Managed, supervised, coordinated activities of all field and special operation's response. Developed and administered \$22.5 mil annual budget. Functional oversight of 15 fire stations and 260 personnel.

- Lead transition change process from private provider to municipal system.
  - Developed and managed the SFD "constant staffing" OT Management Plan.
  - Ensured operational and training consistency with Phoenix Regional Auto Aid Consortium.
  - Major incident response as Command Staff within the NIMS ICS model.
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**Fulton County GA Fire Department – Fire Division/Battalion Chief, Paramedic 1986-2005**

Directed, lead, supervised, managed and coordinated all aspects of Fire/EMS training. (Division Chief)  
Managed and supervised fire battalion, incident response, personnel evaluations, staffing and training programs. (Battalion Chief)

- Developed, implemented the FCFD Initial and 1<sup>st</sup> Alarm NIMS qualification process.
- Developed, implemented the FCFD Passport FF Accountability System.
- Developed the FCFD EMS database for certification and recertification tracking.
- Promoted up the ranks from FF/EMT to Division/Battalion Chief – Paramedic.

**EDUCATION**

MA Degree – Naval Postgraduate School, Monterey CA (Security Studies) Center for Homeland Defense and Security.

BS Degree – Grand Canyon University, Phoenix AZ (Public Safety Administration).

AS Degree – Shorter University, Atlanta, GA (Business Administration).

Harvard University – Senior Executives in State and Local Government Program

AZ State University – Certified Public Manager, Ramsey Advanced Public Executive Education

Clark Atlanta University – Carl Holmes Executive Development Institute Fire Service Leadership

**CERTIFICATIONS**

Chief Fire Officer Designee (CFOD) Center for Public Safety Excellence.

Certified Public Manager (CPM) Designee American Academy of Certified Public Managers.

Certified Incident Safety Officer (FDSOA)

“Blue Card” Certified Type IV and V Incident Commander

Member Grade (MIFireE) Institute of Fire Engineers.

NIMS I700, I800, I100, I200, I300, I400

NIMS ICS/EOC Interface, Planning Section Chief, All Hazards Command and General Staff

## **PROFESSIONAL ACTIVITIES**

International Association of Fire Chiefs FEMA Region IX "Go Team" Representative (Member)

International Association of Fire Chiefs Terrorism and Homeland Security Committee (Member)

International Association of Fire Chiefs Company Officer Mentor Program (Mentor)

Dillard University, LA Carl Holmes Executive Development Institute in Fire Service Leadership (Instructor)

Northwestern State University, LA (Adjunct Instructor)

Gulf States Regional Center for Public Safety Innovation (Instructor)

Leadership Coach Institute (Professional Coach)

## **MEMBERSHIPS**

Rotary International

American Academy (VA Society) of Certified Public Managers

Institution of Fire Engineers (Member Grade)

International Association of Fire Chiefs (IAFC)

National Fire Protection Association (NFPA)

Fire Department Safety Officers Association (FDSOA)

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# John Christopher Clark

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## **Professional Experience**

1/2011 - Present Delta Township, MI

### **Fire Chief & Emergency Management Coordinator \$107,000**

Fire Chief of a Township Fire Department with 40 career and 13 part-time/paid on-call firefighters, covering 108 sq. miles out of four stations. Responsible for management and operations including, Fire Suppression, Rescue, Haz-Mat and Emergency Medical Services (ALS Transport). Additional responsibilities included Emergency Management Coordinator

5/2008 - 1/2011 Washington Township, MI

### **Assistant Fire Chief & Emergency Management Coordinator \$78,000**

Assistant Fire Chief of a Township Fire Department with 24 career and 15 paid on-call firefighters, covering 36 sq. miles out of two stations. Responsible for overall operations including, Fire Suppression, Rescue and Emergency Medical Services (ALS Transport). Additional responsibilities included supervision of Fire Prevention and Training programs.

1/2006 - 5/2008 City of Utica, MI

### **Fire Chief \$72,000**

Fire Chief of Municipal Fire Department with 30 paid on-call firefighters, covering a small municipality. Supervised and directed fire suppression and prevention, ALS Transport and confined space rescue. Supervised and directed all training activities for the department.

1/2005 - 1/2006 University Of Michigan Medical Center

### **Fire Safety Specialist**

Managed Fire Safety Programs for the University of Michigan Health Systems, including construction and renovation projects, patient and staff safety.

