

WEDNESDAY, FEBRUARY 5	
2-8 pm	Apparatus/Exhibitor Move-In
5-8 pm	Attendee Registration Opens

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THURSDAY, FEBRUARY 6				
8 am	Registration Open/Exhibitor Move-In			
TRACK:	The Basics	Fundamentals Workshops	Taxation/Elections Workshops	Leadership Workshops
9-10 am	ESD 101 Kalahari A-E 3 hours	Strategic Planning: The Essentials Workshop Kalahari F-G 2 hours <i>(SP)</i>	Setting a Tax Rate Kalahari H-I 1 hours	Leadership From the Sidelines Acacia-Bamboo 1 hour
10-11 am				ESD Elections, Including Tax Rate Confirmation Elections Kalahari H-I 1 hour
11 am-12 pm			Lunch on your Own	
12 pm	Lunch on your Own			
2-3 pm	Open Meetings Act Basic Training Kalahari A-E 1 hour	VFDs A to Z Kalahari F-G 2 hours	Sales Tax Workshop Kalahari H-I 2 hours	10 Essential Leadership Traits Acacia-Bamboo 1 hour
3-4 pm	Public Information Act Basic Training Kalahari A-E 1 hour			Leadership Transition in Fire and EMS Services: Developing the Next Generation of Leaders Acacia-Bamboo 1 hour
4 pm	Exhibit Hall Preview			
5-7 pm	Meet and Greet in the Exhibit Hall			

THURSDAY, FEBRUARY 6		
Registration Open/Exhibitor Move-In		
Personnel/Labor Workshops	Emergency Management Workshops	Operations Workshops
VFIS Spotlight Session: People Problems in the Workplace Banyan-Crown Palm 2 hours	Community Disaster Preparedness Workshops: Why & Easy Tools to Host Your Own Portia 1 hour	Texas Intrastate Fire Mutual Aid System (TIFMAS) Cypress 2 hours
	The Fourth Incident of Command Portia 1 hour	
Lunch on your Own		
Labor Law Updates 2025 (from a Chief's Perspective) Banyan-Crown Palm 1 hour	Surviving the Las Vegas Mass Shooting & "Sharks" Portia 2 hours	Texas Line of Duty Death Task Force Cypress 1 hour
Organized Labor, It's Not What You Think: Notes from a Labor Leader on How to Collaborate Towards Mission Success Banyan-Crown Palm 1 hour		LODD: One Department's Experience Cypress 1 hour
Exhibit Hall Preview		
Meet and Greet in the Exhibit Hall		

FRIDAY, FEBRUARY 7					
7:30 am	Breakfast in the Exhibit Hall				
8-9:30 am	General Session - 89th Legislative Session Outlook and Overview (LP) • Kalahari Ballroom • 1.5 hours				
9:30-10:30 am	Exhibit Hall Power Hour				
10:30-11:30 am	Gulf Coast Region Meeting Kalahari E 1 hour	Central Region Meeting Kalahari A-B 1 hour	Southwest Region Meeting Kalahari C-D 1 hour	Southeast Region Meeting Kalahari F-G 1 hour	Northeast Region Meeting Kalahari H-I 1 hour
11:30 am	Lunch in Exhibit Hall				

FRIDAY, FEBRUARY 7				
Breakfast in the Exhibit Hall				
General Session - 89th Legislative Session Outlook and Overview (LP) • Kalahari Ballroom • 1.5 hours				
Exhibit Hall Power Hour				
North Central Region Meeting Acacia-Bamboo 1 hour	Northwest Region Meeting Banyan-Crown Palm 1 hour	ESD Administration Roundtable Portia 1 hour	ESD Fire Chiefs Roundtable Cypress 1 hour	ESD EMS Personnel Roundtable Nile 1 hour
Lunch in Exhibit Hall				

