



SAFE-D

Texas State Association of Fire and Emergency Districts



SAFE-D 23rd Annual Conference

February 6-8, 2025

Kalahari Convention Center

Round Rock, Texas

Education Sponsor:

V.G. Young Institute of County Government

Texas A&M AgriLife Extension Service

Approved for up to 13.5 hours of training



Montgomery County ESD # 9

- Spartan Metro Star Chassis
- S-180 Model 3106
- Extended Medium Four Door
- 10" Raised Roof
- Cummins X12 500 HP Engine
- SGM Overhead Air Conditioning System
- IMMI Air Bags, Side Impact Bags and Wheel
- Side Mount Controls
- LED Front & Side Scene Lights
- 1000 Gallons Water / 20 Gallons Foam
- Waterous CSU 1500 GPM Fire Pump
- Foam Pro 1600 Foam System
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- StationProtect Cleans Air in Gear Rooms & Sleeping Quarters up to 2400 Ft²
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Welcome to SAFE-D's 23rd Annual Conference!

The SAFE-D Board of Directors, Education Committee members and staff have worked hard to make this year's event a conference that meets your needs as an ESD official. If you have any questions, concerns or comments, please visit the [SAFE-D Registration Desk](#).

Exhibitor Bingo

Visit **SAFE-D sponsor booths** in the **Exhibit Hall** for a chance to win **\$800 cash**. Pick up a game card from the SAFE-D registration counter to play. To be eligible for the drawing you must visit **all SAFE-D sponsor booths** listed on the game card. At each booth listed, collect a label with the sponsor's name. Affix the label with the matching name in the space provided on the game card. Turn in your filled-out game card to the Registration Counter by **3:15 pm Friday, February 7**. The drawing will be held in the Exhibit Hall **during the 3:15 pm break** that day. If your game card is drawn and you completed the game card by visiting all of the exhibitors, you will win \$800. Contest open only to paid attendees (guests and exhibitors are not eligible to participate). **You must be present to win!**

Meet-and-Greet

Join your fellow attendees in the **Exhibit Hall** from 5 pm to 7 pm on Thursday, February 6 for drinks and hors d'oeuvres. Your badge is required to attend.

Getting Credit/Rating Courses

To earn up to 13.5 hours of ESD Commissioner Training Credit, go to www.safe-d.org/2025Conference after the conference. When you identify the sessions you attended, you will be asked to rate the session on a scale of 1 (poor) to 5 (excellent). Please take the time to provide SAFE-D with this information so we may improve our conference next year. For more information, see Page 11.

Regional Meetings

SAFE-D is placing an emphasis on local connections and the power of networking. Using the SAFE-D region map (page 12), each region will have the opportunity to discuss local issues on Friday morning. These meetings will give attendees a chance to meet and establish relationships with other ESDs in their part of the state and discuss local issues and solutions, connect with regional legislative members, and identify ways that SAFE-D can serve your area.

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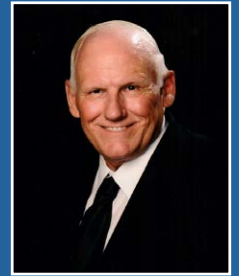
Committed supporter of SAFE-D since 2008

Welcome to Round Rock!

On behalf of the Board of Directors of SAFE-D, we are glad to see you at SAFE-D's 23rd Annual Conference. The SAFE-D staff, Board of Directors and Education Committee have worked hard throughout the year to bring another exciting conference, packed with new breakout sessions.

We hope that you enjoy your visit to Round Rock and receive the education and training to help guide your ESD more efficiently. I have always said that the networking at this conference is worth the registration fee alone. I ask that each of you reach out to other ESD Commissioners and Fire Chiefs to find out what works for each ESD that might improve your service delivery.

Please feel free to contact any SAFE-D Board member or staff with suggestions about topics for future conferences, workshops or webcasts.



Enjoy your conference and stay safe!

**Billy Ted Smith, Jasper County ESD No. 1
President, SAFE-D Board of Directors**

SAFE-D Merchandise

Look for T-shirts and jackets emblazoned with the SAFE-D logo on sale at the SAFE-D Conference. T-shirts are \$20 each; fleece jackets are \$40. The T-shirts and jackets will allow members of SAFE-D to display their affiliation with pride.

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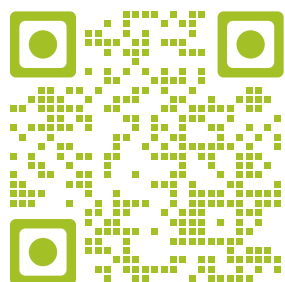
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ABOUT US WHO WE ARE

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At VFIS of Texas, our focus is on building long-lasting partnerships with our policyholders and to provide them with the strength and coverage they need when it's needed the most.

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"Winstar Insurance Group has been our sole provider of vehicle, property, supplemental, and worker's compensation insurance since our ESD was inception in 2006. The customer service provided by the group makes you feel like you matter, like the family at the station is part of their family also. When it comes time to renew or review our policies each year, the staff is upfront and honest through the entire process. The most important piece for me is the ease of claims, the support through the claims, and the follow-up after the claim is complete. I can't imagine looking for another company as the bar has already been set high with Winstar!"

TIMOTHY IVEY
Assistant Fire Chief
Bexar County ESD #7



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Third Tuesdays at the Capitol



meet with lawmakers and their staff members.

At each “**Third Tuesday at the Capitol**” you’ll begin with a meeting with the SAFE-D team to:

- receive updates on important legislature
- discuss bills that can help or hurt emergency services districts, and

Given the threats that emergency services districts are facing, SAFE-D’s legislative team is calling all district commissioners, administrators, chiefs and staff to come to Austin on the **third Tuesday of each month** during the legislative session to

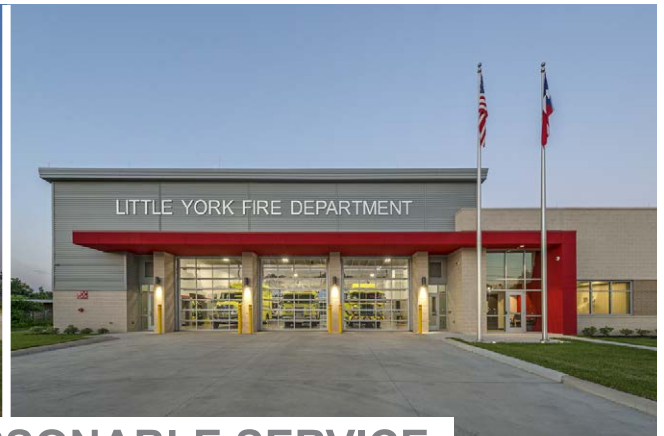
- invite individuals or teams to visit with key lawmakers or staff.

Then participants will walk the Capitol hallways and offices, making the connections that can assure emergency services districts can continue to protect lives and property.

We’ll share the story that emergency services districts are created by voters to provide fire protection, emergency medical service or both. ESDs protect 10 million Texans and do it more efficiently than municipalities.

The next “Third Tuesday at the Capitol” will be on **Tuesday, February 18.**

Contact SAFE-D at admin@safe-d.org to let us know you’ll be part of this important emergency services district initiative.



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As Texas's most experienced and trusted sole-source provider of emergency vehicles and equipment, we are fully committed to delivering high-quality apparatus and tools that empower your ESD to serve your community at the highest level. When every second counts, reliable performance is essential—this is the uncompromising standard behind each product we provide.



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How to Receive Your Training Credit

Certification Details: The V.G. Young Institute of County Government, Texas A&M AgriLife Extension Service, has certified SAFE-D's Annual Conference for up to 13.5 hours of ESD Commissioner Training.

Once you have met your requirement of six hours of training for every two years, you can carry over three hours of credit to apply for the next two-year period.

Only ESD commissioners need to report hours via the online form; if you only need a certificate proving your attendance at the conference, please email admin@safe-d.org.

To receive your training credit, please complete the Credit Form available online at www.safe-d.org/2025Conference by March 31. **After March 31, we will not be able to accept credit forms.** Only fill out the form once you have attended all sessions you intend to and have completed your conference training hours; forms will not be accepted early.

If you'd like assistance filling out the form, stop by the SAFE-D registration counter before you leave the

conference and we'll help you complete the online credit form.

SAFE-D, in cooperation with the V.G. Young Institute, will issue certificates via email to commissioners and will report the training hours to the ESDs' counties. Please allow at least six weeks for processing. To ensure you receive your certificate, please **fill out the online SAFE-D Credit Form completely**. For processing purposes, the V.G. Young Institute also requires each commissioner to have their own **individual email** on the Credit Form (it's quick and easy to get a free email account through services such as Google, Yahoo or AOL).

