

# Thursday

## PRE-CONFERENCE SEMINAR – Session 1 (0800-1200)

### Fire District/Referendum Panel – *Fire Chief Matt Fennig & Fire/Rescue Chief Robert Whitaker*

**Matthew Fennig** has been with the City of Delafield Fire Department (now Lake Country Fire Rescue) since 1997. Matthew has served in every rank in the agency and was promoted to Fire Chief in 2019. Matthew has received the Executive Fire Officer certificate from the National Fire Academy as well as attaining a Bachelor's degree in Fire & Safety Engineering Technology from the University of Cincinnati. Matthew is also the President of the Waukesha County Fire Chiefs Association.

**Robert Whitaker** is currently the Fire/EMS Chief at North Shore Fire/Rescue serving seven suburban communities in Milwaukee County, Wisconsin. Chief Whitaker has been the Chief at North Shore Fire/Rescue since 2010. The Department is formed under an intergovernmental agreement between the seven municipalities. In 2022, the Department responded to over 10,000 calls for service. Chief Whitaker also works as a public safety consultant for McMahan Engineering and Architects Public Safety and Municipal Management Group.

## PRE-CONFERENCE SEMINAR – Session 2 (1300-1600)

### Diversity, Equity & Inclusion – *Let's Demystify It!* – *Dr. Alexis Mootoo*

**Description:** Belonging is the intersection of diversity, equity and inclusion, concepts that properly understood and deployed, lead to an organizationally and financially successful organization and more importantly, higher recruitment rates. The sessions also provide actionable steps to promote and sustain belonging in the workplace that lead to higher recruitment rates and even higher retention rates.

**Dr. Alexis Nicole Mootoo** is the principal of AlexHarrison, LLC and serves as Associate Vice President, Resource Management and Community Development for Student Success at the University of South Florida. In her position, she manages millions of a diverse financial portfolio and is responsible for human resources functions for 800 employees and 2000 students. Her research interests include examining the survival and persistence of institutional and structural racism in liberal spaces in the Americas. She investigated the underpinnings of affirmative action in the United States and in Brazil, comparing its positive and negative effects on Afro-Descendants in publicly funded university systems. Dr. Mootoo also teaches courses in Africana Studies focusing on Racism in American Society and issues of Black women in America, Political Science, Latin American Studies for the USF School of Interdisciplinary & Global Studies, and American Culture and Introduction to the Humanities in USF's Department of Humanities. Pursuant to student outcry after the death of George Floyd, she created a course called Prejudice, Stigma and Racial Consciousness at the behest of students demanding more instructional opportunities delving into racism and prejudice. Most recently, Dr. Mootoo collaborated with USF Muma College of Business, the Tampa Bay Lightning and Jabil to create a diversity, equity and inclusion in the workplace certificate program, a program based on the tenets of the 1964 Civil Rights Act and Title VII. As of 2021, Dr. Mootoo has worked with the International Association of Fire Chiefs and numerous fire service organizations across the United States in an effort to overcome DEI gaps in the fire service.

# Friday

## KEYNOTE PRESENTATION (1000-1100)

*\*Spouses Welcome!*

### The 10 F's – Gordon Graham

**Description:** International risk management expert Gordon Graham has been speaking to public safety personnel for more than 40 years. His engaging, sought-after programs are regularly standing room only, including annual appearances at FDIC and FRI. You won't want to miss this in-person program on June 23, 2023 at the Wisconsin State Fire Chiefs Association Conference. During this brief program, Gordon will examine what he calls the 10 "Fs" for success. He will provide proven strategies to maximize both the quantity and quality of life for all members and partners in the fire service community. This includes what you as a leader in fire services can do to better lead, protect, and improve yourself and to "build a dash" that you can look back on and be proud.

**Mr. Gordon Graham** is a 33-year veteran (now retired) of California law enforcement. In this capacity, he served as a street cop, supervisor, manager, and executive. Mr. Graham was awarded a B.A. in Business from San Francisco State College, a teaching credential from California State University, Long Beach, a master's degree in Safety and Systems Management from the University of Southern California, and a juris doctorate from Western State University. He has taken his background as a cop, risk manager and attorney and is the co-founder of Lexipol, a company designed to standardize public safety practices around America. He has presented to law enforcement personnel from around the world.

## TECHNOLOGY & INNOVATION (1300-1415)

### Product & Service Innovations – *In Expo Hall*

Come learn from the vendors as they briefly demonstrate and showcase their products/services. Learn how their offerings may help you & your department. This is a great opportunity to learn more about how our vendors can help to better our service.