6/2004 - 1/2005 Chester County Government

### **Director Rural Fire Services & Emergency Management**

Manage and direct Chester County rural fire services, comprised of eleven (11) fire departments and the office of emergency management and preparedness. Duties include day-to-day operations for fire suppression & rescue, haz-mat and homeland security, routine and emergency interaction with the local, state and federal agencies and disaster prevention planning.



3/2001 – 6/2004 Hamburg Township Fire Dept.

**Fire Marshal & Emergency Management Coordinator**

Fire Marshal for Hamburg Township Fire Department. Manage and direct Fire Prevention Division, including supervision of 10 inspectors, administration of the school "Safe @ Home" Program, Plan Review & Approval and Code Enforcement. Add'l duties include command and training, Emergency Management, EMS and Fire response and FEMA Grant Management.

2000 - 2003 GM Powertrain – Flint North

**Fire Chief & Emergency Management Director**

Contract Fire Chief of GM Industrial fire department a fulltime department providing fire suppression and prevention, medical first response and confined space rescue. Supervise all suppression, rescue, prevention and training activities for the department. Conduct monthly "in-house" fire and medical first responder training.

1979 -2000 Career & Part-time Firefighter/Paramedic

**Firefighter/Paramedic**

1999-2000 Monclova Township Fire Department, Monclova, OH (Part-Time)

1994-1999 Waterville Fire Department, Waterville, OH (Part-Time)

1991-1998 Accurate Inspections & Property Services, Toledo, OH

1983-1991 Sylvania Township Fire Department, Sylvania, OH (Career)

1979-1991 Southeast Ohio EMS, Gallipolis, OH (Career)

1979-1991 Jackson Fire Department, Jackson, OH (Part-Time)

**Education**

2014	State of MI - EMS	Lansing, MI
	<b>EMS-Paramedic Instructor/Coordinator</b>	
2012	State of MI – EMHSD	Lansing, MI
	<b>Professional Emergency Manager (PEM)</b>	
2010	National Fire Academy	Emmitsburg, MD
	<b>Executive Fire Officer (EFO)</b>	
2005	University of Eastern Kentucky	Richmond, KY
	<b>MS in Safety Administration</b>	
2003	University of Cincinnati	Cincinnati, OH
	<b>BS in Fire &amp; Safety Engineering</b>	

**Professional Certifications**

Executive Fire Officer

Professional Emergency Manager (PEM)

EMS Instructor-Coordinator (Paramedic)

Paramedic

Fire Officer III

NFPA Certified Fire Inspector I

NFPA Certified Plans Examiner

NFPA Live Fire Instructor I

## GREGORY S. GINEBAUGH

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### PROFESSIONAL EXPERIENCE

#### City of Kentwood Fire Department,

1982 – Present

##### **Deputy Fire Chief**, January 2013 – present

- Direct departmental activities and functions on behalf of the Fire Chief in his absence and/or at his direction
- Serve as part of the city's Executive Team participating in planning and implementing City and department projects
- Assist with the development and implementation of strategies, goals, objectives, policies, procedures and programs at department and City level
- Provide timely and accurate public information through social media, media releases and interviews
- Write administrative policies, procedures and work standards to ensure that goals and objectives are met and programs provide services in an effective and efficient manner
- Plan, coordinate, oversee and evaluate the work of assigned staff
- Aid in the preparation and management of the annual budget and strategic needs of the department
- Assume command of fire suppression and disaster control activities at major incident scenes and coordinate management of fire investigations
- Participate in planning and implementation of broad-based response programs, ensuring programs comply with OSHA and other regulatory agency requirements
- Direct fire prevention activities, including public education programs, fire code and ordinance compliance
- Coordinate response activities with governmental entities and public partners
- Create IAP's (Incident Action Plans) for city events
- Liaison with local government entity and community stakeholders to promote partnerships
- Participate with the Local Emergency Planning Committee and Local Planning
- Participate in automatic-aid and mutual-aid planning, agreements and responses
- Produce and maintain Emergency Action Guides/Emergency Service Functions as the Emergency Preparedness Coordinator
- Evaluate candidates in the hiring process of both full-time and paid-on-call personnel

##### **Captain (Battalion Chief)**, September 1997 – January 2013

- Served as Incident Commander at fire and medical scene operations
- Recommended policies and procedures

Ginebaugh, Gregory S.