Texas A&M's V.G. Young Institute of County Government is the agency responsible for certifying training for Texas county commissioners, judges and treasurers.

Please Note: Credit for commissioner training cannot be processed until SAFE-D has received payment for your registration and you have submitted your hours online. If you need a copy of your invoice, stop by the SAFE-D Registration Counter at the conference.

Any presentations received from presenters will be available at www.safe-d.org/2025-conference-presentations

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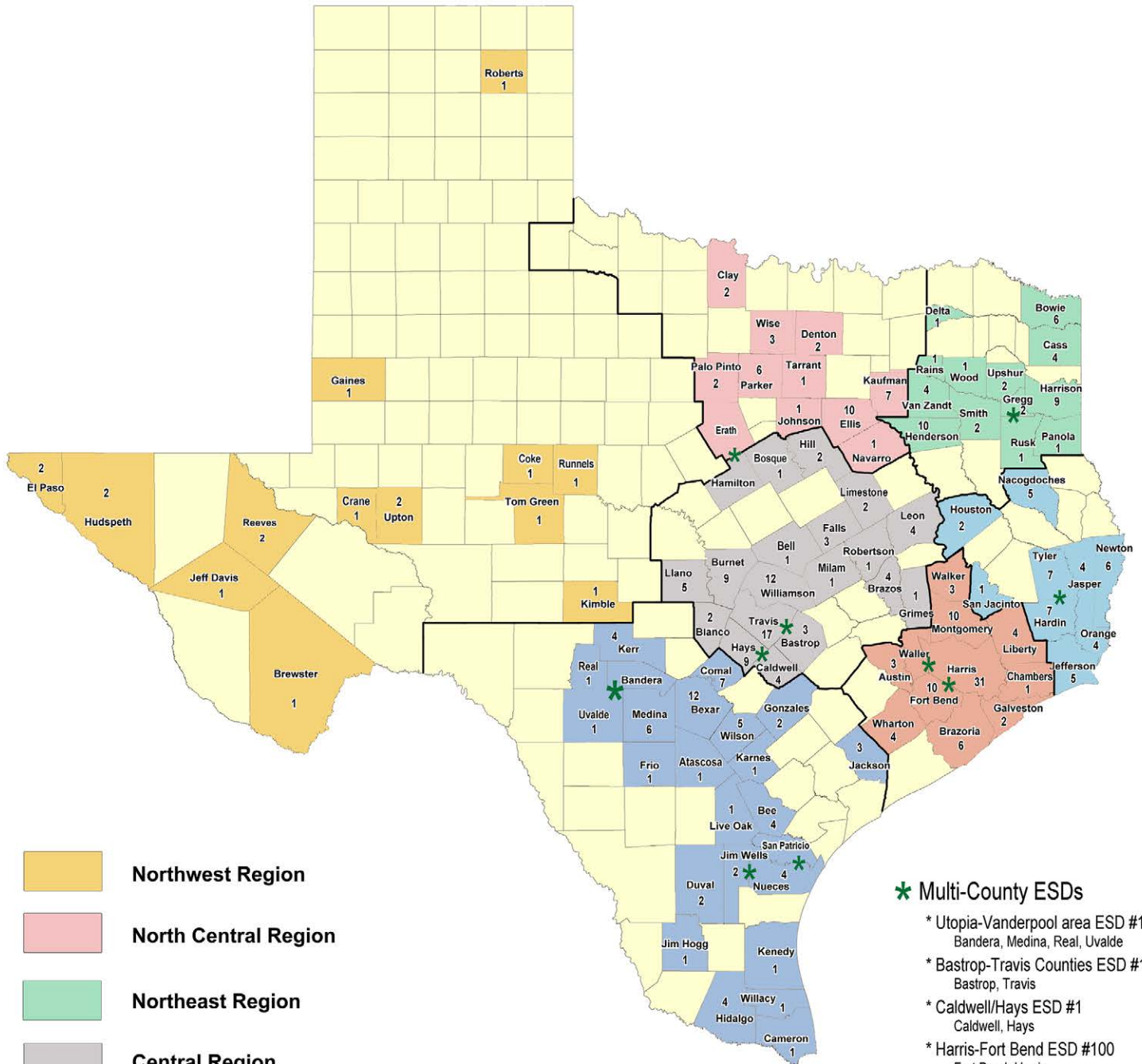
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- ♦ Emergency Services Districts
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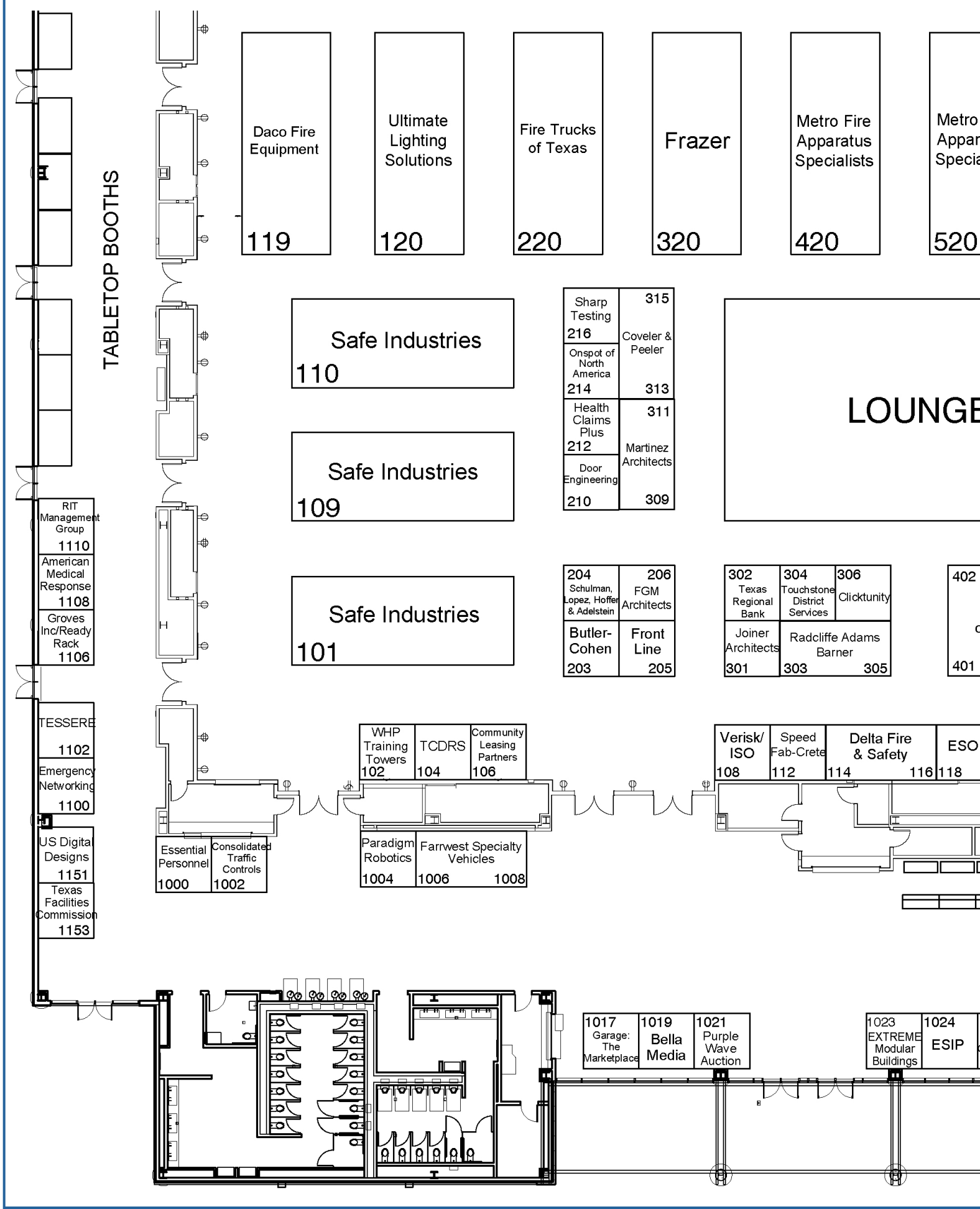