## RECRUITMENT CONSIDERATIONS (1430-1530)

### Recruitment Considerations – *Dr. Alexis Mootoo*

**Description:** Understand how emotional intelligence and growth mindset lead to belonging in the workplace. The session delves into how the development of emotional intelligence and growth mindset promote belonging and higher recruitment rates. It also provides actionable steps to promote and sustain belonging in the workplace that lead to higher recruitment rates and even higher retention rates.

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## SCENE MANAGEMENT (1600-1730)

### **Waukesha Parade – Case Study – Fire Chief Steve Howard & Fire Chief Joe Hoffman**

**Joe Hoffman** serves as the Assistant Chief of the City of Waukesha Fire Department. Joe is a graduate of the Eastern Kentucky University where he received his Bachelor of Science Degree in Fire and Safety Engineering Technology, with emphasis in Fire Service Administration. He has completed coursework towards his master's degree in Public Administration. Before coming to Waukesha twenty years ago, Joe was the Deputy Chief- Shift Commander for the Miami Township, Montgomery County, Ohio. Other positions Joe held include, Training and Safety Chief at the City of Fond du Lac, WI Fire Department; he oversaw the Research and Planning and Field Services Sections of the Support Services Division at the City of Phoenix Fire Department and he also served as the Fire Department Administrator for the Town of South Hill, VA. Joe began his Fire Service Career with the Branch Volunteer Fire Department outside of Manitowoc, Wisconsin in 1990.

Joe enjoys spending time with his family, coaching youth sports, participating in outdoor activities and hearing a good dad joke!

## Saturday

### EXECUTIVE DEVELOPMENT TRACK

### **Resilience: Long term stress and identity maintenance – HealthyMinds, LLC - Alexis Unser (0800-0930)**

**Description:** Resilience is a skill that needs to be taught to first responders. In order to safely make it through the career, it's important to know how to manage stress and keep track of your identity.

**Alexis** is the Director of the First Responder Program with HealthyMinds, LLC in Madison WI. She's a licensed psychotherapist and a Certified First Responder Counselor.

### **Peer Support – HealthyMinds, LLC - Kris Purkapile (1030-1130)**

**Description:** An overview of Peer Support, what it looks like, who can do it, how to get started, and much more will be discussed.

**Kris** graduated with a Master of Science in Education-Counseling degree from UW-Platteville. She is currently licensed as a Licensed Professional Counselor-In Training. She has completed training to be a Certified First Responder Associate and Certified Peer Support Team Leader. Kris is also currently a law enforcement officer.

### **Public Safety Psychology & Employee Wellness: Trends & Pitfalls Consultation – *Craig Childs (1300-1415)***

**Description:** Public Safety Psychology and Employee Wellness: Trends and Pitfalls:

Public Safety Psychology is becoming a popular area of practice in Wisconsin, but unfortunately the State currently has very few standards for mental health providers working with public safety agencies. Because of this, departments are being offered more access to services than ever before though not all of these services are being conducted in line with best practices. Thus, it is imperative that departments understand how to identify quality services as opposed to those that may actually cause harm and/or expose the department and municipality to legal liability. During this presentation, Dr. Craig Childs will provide his perspective as a police and public safety psychologist on current trends related to pre-employment psychological evaluations and fitness for duty evaluations as well as employee wellness services such as wellness checks. In addition to discussing these areas, Dr. Childs will also present several concerns and pitfalls to avoid with these important services.

**Dr. Craig Childs** is a police and public safety psychologist with subject matter expertise related to public safety personnel selection, evaluation, and treatment. Dr. Childs provides evaluation, counseling, and other consulting services to over 150 public safety agencies through his practice located in Delafield, WI.

### **Milwaukee Police Department Therapy Dog Program – *Police Officer Ben Ade (1545-1630)***

**Description:** Officer Benjamin Ade dives into the journey in obtaining the first ever emotional support K9 for the Milwaukee Police Department. He will discuss the many applications and benefits an emotional support dog could be for your agency.

**Officer Benjamin Ade** has been with the Milwaukee Police Department for 8 years and is the Department's current Wellness Team Coordinator. He is the handler for the Department's first ever Facility/Therapy Dog (K9 Crush). Officer Ade has been a first responder for 17 years (8 in law enforcement, 7 in EMS and 2 as a firefighter).