- Held Safety, Records and Training Officer positions

**Lieutenant/Inspector**, May 1996 – September 1997

- Directed fire suppression and emergency medical services at the Company Officer level
- Conducted monthly Fire Safety Inspections as assigned, as part of the department's Fire Prevention/Inspection program

**Acting Fire Marshal**, March 1989 – February 1990

- Conducted Certificate of Occupancy Inspections
- Reviewed building plans as part of the Plan Review process
- Participated in Site Plan Review with Planning & Zoning Departments

**Fire Inspector**, February 1986 – March 1989

- Assisted the Fire Marshal with Fire Prevention Programs
- Participated in the Plan Review process
- Conducted daily business Fire Inspections and Certificate of Occupancy Inspections

**Fire Fighter (full time)**, August 1985 – February 1986

**Fire Fighter (Paid-on-Call)**, November 1982 – August 1985

## EDUCATION

<b>Executive Leadership Program, School of Fire Staff and Command, Eastern Michigan University</b> Ypsilanti, Michigan	<b>2016</b>
<b>Bachelor of Science, Fire Science, Lake Superior State University</b> Sault Ste. Marie, Michigan	<b>2010</b>
<b>Professional Emergency Manager (PEM)</b> Michigan Department of Homeland Security and Emergency Management Lansing, MI	<b>2007</b>
<b>Associates Degree, Fire Science, Kalamazoo Valley Community College</b> Kalamazoo, Michigan	<b>2006</b>
<b>Associates Degree, General Studies, Grand Rapids Community College</b> Grand Rapids, Michigan	<b>2006</b>

Ginebaugh, Gregory S.

## RELATED PROFESSIONAL EXPERIENCE

<b>Fleis &amp; VandenBrink Engineering, Inc.</b> Emergency Planner/Regional Planner Grand Rapids MI	<b>2007 - 2012</b>
<b>Michigan State Police Emergency Management Homeland Security Training Center</b> Contractual Instructor Lansing, MI	<b>2000 - 2012</b>
<b>Center for Domestic Preparedness</b> Non-resident programs instructor Anniston, AL	<b>2005 – present</b>

## LICENSES, CERTIFICATIONS AND SPECIALIZED TRAINING

MI CIMS Train-the-Trainer Michigan State Police Emergency Management Homeland Security Division	2018
Disaster Management for Public Services National Emergency Response and Training Center	2017
Public Information in an All-Hazards Incident National Emergency Response and Training Center	2017
Emergency Medical Technician (License Renewal) 3203031796 Michigan Department of Health & Human Services	2016
Continuity of Operations (COOP) Planning Emergency Management Institute/FEMA Anniston, AL	2015
MI CIMS (WebEOC End User) Michigan State Police Emergency Management Homeland Security Division	2014
Social Media for Natural Disaster Response and Recovery National Disaster Preparedness Training Center	2014
PCII (Protected Critical Infrastructure Information) Certification Department of Homeland Security, Davenport University, Grand Rapids MI	2011
All Hazards Incident Management Team: Incident Command, Finance, Logistics, Planning & Operations Section Chief Michigan State Police Emergency Management Homeland Security Division	2011

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Advanced Chem/Bio Integrated Response Course Dugway Proving Grounds, Utah	2010
Emergency Management Institute, ICS (Incident Command System) Train the Trainer FEMA, Lansing, MI	2008
Professional Emergency Manager (PEM) Michigan Department of Homeland Security and Emergency Management Lansing, MI	2007
Emergency Management Institute Professional Development Series FEMA, Emergency Management Institute	2006
Threat and Risk Assessment Texas Engineering Extension Service, Kent County, MI	2006
Certified Instructor, Center for Domestic Preparedness Anniston, AL	2005
CAMEO/Marplot for Windows Michigan Department of State Police, Lansing, MI	2001
Hazardous Materials Specialist Michigan Department of State Police, Lansing, MI	2000
Certified Fire Department Instructor Michigan Fire Fighters Training Council	1999
Fire Officer III Michigan Fire Fighters Training Council	1995
Fire Fighter II Certification Michigan Fire Fighters Training Council	1989

#### **COMMUNITY SERVICE / AFFILIATIONS**

Western Michigan Association of Fire Chiefs, Trustee	2016 - Present
Michigan Association of Fire Chiefs, member	2013 - Present
Kent County LEPC (Local Emergency Planning Committee), member	2013 - Present
Kent County LPT (Local Planning Team), member	2013 - Present
Region 6 Type IV Incident Management Team, member	2012 - Present
Michigan Emergency Management Association, member, past 1 <sup>st</sup> Vice President	2008 - Present
Michigan Fire Instructors Association, member	1998 - Present
Michigan Crisis Response Association Board member, Past President	1994 - Present
Mid-West Michigan Critical Incident Stress Management Team, member	1993 - Present

# Lynn Washburn-Livingston

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## PROFESSIONAL SUMMARY

Highly motivated fire service executive with 36 years of experience in full-spectrum fire organizations protecting diverse, urban communities including six years as Chief of an internationally accredited department. Proven leadership, supervision, planning, and management for a diverse workforce. Demonstrated ability to build and maintain positive relationships with internal and external stakeholders. Solid reputation for decision-making and problem-solving. Dedicated to professional development, comprehensive health, and safety of emergency response personnel.