* Multi-County ESDs

- * Utopia-Vanderpool area ESD #1
Bandera, Medina, Real, Uvalde
- * Bastrop-Travis Counties ESD #1
Bastrop, Travis
- * Caldwell/Hays ESD #1
Caldwell, Hays
- * Harris-Fort Bend ESD #100
Fort Bend, Harris
- * Gregg County ESD #1
Gregg, Rusk
- * Waller-Harris ESD #200
Harris, Waller
- * Nueces County ESD #4
Nueces, San Patricio
- * Nueces County ESD #5
Jim Wells, Nueces
- * Hico County ESD
Hamilton, Erath
- * Village Mills ESD #8
Hardin, Tyler

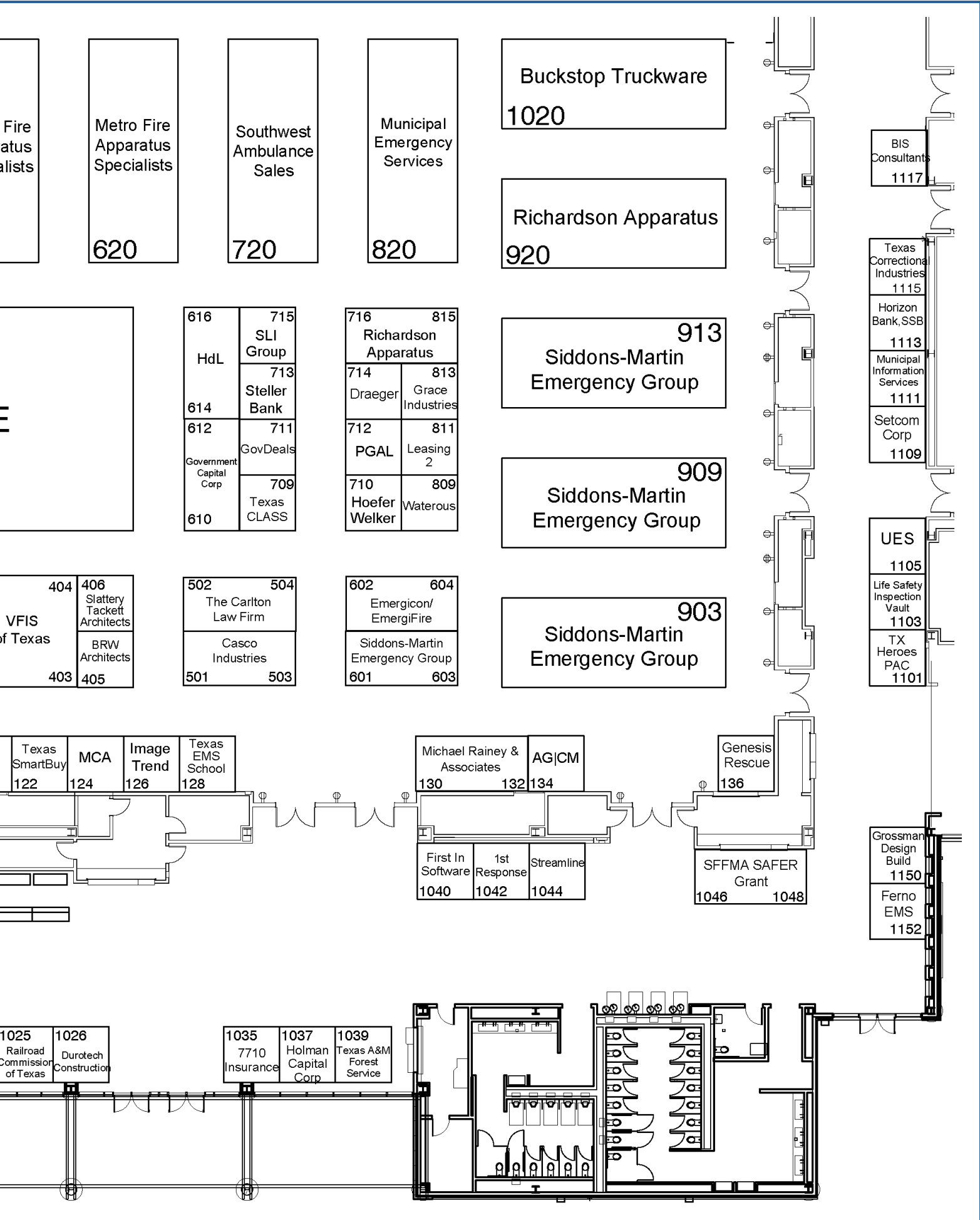
Stop By and Visit Our Exhibitors! See map on pages 14 & 15

1st Response Family Clinic.....	1042	Municipal Emergency Services.....	820
7710 Insurance/Benchmark.....	1035	Municipal Information Services.....	1111
AG CM.....	134	Onspot of North America.....	214
American Medical Response.....	1108	Overdose Mapping and Detection for EMS - HIDTA...Table	
Bella Media.....	1019	Paradigm Robotics.....	1004
BIS Consultants.....	1117	PGAL.....	712
BRW Architects.....	405	Purple Wave Auction.....	1021
Buckstop Truckware Inc.....	1020	Radcliffe Adams Barner PLLC.....	303 & 305
Butler-Cohen.....	203	Railroad Commission of Texas.....	1025
Casco Industries, Inc.....	501 & 503	Richardson Apparatus.....	716, 815 & 920
Clicktunity LLC.....	306	RIT Management Group.....	1110
Community Leasing Partners.....	106	Safe Industries.....	101, 109 & 110
Consolidated Traffic Controls.....	1002	Schulman, Lopez, Hoffer & Adelstein.....	204
Coveler & Peeler, P.C.....	313 & 315	Setcom Corporation.....	1109
Daco Fire Equipment.....	119	SFFMA SAFER Grant.....	1046 & 1048
Delta Fire & Safety.....	114 & 116	Sharp Testing Services.....	216
Door Engineering.....	210	Siddons-Martin	
Draeger Fire Training Systems.....	714	Emergency Group.....	601, 603, 903, 909 & 913
Durotech Construction.....	1026	Slattery Tackett Architects, LLP.....	406
Emergency Networking.....	1100	SLI Group, Inc.....	715
Emergency Services Insurance Program.....	1024	Southwest Ambulance Sales, LLC.....	720
Emergicon/EmergiFire.....	602 & 604	Speed Fab-Crete Design-Build Contractor &	
ESO.....	118	Callahan & Freeman Architects.....	112
Essential Personnel.....	1000	Stellar Bank.....	713
EXTREME Modular Buildings.....	1023	Streamline.....	1044
Farrwest Specialty Vehicles.....	1006 & 1008	TESSERE.....	1102
Ferno EMS.....	1152	Texas A&M Forest Service.....	1039
FGM Architects.....	206	Texas CLASS.....	709
Fire Trucks of Texas.....	220	Texas Commission on Fire Protection.....Table	
First in Software.....	1040	Texas Correctional Industries.....	1115
Frazer Ltd.....	320	Texas County & District Retirement System.....	104
Front Line Mobile Health.....	205	Texas Division of Emergency Management.....Table	
Garage: The Marketplace for Fire Apparatus &		Texas Emergency Services Retirement System.....Table	
Equipment.....	1017	Texas EMS School.....	128
Genesis Rescue Systems.....	136	Texas Facilities Commission - State &	
GovDeals.....	711	Federal Surplus Property Programs.....	1153
Government Capital Corporation.....	610 & 612	Texas Fire Chiefs Association.....Table	
Grace Industries.....	813	TX Heroes PAC.....	1101
Grossman Design Build.....	1150	Texas Regional Bank.....	302
Groves Inc/Ready Rack.....	1106	Texas SmartBuy Membership Program -	
HdL Companies.....	614 & 616	Comptrollers of Public Accounts.....	122
Health Claims Plus.....	212	The Carlton Law Firm, PLLC.....	502 & 504
Hoefer Welker.....	710	Touchstone District Services.....	304
Holman Capital Corporation.....	1037	UES.....	1105
Horizon Bank, SSB.....	1113	Ultimate Lighting Solutions, LLC.....	120
Image Trend.....	126	US Digital Designs by Honeywell.....	1151
Joiner Architects.....	301	Verisk/ISO.....	108
Leasing 2.....	811	VFIS of Texas.....	401, 402, 403 & 404
Life Safety Inspection Vault.....	1103	Waterous Co.....	809
Martinez Architects.....	309 & 311	WHP Training Towers.....	102
MCA.....	124		
Metro Fire Apparatus Specialists.....	420, 520 & 620		
Michael Rainey and Associates.....	130 & 132		



TABLETOP BOOTHS

LOUNGE



Kalahari Convention Center Maps

Lower Level (down the escalator)