FRIDAY, FEBRUARY 7 continued					
TRACK:	The Basics	Dollars & Sense	Service Provider Relations	Construction	Media/PR
1-2 pm	Nuts & Bolts of How an ESD Works Kalahari E 1 hour	Me, You, and the Budget: Success Through Collaboration Kalahari A-B 1 hour <b>(FR)</b>	From the Ashes: How an ESD Survived a Financial Crisis Kalahari C-D 1 hour		When Developers Attack Your ESD Kalahari H-I 1 hour
2:15-3:15 pm	Roberts Rules of Order Kalahari E 1 hour <b>(RL)</b>	Financing for ESDs Kalahari A-B 1 hour	Service Provider Contracts Kalahari C-D 1 hour	Jointly Operating a Fire Station Kalahari F-G 1 hour	Working with the Media: Managing the Narrative and Marketing Your District Kalahari H-I 1 hour
3:15 pm	Refreshment Break in the Exhibit Hall				
4-5 pm	Records Retention for ESDs Kalahari E 1 hour <b>(RN)</b>	ESD Financial Reserves Best Practices Kalahari A-B 1 hour	Regional Automatic Aid Kalahari C-D 1 hour	Government Code on Procurement & Construction Kalahari F-G 1 hour	The Role of Social Media and the Public Information Officer in Emergency Services Kalahari H-I 1 hour
5 pm	Recess: Evening on Your Own				

SATURDAY, FEBRUARY 8				
7:30 am	Breakfast • Kalahari Ballroom			
8:30 am	General Session - Getting Involved in the Legislative Process <b>(LP)</b> • Kalahari Ballroom • 1 hour			
TRACK:	The Basics	Dollars & Sense	Legal	Collaboration
9:45-10:45 am	Strategic Planning: The Essentials Kalahari E 1 hour <b>(SP)</b>	The Importance of a Fiduciary for ESDs Kalahari A-B 1 hour	Ask an ESD Attorney Anything Kalahari C-D 1 hour	Collaborating with City and Local Officials Kalahari F-G 1 hour
10:45 am	Refreshment Break			
11 am-12 pm	Ethics 101 Kalahari E 1 hour <b>(EC)</b>		Ask an ESD Attorney Anything Kalahari C-D 1 hour	Building Bridges: Fostering Harmony and Collaboration Across Organizational Units Kalahari F-G 1 hour
12 pm	Conference Adjourns			

FRIDAY, FEBRUARY 7 continued					
Next Steps	Fire Service	Cybersecurity	Legal/Personnel	EMS Issues	SAFE-D Office Hours
International Association of Fire Fighters: Responding to the Interface Acacia-Bamboo 1 hour	Transitioning to an ESD Fire Department Banyan-Crown Palm 1 hour	Cybersecurity of Medical Devices and Emerging Trends Portia 1 hour	Successfully Navigating Personnel Issues Amid New and Conflicting Rights Cypress 1 hour	From Sparks to Solutions: Post-Transition Insights into ESD Based EMS Nile 1 hour	SAFE-D Office Hours Zambezi
Developing & Maintaining Your Peer Support Programs Acacia-Bamboo 1 hour	Transitioning to a TCFP Regulated Fire Department Banyan-Crown Palm 1 hour	Dispatch Cyber Security Portia 1 hour	Employment Issues for 2025, Including Contracts, Discipline and Termination Cypress 1 hour	Q&A with the State EMS Director Nile 1 hour	SAFE-D Office Hours Zambezi
Refreshment Break in the Exhibit Hall					
Beyond the Sirens Acacia-Bamboo 1 hour	Texas Fire Chiefs Association Best Practices Program Banyan-Crown Palm 1 hour	10 Cybersecurity Practices to Keep Special Districts Safe in the Age of AI Portia 1 hour	Healthcare Compliance: Understanding Exclusion Checks and Other Requirements Cypress 1 hour		SAFE-D Office Hours Zambezi
Recess: Evening on Your Own					

SATURDAY, FEBRUARY 8			
Breakfast • Kalahari Ballroom			
General Session - Getting Involved in the Legislative Process <b>(LP)</b> • Kalahari Ballroom • 1 hour			
Next Steps	Labor/Personnel	Open Government	Media/PR
Unmanned Aerial Systems in Emergency Services Kalahari H-I 1 hour	Texas County & District Retirement System - A Retirement Plan that Works for You Acacia-Bamboo 1 hour	Open Meetings Act Basic Training Banyan-Crown Palm 1 hour	When Every Vote Counts: Coordinating an ESD Election Portia 1 hour
Refreshment Break			
		Public Information Act Basic Training Banyan-Crown Palm 1 hour	Securing Your Greatness in the Eyes of the Public Portia 1 hour
Conference Adjourns			

Sessions marked with the following indicate that these sessions qualify for the Certified Emergency Services Commissioner program.

**FR** - Financial Reporting

**RN** - Records Retention/Management

**RL** - Robert's Rules Course

**SP** - Strategic Planning

**EC** - Ethics Course

**LP** - Legislative Participation