## EXPERIENCE

### Fire Chief

October 2011- July 2017

Davenport Fire Department - Davenport, IA  
Population 102,000 / 138 personnel / \$18.1M budget

**In brief:** Led dynamic, full spectrum department in prevention, education, and response to meet the needs citizens, visitors, and property owners.

**Highlights include:** Successful re-accreditation effort / Strategic planning and annual goal setting process / Community task force for recruitment of under-represented classes with successful increase of diverse members / Public Safety Chaplain program implementation / Under budget completion of Central Fire renovation and construction / Communication initiatives with internal and external stakeholders / Leadership of the Eastern Iowa Candidate Physical Agility Test (CPAT) consortium / Increased participation in higher education and professional development / Labor relations and contract negotiation / Representation and leadership on local, regional, state, and international professional organizations / Cooperative relationships with elected officials and city leadership team / Positive City and Department representation through community interactions and media relations

### District Fire Chief

November 1981- September 2011

Rockford Fire Department - Rockford, IL  
Population 150,000 / 270 personnel

**In Brief:** Career spanning over 29 years with progressively responsible leadership and command experience in an urban community

**Highlights include:** District Chief (4 years), Captain (4 years), Lieutenant (6 years), Firefighter (16 years), Paramedic (27 years) / Incident Command / Mentoring of promotional candidates / Supervision and evaluation of officers and paramedic students / Management of standard operating procedures updates / United Way coordinator / Red Cross board member

**Fire Science Management Adjunct Instructor**

Rock Valley College - Rockford, IL

August 2001 - September 2011

**In Brief:** Instructor for Management I course in the Fire Science curriculum

**Highlights include:** Lesson plan development / Classroom instruction / Learning activity facilitation / Student evaluation

**EDUCATION**

Ashford University, San Diego, CA	October 2015
Master of Arts - Organizational Management	
National Fire Academy, Emmitsburg, MD	May 2014
Executive Fire Officer	
John F. Kennedy School of Government, Harvard University	July 2012
Senior Executives in State and Local Government	
Rock Valley Community College, Rockford IL	May 1991
Associate of Science - Fire Science	
University of Wisconsin - Platteville, WI	May 1981
Bachelor of Science - Music Education	

**CREDENTIALS AND CERTIFICATIONS**

Chief Fire Officer designation  
National Incident Management System 100, 200, 300, 400, 700, 800  
Enhanced All-Hazards Incident Management/Unified Command  
Illinois Fire Officer I, II  
Illinois Fire Service Instructor I, II  
Illinois Fire Apparatus Engineer  
Illinois Firefighter I, II, III  
Illinois Emergency Medical Technician - Paramedic

**PROFESSIONAL AFFILIATIONS**

Iowa Association of Professional Fire Chiefs  
President 2016-2017  
Director 2013-2016  
Iowa Fire Service and Emergency Response Council  
Secretary 2016-2018  
International Association of Fire Chiefs  
Missouri Valley Division 2<sup>nd</sup> Vice President 2017-2018  
Missouri Valley Division Annual Conference Coordinator 2018  
Women Fire Chiefs Council  
Executive Fire Officer Section  
Professional Development committee, 2010-2015  
Iowa Association of Fire Chiefs



## **COMMUNITY ENGAGEMENT**

### **Davenport Rotary**

Vocational Service chair, 2014-2017

Invocation Committee chair, 2015-present

Vice President elect 2018-2019

Guardian of Integrity Award recipient 2018

Event volunteer

### **United Way of the Quad Cities**

Fire campaign co-coordinator, 2012-2015

### **United Way of Rock River Valley**

Fire campaign coordinator, 2007-2011

Campaign Coordinator of the Year 2008

### **Davenport Center for Active Seniors (CASI)**

Accreditation team member

Holiday dinner volunteer, 2011-2017

Senior Voice File of Life Chairperson (honorary)

USO bottled water project coordinator