BRW ARCHITECTS LEADERS IN FIREHOUSE DESIGN



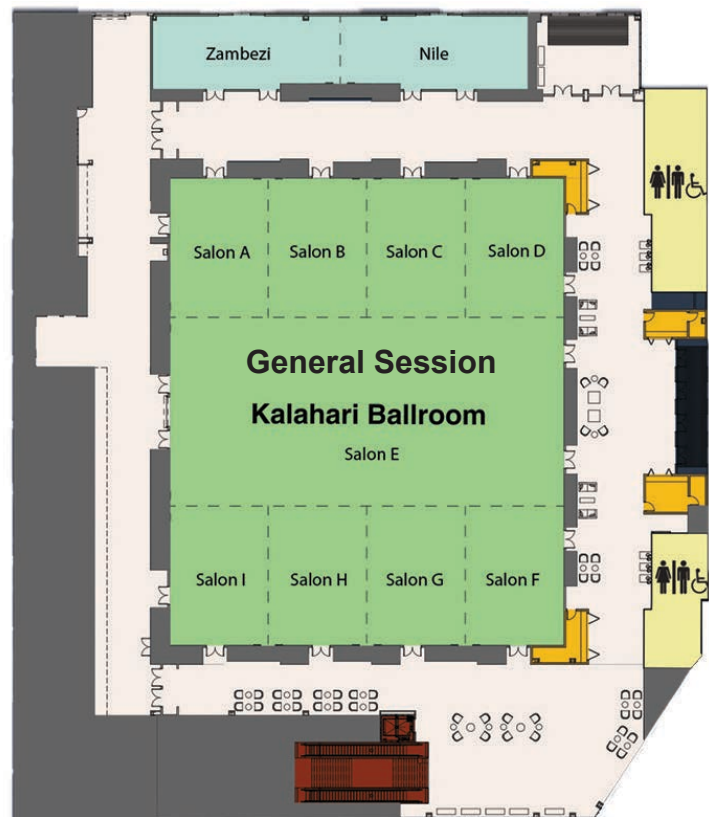
FIRE FACILITIES

- ADMINISTRATION BUILDINGS
- CENTRAL & SATELLITE FIREHOUSES
- DECONTAMINATION BUILDINGS
- DISPATCH CENTERS
- EMERGENCY OPERATIONS CENTERS
- EXISTING FACILITIES ANALYSIS
- MAINTENANCE SERVICE BUILDINGS
- SAFETY EDUCATION CENTERS
- TEMPORARY FACILITIES
- TRAINING FIELDS & MASTER PLANS
- TRAINING TOWERS & CLASSROOMS



Kalahari Convention Center Maps

Hotel Lobby Level



Hotel →



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Our Mission:

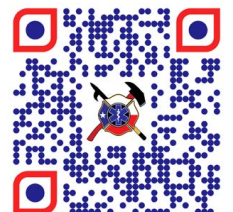
To support emergency services districts and their first responders in the State of Texas by developing relationships with our local elected officials and state policy makers.

What we do:

- We help recruit and identify ESD-friendly candidates and elected officials who understand what we do, why we do it, and how we do it, then work to get them elected.
- We raise funds from ESD stakeholders and **contribute those funds** to critical political campaigns.
- We provide “sweat equity” by volunteering at identified political fundraisers.

“Be a part of the winning solution!”

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

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			
10-11 am		Strategic Planning: The Essentials Workshop Kalahari F-G 2 hours (SP)	Setting a Tax Rate Kalahari H-I 1 hours	Leadership From the Sidelines Acacia-Bamboo 1 hour
11 am-12 pm			ESD Elections, Including Tax Rate Confirmation Elections Kalahari H-I 1 hour	Lessons Learned from Becoming an ESD Chief Acacia-Bamboo 1 hour
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			

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				

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

THURSDAY, FEBRUARY 6		
Registration Open/Exhibitor Move-In		
Personnel/Labor Workshops	Emergency Managment 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				
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 (FR)	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 (RL)	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 (RN)	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 (LP) • Kalahari Ballroom • 1 hour			
TRACK:	The Basics	Dollars & Sense	Legal	Collaboration
9:45-10:45 am	Strategic Planning: The Essentials Kalahari E 1 hour (SP)	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 (EC)		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 <i>Acacia-Bamboo</i> 1 hour	Transitioning to an ESD Fire Department <i>Banyan-Crown Palm</i> 1 hour	Cybersecurity of Medical Devices and Emerging Trends <i>Portia</i> 1 hour	Successfully Navigating Personnel Issues Amid New and Conflicting Rights <i>Cypress</i> 1 hour	From Sparks to Solutions: Post-Transition Insights into ESD Based EMS <i>Nile</i> 1 hour	SAFE-D Office Hours <i>Zambezi</i>
Developing & Maintaining Your Peer Support Programs <i>Acacia-Bamboo</i> 1 hour	Transitioning to a TCFP Regulated Fire Department <i>Banyan-Crown Palm</i> 1 hour	Dispatch Cyber Security <i>Portia</i> 1 hour	Employment Issues for 2025, Including Contracts, Discipline and Termination <i>Cypress</i> 1 hour	Q&A with the State EMS Director <i>Nile</i> 1 hour	SAFE-D Office Hours <i>Zambezi</i>
Refreshment Break in the Exhibit Hall					
Beyond the Sirens <i>Acacia-Bamboo</i> 1 hour	Texas Fire Chiefs Association Best Practices Program <i>Banyan-Crown Palm</i> 1 hour	10 Cybersecurity Practices to Keep Special Districts Safe in the Age of AI <i>Portia</i> 1 hour	Healthcare Compliance: Understanding Exclusion Checks and Other Requirements <i>Cypress</i> 1 hour		SAFE-D Office Hours <i>Zambezi</i>
Recess: Evening on Your Own					

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

Annual Conference Sessions

* Session counts towards CESC certification.

THURSDAY, FEBRUARY 6

ESD 101*

9 am–12 pm, Kalahari A-E

John Carlton, The Carlton Law Firm

The comprehensive, basic course that will provide an overview of ESDs, what they are and how they work.

Strategic Planning: The Essentials Workshop

10 am–12 pm, Kalahari F-G*

Chief Mike Montgomery, Brazos County ESD 1

This all-new session will focus on the essential elements needed to build a great and useful strategic plan and should be attended by all ESDs — large or small, metro or rural. Attendees for the second hour workshop will use the templates and tools needed to create their own strategic plan during the workshop.

Setting a Tax Rate

10 am–11 am, Kalahari H-I

John Peeler and Krystine Ramon, Coveler & Peeler

ESD attorneys John Peeler and Krystine Ramon review the process of setting your annual budget and property tax rates, including a review of the forms used in the process.

Leadership from the Sidelines

10 am–11 am, Acacia-Bamboo

Andy Spencer, Llano County ESD 5

This session takes an interesting approach to leadership from the world of college athletics. It is a unique look at the skills and practices of great leaders. Like no other leadership presentation you have ever heard. Practical advice and tools to be a better leader.

VFIS Spotlight Session: People Problems in the Workplace

10 am–12 pm, Banyan-Crown Palm

Michael McCall, J.D., MJ Consulting

Given our hyper-litigious society, how do leaders in the fire service hold personnel accountable, maintain discipline, and live within the realities of firehouse culture? Practical strategies are offered to reduce exposure to costly claims like harassment, discrimination, and retaliation while allowing personnel problems to be resolved in-house, rather than in the courthouse or court of public opinion.

Community Disaster Preparedness Workshops:

Why & Easy Tools to Host Your Own

10 am–11 am, Portia

Greg Johnston, Travis County ESD 10

This session will cover how ESDs can conduct Community Disaster Preparedness Workshops. It will explore benefits, techniques and easy tools to host your own. The main goal will be to teach and urge people to become their own first responders, to be prepared and to ensure a measurably better outcome for everybody affected.

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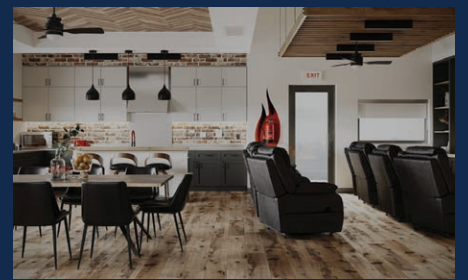
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Texas Intrastate Fire Mutual Aid System (TIFMAS)

10 am–12 pm, Cypress

Chief JJ Wittig, Travis County ESD 3 & Chief Carter Johnson, Montgomery County ESD 6

This session will provide updates on the TIFMAS programs to include changes about qualifications, deployment selection, and how multi-faceted TIFMAS deployments have become.