## **COMPANY OFFICER TRACK**

### **The Tactical Engine – *Old Fashioned FOOLS – Nick Peppard (0800-1100)***

**Description:** The Tactical Engine is a down and dirty look at the blue collar fundamentals of aggressive Engine work. This session will examine effective tactics for first-alarm assignment Engine Companies. It will explore efficiently performing essential fireground tasks and will delve into tactical priorities. The session will also address Truck work for Engines that don't have the luxury of having a Truck Company immediately arriving on scene. Subjects covered will include; size-up, initial actions, water supply,

search, forcible entry, coordinated ventilation, riding assignments, nozzle selection and hose line management, and how to maximize limited resources in various operation arenas. Participants will leave with new ways to maximize the performance of their Engine Companies

**Nick Peppard** is a 17-year student of the craft. Nick is currently a firefighter/paramedic at the Oshkosh (WI) Fire Department. Nick is the owner/operator of North Florida Fire and EMS Training, LLC. Nick holds numerous fire service certifications and a bachelor's degree in Fire Administration from Waldorf University. He has presented at numerous regional and national fire conferences. Nick is President of the North Florida Fire Expo, is a founding member and training chair of the Old-Fashioned FOOLS, is a founding member of the Sawdust City Fire Expo and is co-host of the Make Due: Suburban Fireman Podcast with Sean Duffy of Build Your Culture. He is a published author with Fire Engineering Magazine and is a proud member of IAFF Local #316. He is very passionate about training and helping others better themselves so that we can all better fulfill our oath to serve and protect THEM.

### **Attributes of Leading – *Old Fashioned FOOLS – Eric Theel, Rick Guerra, Drew Jaeger (1300-1600)***

This National Fallen Firefighter Foundations workshop is designed to build more effective fire service leaders of all ranks. It is a highly interactive, real-world applicable, case study-based course. The program focuses on twelve essential qualities of effective leading:

- Competence
- Constructive influence
- Grit
- Humility
- Presence
- Resilience
- Self-mastery
- Self-regulation
- Stepping up
- Trust
- Vigilance
- Wellness
- Through a process of view, review, introspection, and discussion, the workshop challenges attendees to focus on qualities that constructively influence members regarding overall performance, health, and safety.
- Short videos for each attribute featuring firefighters and officers from across the country, combined with thoughtful words from the late Chief Alan Brunacini are used to stimulate discussion.

**Eric Theel** has served the fire service for 20 years in volunteer, part-time and career departments in Wisconsin in ranks of Firefighter and Lieutenant. He is currently employed by the Oshkosh, WI Fire Department as a Firefighter/Paramedic and is a member of the Old Fashioned FOOLS Chapter. Theel also serves as a National Fallen Firefighter Foundation - Everyone Goes Home State of Wisconsin volunteer advocate. Theel is passionate about leadership, learning the fire service and attending trainings around the country. He has an Associate's Degree in Fire Protection Technician and is a certified fire officer 1, fire instructor 2, and paramedic.

**Rick Guerra** is a Firefighter/Paramedic on the Oshkosh Fire Department with over 16 years of career service. He proudly served on both the Milwaukee Fire Department and the Aurora Fire Department in Colorado before returning back to his roots in Wisconsin. Rick is the Founder and President of the Old Fashioned FOOLS chapter that represents central and northern Wisconsin, as well as an Adjunct Fire Instructor for the Fox Valley Technical College and Professional Trainer for Northeast Wisconsin Technical College. He also worked as a Fire Department Field Analyst for ISO helping communities to develop their ISO ratings. Rick has a deep passion for the fire service and believes in developing tactical athletes in our firehouses, training like we play, and reminding everyone that it is okay to love being a firefighter!

As the Administrative Battalion Chief with the Oshkosh Fire Department, **Drew Jaeger** serves as the department Health and Safety Officer, and collaborates with the training, risk reduction and operations divisions to drive policy development and ensure that the department maintains readiness to serve the needs of the community. As part of this role, Drew serves as one of the duty shift supervisors overseeing citywide fire and EMS response including incident commander on a rotating basis. Drew has been with the department since 1999. Prior to his role as a battalion chief, Drew served as a fire lieutenant, paramedic and hazardous materials technician. Drew has 33 years of distinguished emergency response experience, including 25 years of experience in both active duty and reserve assignments with the United States Coast Guard, highlighted by responses to Hurricane Katrina, Superstorm Sandy, and the Deepwater Horizon oil spill. Drew is an active leader in the community, and has assisted with developing future firefighters as an adjunct instructor at Fox Valley Technical College since 2001 and is a member of the Old Fashioned FOOLS Chapter. Drew is a Vice Commander with the Giles-Luce American Legion Post 363 in Winneconne, and likes to fish.