ESD Elections, Including Tax Rate Confirmation Elections

11 am–12 pm, Kalahari H-I

John Peeler and Krystine Ramon, Coveler & Peeler

ESD attorneys John Peeler and Krystine Ramon review the procedures for holding an election to confirm your property tax rate when it exceeds the Voter Approval Rate. This session will discuss your ability to educate the public legally.

Lessons Learned from Becoming an ESD Chief

11 am–12 pm, Acacia-Bamboo

Chief Tony Haden, Travis County ESD 8 & 16

This session will dive into the realities of the ESD model of the fire service from the perspective of a municipal department retiree. The session will explore the strengths and weaknesses of the ESD model and discuss the ways an ESD Commissioner can help to make their chief and department as successful as possible. This will be an interactive session, where chiefs and board members will discuss the best ways to leverage the ESD model to lead their department as a team.

The Fourth Incident of Command

11 am–12 pm, Portia

David Rodriguez, 1-800-BoardUp

This session will discuss why and how to implement the Fourth Incident of Command adopted by the International Association of Fire Chiefs (IAFC). It will offer practical steps and recommendations that will assist those on how to recover from their disaster after the fire. The session will discuss the Nuisance Doctrine and what action needs to take place to protect the first responders and homeowner.

Open Meetings Act Basic Training

2 pm–3 pm, Kalahari A-E

Christy Drake-Adams, Office of the Attorney General

This session is an introductory course on the Open Meetings Act. It will address the applicability of the Act, basic notice requirements, open and closed sessions, record keeping, and penalties and consequences for failure to comply with the Act. Attending this session will fulfill the training requirement of Government Code Section 551.005.

VFDs A to Z

2 pm–4 pm, Kalahari F-G

Ken Campbell, Burns, Anderson, Jury, & Brenner

An ESD attorney reviews what Commissioners should know regarding their interactions with volunteer fire departments and how to maintain comfortable working relationships.

Sales Tax Workshop

2 pm–4 pm, Kalahari H-I

Richard Fletcher, HdL

A comprehensive look at the sales tax process, including what ESDs considering sales tax should know through the process of obtaining and maintaining the revenue source.

10 Essential Leadership Traits

2 pm–3 pm, Acacia-Bamboo

Chief Chris Barron, Travis County ESD 5

Leaders, Commissioners, Chiefs all should have some leadership traits that they follow which make them successful. Learn about ten simple concepts that have helped leaders become successful at what they do and how they use those concepts in their daily lives.

Labor Law Updates 2025 (from a Chief's Perspective)

2 pm–3 pm, Banyan-Crown Palm

Chief Robert Abbott, Travis County ESD 6

Learn what labor laws impact your ESD, whether fully career, combination, part-time/on-call, or volunteer.

Surviving the Las Vegas Mass Shooting & "Sharks"

2 pm–4 pm, Portia

Chief Bruce Ure (Ret.), Ure Consulting Group

Retired Police Chief Bruce Ure shares his unimaginable backstage experience from the Route 91 Las Vegas mass shooting that highlights taking care of others first and the importance of having mental toughness and possessing daily courage...not just at a major event but in day-to-day encounters. Chief Ure uses his unique experience to help guide others when facing daily or large incident "sharks."

Texas Line of Duty Death Task Force

2 pm–3 pm, Cypress

Commander Billy Wusterhausen

This session will provide information about the services available through the Texas LODD Task Force, as well as what you can do as a department to prepare in advance for a responder fatality.



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Public Information Act Basic Training

3 pm–4 pm, Kalahari A-E

Jahanna Ward, Office of the Attorney General

This is a real-world course of the online version available from the Attorney General. This training satisfies the requirement that Public Information Act training be taken within 90 days of assuming public office.

Leadership Transition in Fire and EMS Services: Developing the Next Generation of Leaders

3 pm–4 pm, Acacia-Bamboo

Asst. Chief Christopher Robbins, Hays County ESD 4

How do you transform potential into proven leadership? Discover the mindset and actionable steps that bridge generations and create a legacy of strength and excellence

Organized Labor, It's Not What You Think: Notes from a Labor Leader on How to Collaborate Towards Mission Success

3 pm–4 pm, Banyan-Crown Palm

Trevor Stokes, Pflugerville Professional Firefighters Association - Local 4137

Labor-management relations are the foundation of any effective organization, attaining and *maintaining*, positive relationships takes effort but is worth the effort. Failure to engage ultimately costs the residents, both financially and in quality of service. This presentation will highlight how an effective partnership can support the mission and ultimately save an ESD.

LODD: One Department's Experience

3 pm–4 pm, Cypress

Chief Brad Landi, Williamson County ESD 1

While your department may be prepared with well written policies and procedures for Line of Duty Death events, the reality is that the department, especially smaller departments, will never be prepared for the mental and emotional effects of this situation. This session will discuss one department's experience with LODDs and give a list of points created to assist your organization with this unfortunate event.

FRIDAY, FEBRUARY 7

Nuts & Bolts of How an ESD Works

1 pm–2 pm, Kalahari E

Kelli Carlton, The Carlton Law Firm

This session delves deeper into a few basic ESD operations areas that are covered in SAFE-D's ESD 101. The session is good for those looking for a more complete understanding of core ESD issues.

Me, You and the Budget: Success Through Collaboration *

1 pm–2 pm, Kalahari A-B

Chief Kris Menendez & Katherine Ames, El Paso County ESD 1

The budgeting process is crucial in driving organizational success. It is not just about financial allocations, but also about maintaining strong relationships, trust, and long-term sustainability. This session will show one ESD's approach.



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Annual Conference Sessions

From the Ashes: How an ESD Survived a Financial Crisis

1 pm–2 pm, Kalahari C-D

Sheldon Gilbert, Chief Ricky Vaughan & Megan Reynolds, Denton County ESD 1 & 2; Sam Johnson, Argyle Professional Firefighters Association - Local 5190

In November 2023, the former Denton County ESD 1 Fire Chief was arrested by the FBI on 13 counts of theft, retirement mismanagement and bribery. This presentation will provide the attendees with an overview from the Board President, Fire Chief, Firefighters Association President, and Communications Director managed the crisis.

When Developers Attack your ESD

1 pm–2 pm, Kalahari H-I

Chief Nick Perkins, Travis County ESD 2

This presentation provides an overview of a contentious situation involving ESD sales tax funding being targeted by certain city officials and two developers in Pflugerville. This case study highlights the potential consequences of competing interests within a community and demonstrates how special interests can jeopardize public safety. Attendees will gain an understanding of the critical importance of community partnerships and relationships in both preventing and responding to such challenges.

International Association of Fire Fighters: Responding to the Interface

1 pm–2 pm, Acacia-Bamboo

Capt. Johnny Davidson, Round Rock Fire Dept.

The International Association of Fire Fighters is making sure members are equipped and trained to safely and effectively respond

to the challenges of wildland and urban interface fires. Increasingly, dangerous urban interface fires are raging across the United States and Canada, becoming catastrophic with enormous loss of property and significant risk to human life. Consequently, IAFF members are faced with a variety of extraordinary challenges that will only worsen if not addressed. The IAFF RTI program is committed to providing effective, consistent training for structural fire fighters who are now responding to urban interface fires.

Transitioning to an ESD Fire Department

1 pm–2 pm, Banyan-Crown Palm

Chief Scott Seifert, Harris County ESD 16

In this session you will learn what a seamless transition from a contract service provider to an ESD service provider looks like. Whether a large or small ESD, everyone should walk away with tools to have a successful transition.

Cybersecurity of Medical Devices and Emerging Trends

1 pm–2 pm, Portia

Bob Janusaitis, Comal County ESD 2

This presentation will explore the rapidly evolving landscape of cybersecurity of in-field medical devices, emphasizing the growing vulnerabilities and advanced protection strategies that manufacturers and healthcare providers must adopt. In addition, we will discuss the latest HIPAA Cybersecurity rules that will be required to protect patient information.



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Successfully Navigating Personnel Issues Amid New and Conflicting Rights

1 pm–2 pm, Cypress

Celena Vinson, Thompson & Horton, LLP

This will be a legal update and discussion about Religious Accommodations, Pregnancy Accommodations, Title VII Protections for Workers, and First Amendment Issues.

From Sparks to Solutions: Post-Transition Insights into ESD Based EMS

1 pm–2 pm, Nile

Adam Gallagher & Robert Yezak, Robertson County ESD

This session will discuss the legwork on the backside of the EMS acquisition from the third party service, the implementation of the sales tax election, a few financial pitfalls that were encountered and how the importance of a strategic plan impacts the success or failure of the District.

Roberts Rules of Order*

2:15 pm–3:15 pm, Kalahari E

Kirk Overbey, Professional Registered Parliamentarian

Can't we all just get along? We can if we follow a few simple rules in this presentation that includes role-playing and lighthearted fun.

Financing for ESDs

2:15 pm–3:15 pm, Kalahari A-B

Ed King, Government Capital Corporation

This session will review financing structures available for ESDs and discuss key considerations for long term capital budgeting and debt management.

Service Provider Contracts

2:15 pm–3:15 pm, Kalahari C-D

Ken Campbell, Burns, Anderson, Jury, & Brenner

ESDs that contract with an independent emergency services provider should have a firm and thorough agreement in place to protect taxpayer resources. An experienced ESD attorney looks at issues to consider in the contract that will protect the public and ultimately result in an agreement that is beneficial to both sides of the relationship.

Jointly Operating a Fire Station

2:15 pm–3:15 pm, Kalahari F-G

David Bailey, Travis County ESD 4

One department owns the property and fire station. Another department will provide the firefighters and apparatus. How do you manage the maintenance, upkeep, repair, renovation or replacement of the station and its furnishings? Topics will include:

1) Understanding the drivers that got us here, 2) Challenges to standardization and consistency, 3) Perceptions of Equality: conditions, features and cost, and 4) How this is not your normal Tenant/Owner relationship.

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Annual Conference Sessions

Working with the Media: Managing the Narrative and Marketing Your District

2:15 pm–3:15 pm, Kalahari H-I

Nikki Simmons, Smith County ESD 2

This session will share tips and tricks on how to successfully market your ESD, navigate the various communications mediums, and work positively with local media to highlight the accomplishments of your fire department and its members. The goal of this session is to teach best practices on sharing highlights, accomplishments, and important information efficiently and effectively with all members of your community.

Developing & Maintaining Your Peer Support Programs

2:15 pm–3:15 pm, Acacia-Bamboo

Chief Ron Stewart, Williamson County ESD 5

This presentation will cover the establishment, assembly, and maintenance of a peer support team. This includes elements of firefighter mental health, signs and symptoms of crisis, and also strategies for combating compassion fatigue in emergency services.

Transitioning to a TCFP Regulated Fire Department

2:15 pm–3:15 pm, Banyan-Crown Palm

Cliff Grant, Justin Fowler, Tim Gothard, Rick Wallace, Texas Commission on Fire Protection

This session is designed to discuss when an ESD or entity should contact TCFP concerning when to become regulated. Also covered will be what to expect when working with the compliance officer to

help ensure a smooth and low-stress transition. The session will also discuss combination entities and voluntary regulation and will focus on the idea of establishing a working partnership with a singular goal of firefighter safety.

Dispatch Cyber Security

2:15 pm–3:15 pm, Portia

Dennis Maldonado, Harris-Fort Bend County ESD 100

This session will discuss various IT and cyber security related threats 911 emergency services may face, give specific examples of incidents WESTCOM has experienced, and the lessons learned from those incidents. The session will go over cyber resilience strategies organizations can employ to ensure their resilience against similar IT and cyber security incidents.

Employment Issues for 2025, Including Contracts, Discipline and Termination

2:15 pm–3:15 pm, Cypress

David Manley, Coveler & Peeler

ESD attorney David Manley discusses aspects of employment law related to hiring, disciplining and terminating ESD employees. This includes employment contracts and complaints under Government Code chapter 614.



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Q&A with the State EMS Director

2:15 pm–3:15 pm, Nile

Joseph Schmider, Department of State Health Services

State EMS Director Joe Schmider will provide a high-level overview of the Texas EMS system and answers questions, responds to comments and discusses important EMS issues. Objectives: improve knowledge of Texas EMS / improve knowledge of state processes / improve understanding of legal issues in EMS / improve understanding of DSHS.

Records Retention for ESDs*

4 pm–5 pm, Kalahari E

Rebecca Hanna, Texas State Library & Archives Commission

Records Retention for Emergency Service Districts (ESDs) will provide information about what elements are necessary to be submitted to TSLAC to be permitted to legally destroy government records, identify who is responsible for managing a record within an ESD, and guidance for determining the minimum length of time an

ESD is required to keep a record. For those who attended last year, this will be a bit of a refresher, with some new approaches and information sprinkled into the mix.

ESD Financial Reserves Best Practices

4 pm–5 pm, Kalahari A-B

Martin Luby, Ph.D., University of Texas at Austin

This session analyzes best practices in setting financial reserve levels for ESDs. It includes case studies from several Texas ESDs to help develop a policy framework for establishing and maintaining financial reserves.

Regional Automatic Aid

4 pm–5 pm, Kalahari C-D

Chief Chris Barron, Travis County ESD 5

ESDs and FDs are constantly faced with challenges such as increased call volume and lower participation among members. This session will walk through how to start up a regional auto-aid agreement for a more efficient response plan and expanding that agreement into other areas where all departments can benefit!

Government Code on Procurement & Construction

4 pm–5 pm, Kalahari F-G

Spencer Clark, AGCM, Inc.

This presentation provides an overview of the Texas Government Codes governing construction projects and professional services procurement. It explains the key differences between RFP (Request for Proposal) and RFQ (Request for Qualifications), detailing when to use each. It covers essential chapters of the Texas Government Code, such as Chapter 2269 and Chapter 2254. Various construction

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procurement methods like Competitive Bidding, Design-Build, and Construction Manager at Risk are explored, with pros and cons provided for each method. The presentation stresses the importance of legal compliance, proper advertisement, and careful evaluation during procurement.

The Role of Social Media and the Public Information Officer in Emergency Services

4 pm–5 pm, Kalahari H-I

Rachel Neutzler, Travis County ESD 6

In today's digital age, public trust, engagement, and information dissemination are critical for emergency services. This presentation will highlight the role of social media and the Public Information Officer (PIO) in building community trust, enhancing crisis communication, and elevating public safety awareness through strategic outreach and actionable strategies.

Beyond the Sirens

4 pm–5 pm, Acacia-Bamboo

David Snyder, ESIP by McNeil & Company

During this course we will examine the need to change our culture to reduce the unnecessary use of red lights and sirens when called upon to help our communities. We will review the consequences of our actions when the dispatch does not meet the definition of a True Emergency.

Texas Fire Chiefs Association Best Practices Program

4 pm–5 pm, Banyan-Crown Palm

Neil Howard, Texas Fire Chiefs Association

The TFCA worked closely with progressive fire officers throughout Texas to create a program that defines a pathway to organizational excellence which ultimately enhances firefighter safety, long-term planning, standard operating guidelines, deployment analysis, risk management, and other administrative functions. In this session, learn about how the program provides a pathway for a fire department to push its level of service to a status of excellence that is validated by independent experts.

10 Cybersecurity Practices to Keep Special Districts Safe in the Age of AI

4 pm–5 pm, Portia

Thomas Bragg, Streamline

Join us for a comprehensive overview of the top cybersecurity practices for 2025. This session will cover the latest in protecting against cyberattacks, including AI threats and passwordless technologies. Attendees will leave with an easy-to-follow checklist to secure their operations and communities.

Healthcare Compliance: Understanding Exclusion Checks and Other Requirements

4 pm–5 pm, Cypress

Julie Jolley, Health Claims Plus

Performing monthly exclusion checks is essential for reducing the risk of penalties due to non-compliance. This fast-paced session will introduce board members to the world of healthcare compliance and how employing or partnering with excluded individuals and businesses poses financial risks and potential loss of income.

SATURDAY, FEBRUARY 8

Strategic Planning: The Essentials*

9:45 am–10:45 am, Kalahari E

Chief Mike Montgomery, Brazos County ESD 1

All new for 2025. This is a repeat session that will focus on the essential elements needed to build a great and useful strategic plan and should be attended by all ESDs — large or small, metro or rural. Attendees will be introduced to the templates and tools needed to create their own strategic plan.

The Importance of a Fiduciary for ESDs

9:45 am–10:45 am, Kalahari A-B

Ryan Canales, HUB International

Governmental employees who are responsible for making financial decisions for their respective agency or division, due so often without the knowledge that they are a fiduciary. As a fiduciary they are held to a certain standard, and may be putting their own personal financial assets in jeopardy, via this responsibility. Lacking the expertise to make these fiduciary financial decisions, this session discusses the option to hire a fiduciary who is an expert in financial matters.

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Annual Conference Sessions

Ask an ESD Attorney Anything

9:45 am–10:45 am & 11 am–12 pm, Kalahari C-D

Ken Campbell, Burns, Anderson, Jury, & Brenner

An experienced ESD attorney surveys the legal landscape facing ESDs and their responsibilities as governmental entities. This wide-ranging discussion is good for new commissioners as well as those looking for a refresher on ESD legal obligations.

Collaborating with City and Local Officials

9:45 am–10:45 am, Kalahari F-G

Asst. Chief Christopher Robbins, Hays County ESD 4

In a world where politics can erode trust, protecting your relationships with city and local officials is crucial. Learn how to rise above the chaos, build relationships that endure, and navigate political landmines with integrity and purpose

Unmanned Aerial Systems in Emergency Services

9:45 am–10:45 am, Kalahari H-I

Asst. Chief Mike Prather, Travis County ESD 6

This course provides an in-depth look at the role of Unmanned Aerial Systems (UAS) in public safety, exploring practical applications for prevention, emergency response, and critical incident management. Participants will learn how UAS technology can enhance situational awareness, aid in rescue operations, support firefighting efforts, and perform detailed site inspections.

Texas County & District Retirement System:

A Retirement Plan that Works for You

9:45 am–10:45 am, Acacia-Bamboo

Kristina Fox, TCDRS

The Texas County & District Retirement System is available for paid emergency services employees and is an exceptional retirement program to recruit and retain talented employees. Learn how the plan works, plan options available to you, and how the plan is funded.

Open Meeting Act Basic Training

9:45 am–10:45 am, Banyan-Crown Palm

Erin Selvera, The Carlton Law Firm

This session is an introductory course on the Open Meetings Act. It will address the applicability of the Act, basic notice requirements, open and closed sessions, record keeping, and penalties and consequences for failure to comply with the Act. Attending this session will fulfill the training requirement of Government Code Section 551.005.

When Every Vote Counts: Coordinating an ESD Election

9:45 am–10:45 am, Portia

Sheldon Gilbert, Chief Ricky Vaughan & Megan Reynolds, Denton County ESD 1 & 2; Sam Johnson, Argyle Professional Firefighters Association - Local 5190

In 2023, Denton County ESD 1 participated in an annexation election and the creation of a new ESD. This presentation will provide attendees with an overview from the Board President, Fire Chief, Firefighters Association President, and Communications Director of how this executive team worked with the community, the County

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Elections Office, and the Association to win the election and create an EMS overlay within the District. More than 89.2% of voters supported the creation of the ESD No. 2 and 92.2% of voters supported annexing a community into ESD 1.

Ethics 101*

11 am–12 pm, Kalahari E

Kelli Carlton, The Carlton Law Firm

Emergency Services District Commissioners have ethical responsibilities as public officials as well as legal considerations that govern their actions. This course covers some of the most pressing ethical concerns and lays the groundwork for avoiding critical pitfalls that can compromise a Commissioner's office.

Building Bridges: Fostering Harmony and Collaboration Across Organizational Units

11 am–12 pm, Kalahari F-G

Bob Janusaitis, Comal County ESD 2

Creating harmony between ESD's, Command Staff and Firefighter Associations can be a significant challenge. Developing a "one team" approach with diverse organizational units requires intentional leadership, clear open communication, transparency, shared sacrifice, and a strong focus on shared goals.

Public Information Act Basic Training

11 am–12 pm, Banyan-Crown Palm

Jennifer Schein, The Carlton Law Firm

This is a real-world course of the online version available from the Attorney General. This training satisfies the requirement that Public Information Act training be taken within 90 days of assuming public office.

Securing Your Greatness in the Eyes of the Public

11 am–12 pm, Portia

Mac Clemmens, Streamline

Special districts are often unsung heroes in their communities, yet they provide critical infrastructure the public may not know exists. In this talk, learn how to tell your story and ensure your district's services can be more easily found online.

SAFE-D Office Hours

Have a burning question or special issue that your ESD needs addressed? During the Friday afternoon breakout sessions, SAFE-D staff (and maybe a few veteran Commissioners) will be in **Zambezi Room** to talk with you about it. Anything (almost) is fair game, from ESD specific questions to feedback about SAFE-D itself. If we can't answer your question, we'll do our best to point you in the right direction.

Any presentations received from presenters will be available online at

www.safe-d.org/2025-conference-presentations

They will be posted as we receive them so check back after the conference for additional presentations.

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Congratulations to our Certified Emergency Services Commissioners!

2025

Ken Arrington, Harris-Fort Bend ESD #100
Sharon Barclay, Burnet County ESD #2
James Wyatt Boyett, Orange County ESD #1
Buddy Brewer, Harris County ESD #80
Daryl Brister, Fort Bend County ESD #2
Staci Dement, North Hays County ESD #1
Johnny Ray Duncan, Cass County ESD #4
Laurie Golding, Williamson County ESD #1
Bill Holmes, Ellis County ESD #2
Ashley Austin Hunsaker, Kaufman County ESD #7
Everette Jackson, Reeves County ESD #1
Anthony Martin, Medina County ESD #4
Scott Mischnick, Upshur County ESD #1
Gary Morrison, Harris County ESD #16
Cristina Nelson, North Hays County ESD #1
Robert Pierce, Bexar County ESD #5
Yvette Riker, Reeves County ESD #1
Ronald Russell, Ellis County ESD #2
Becky Schneider, Bexar County ESD #5
Andrew Spencer, Llano County ESD #5
Cliff Todd, Panola County ESD #1
Corey J. Zollinger, Fort Bend County ESD #2

2024

Johnny D. Brown, Smith County ESD #2
Bobby Bunte, Williamson County ESD #8
Anne Cano, Williamson County ESD #3
Loyd Chase, Jackson County ESD #3
Deena Clausen, Comal County ESD #4
James Cox, Montgomery County ESD #14
Darrell Debish, North Hays County ESD #1
Dennis Lane, North Hays County ESD #1
Alan McNeil, Williamson County ESD #1
Misty Perinne, Montgomery County ESD #8
Lawrence Prince, Jackson County ESD #3
Kimberly Silver, Austin County ESD #1
Jake Srp, Jackson County ESD #3
Tom Truver, Harris County ESD #46
Robert Turner, Travis County ESD #2

2023

John A. Acree Sr., Montgomery County ESD #3
Charles Anthony, Harris County ESD #2
Daniel Atwood, Austin County ESD #2
Carlton Brady, Burnet County ESD #3
Luther Brady, Harris County ESD #5
Jay Capers, San Jacinto County ESD
Donnie Click, Montgomery County ESD #6
Charlsa Dearwester, Walker County ESD #1
Robert Evans, Comal County ESD #5
Mark T. Evart, Travis County ESD #1
Richard Ewing, Liberty County ESD #7

Stephen R. Fowler, Harris-Fort Bend ESD #100
Jane Guevara, Harris County ESD #20
Frank Hagdorn, Brazoria County ESD #3
Joanne Hanifan, Burnet County ESD #3
Lawrence C. Hoffman, Medina County ESD #6
Weber R. Holloway III, Walker County ESD #1
John F. Kirk, Bexar County ESD #3
Wayne LaCombe, Orange County ESD #3
Dale Langdon, Harris County ESD #60
Bob Luddy, North Hays County ESD #1
Pamela M. Mathis, Medina County ESD #1
Sean McElroy, Montgomery County ESD #3
Nelda Nash, Orange County ESD #1
Lisa M. Olson, Walker County ESD #1
Johnnie Phoenix Aldridge, Harris County ESD #20
Brian H. Regan, Brazoria County ESD #5
Carmon Smith, Harris County ESD #20
James J. Toman, Austin County ESD #2
David Wallace, Kaufman County ESD #3
Jeremy Waters, Austin County ESD #2
Sandra (Sandy) Wilson, Medina County ESD #6

2021-2022

Paul Babb, Montgomery County ESD #9
Barry Beresik, Henderson County ESD #6
Bill Blasdell, Harris County ESD #17
Judy Canion, Travis County ESD #5
Bryan Clements, Harris County ESD #12
Rick Dalton, Waller-Harris ESD #200
Thomas E. Davis, Waller-Harris ESD #200
James Dukes, Rusk County ESD #1
John Foster, Brazos County ESD #4
Naomi Giroux, Travis County ESD #1
Jorge (George) Gonzalez, Duval County ESD #2
April Griffin, Travis County ESD #2
Scott Guillotte, Montgomery County ESD #9
Larry Helgesen, Harris County ESD #12
Jerry Henry, Robertson County ESD
Jerry Ickes, Harris County ESD #14
George C. Jones, Wilson County ESD #1
Elizabeth Leonesio, Medina County ESD #4
Jerry Loyd, Harris County ESD #24
George Martinez, Bastrop County ESD #2
Bill Mayberry, El Paso County ESD #1
Richard McCune, Henderson County ESD #6
Viola McHorse-Potter, Medina County ESD #4
Daniel O'Brien, North Hays County ESD #1
Rico Reyes, Travis County ESD #2
Tammy Russell, San Jacinto County ESD
Patrick Sparks, Henderson County ESD #6
Geoffrey Tahuahua, North Hays County ESD #1
Brandon Tatarevich, Parker County ESD #1

Charles Valadez, Travis County ESD #8
Darrell A. Valusek, Brazoria County ESD #3
Charles E. (Gene) Wueste, Harris County ESD #75

2020

DJ Bell, Jackson County ESD #3
Edgar Castillo, Bexar County ESD #6
Thomas G. Crossan, Jr., Comal County ESD #2
Jimmy (James) Curlee, Jackson County ESD #3
Sonny DeBarge, Liberty County ESD #2
Gene Domec, Orange County ESD #1
Gary Eulenfeld, Nueces County ESD #3
Barry Fuhrken, Nueces County ESD #3
Bill Gonser, Comal County ESD #1
Gary L. Graham, Nueces County ESD #2
Michael Henderson, Palo Pinto County ESD #1
Sam Henderson, Harris County ESD #48
Ruth Hime, Southwest Leon County ESD #2
Shirley Jauma, Harris County ESD #28
Tillman "Jerry" Kinsel, Harris County ESD #75
Brenda Marsh, Harris County ESD #75
Tony Marshall, Travis County ESD #1 & #7
Johnnie McClelland, Harris County ESD #2
Ms. Vester J. Melancon, Harris County ESD #25
Danny B. Naramore, Harris County ESD #6
Clayton Nugent, Liberty County ESD #2
Rodney A. Otto, Montgomery County ESD #8
Betty Reinert, Parker County ESD #3
Cathy Sunday, Harris County ESD #1
Royce Sunday, Harris County ESD #25
Robert Wagnon, Harris County ESD #75
Hank Wenzler, Fort Bend County ESD #1

2019

Gary Biehlich, Orange County ESD #1
Sofia Castillo, Bexar County ESD #6
Shirley Cody, Harris County ESD #25
John Coyle, Harris County ESD #46
Howard Dalros, Bexar County ESD #5
Gary Dennis, Henderson County ESD #6
Andrew Flores, Bexar County ESD #5
Leah Y. Gray, Montgomery County ESD #8
Isaac Griego, Bexar County ESD #6
Robin Hayslip, Harris County ESD #17
Mike Howe, Travis County ESD #2
Mike Jones, Harris County ESD #28
John Kelley, Montgomery County ESD #6
Judy Kilgore, Navarro County ESD #1
David James Langenberg, Harris County ESD #9
David S. Matney, Limestone County ESD #1
Dean M. McBride, Fort Bend County ESD #1
Randal M. Melton, Smith County ESD #2
Michael Alan Pate, Harris County ESD #16
Jay Petty, Navarro County ESD #1

Herschel Postert, Bexar County ESD #5
Marjanna Russell, Montgomery County ESD #3
Julius Schwartz, Bastrop/Travis Counties ESD 1
Lee Spilman, Harris County ESD #24
John Villanacci, Travis County ESD #3
Lynn Wells, Liberty County ESD #2
Paul Witek, Wilson County ESD #2

2018

E.J. "Jerry" Brooks III, Parker County ESD #3
D. David Burks, Rusk County ESD #1
Gloria Dooley, Rusk County ESD #1
Alan Dreesen, Montgomery County ESD #14
Matt Dulaney, Hardin County ESD #6
Gary Ferguson, Waller-Harris ESD #200
Randy L. Foster, Harris County ESD #80
Henry Burt Green, Montgomery County ESD #2
Brian Gremminger, Montgomery County ESD #3
Ann Hall, Blanco County ESD #2
Herb Holloway Jr., Burnet County ESD #6
Ricky D. Jones, Palo Pinto County ESD #1
Marshall Kramer, Harris County ESD #48
Charity Lambright, Llano County ESD #2
Carolyn Land, Palo Pinto County ESD #1
Michael J. Mason, Montgomery County ESD #2
David C. Miller, Montgomery County ESD #6
Kim Parrish, Montgomery County ESD #2
Rena Peden, Parker County ESD #1
Larry Phillips, Wilson County ESD #2
David W. Proctor, Harris County ESD #12
Thomas Raia, Fort Bend County ESD #2
Lynn Reasoner, Palo Pinto County ESD #1
Dennis Scholl, Bexar County ESD #5
John A. Schwin, Fort Bend County ESD #2
James L. Sibley, Montgomery County ESD #2
Johnny Slack, Liberty County ESD #2
Raymond St. Julian, Sr., Harris County ESD #80
W. Leighton Stallones, Hays County ESD #3
Kenneth Thibodeaux, Chambers County ESD #1
Weldon "Wally" Wallace, Parker County ESD #3
Gail J. Zahara, Travis County ESD #8
Michael Zepeda, Montgomery County ESD #9

2017

Tommy Albert, Waller-Harris ESD #200
Sonya Anderson, Harris County ESD #2
Cathy Ashley, Burnet County ESD #2
Betty Boren Avery, Harris County ESD #9
Paula S. Barr, Travis County ESD #6
George Biernesser, Montgomery County ESD #8
Mary Blondell, Harris-Fort Bend ESD #100
Bob L. Boyles, Harris County ESD #80
Richard Bremer, Burnet County ESD #2

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2016

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Carla Barker, Robertson County ESD
Michael R. Bessner, Travis County ESD #2
James L. "Pete" Clendennen, Caldwell/Hays ESD #1
John B. Davis, Burnet County ESD #2
Larry Foehner, Bastrop/Travis Counties ESD 1
Ralph Nayman, Williamson County ESD #8
Danny Olsen, Montgomery County ESD #14
Robert L. Perez, Harris-Fort Bend ESD #100
Joyce J. Smith, Burnet County ESD #5
Billy Ted Smith, Jasper County ESD #1
Marti Thorne, Fort Bend County ESD #2

2015

Elizabeth King Cargile, Medina County ESD #5
Shirley Grandjean, Montgomery County ESD #14
Robert G. Janusaitis, Harris County ESD #9
James L. Kelly, Montgomery County ESD #8
Carl Newstrom, Bastrop/Travis Counties ESD 1
Frank Steed, Navarro County ESD #1

Inaugural

Stephen L. Hambric, El Paso County ESD #1

Jim Carter, Denton County ESD #1
Christopher Cavazos, Bexar County ESD #6
William A. Darling, Harris County ESD #12
David Gahagan, Bastrop County ESD #1
Matt R. Graves, Brazoria County ESD #3
Paul E. Graf, Comal County ESD #4
Larry Lee Hall, Harris County ESD #5
Greg Holcombe, Montgomery County ESD #3
Mark Jack, Parker County ESD #1
Ray Jones, Harris County ESD #4
William D. Kenney, Wilson County ESD #2
Stephen S. Malley, Parker County ESD #3
Tommy M. McCullough, Bastrop/Travis Counties ESD 1
Marilyn G. Miller, Hays County ESD #6
Robert E. Miller, Fort Bend County ESD #2
Tim McCanlies, Bastrop County ESD #1
Scott Morgan, Harris County ESD #29
Randy L. Orr, Harris County ESD #6
David J. Parker, Harris County ESD #29
Benjamin H. Schneider, Burnet County ESD #2
Wayne Skubiata, Bastrop/Travis Counties ESD 1
George Strong, Galveston County ESD #2
James A. Waters, Montgomery County ESD #14



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“It goes above and beyond the statutory training requirements that a typical ESD commissioner has to meet,” said SAFE-D Executive Director Clay Avery. “It shows that an ESD commissioner has made extra effort to acquire the knowledge necessary to serve his or her community.”

CESCs will receive a certificate of their accomplishment and be recognized in SAFE-D publications.

In order to become a SAFE-D Certified Emergency Services Commissioner (CESC), the applicant must meet the following conditions:

- Completion of **at least two years** as an ESD commissioner.
- **Be a member of SAFE-D** at the time of application and during the time the 25 hours of training outlined below are completed.
- Be current on the required **minimum training hours** as specified in Chapter 775.0365 of the Texas Health & Safety Code.
- Attendance at a minimum of **one SAFE-D Annual Conference during the preceding two years** of service as an ESD commissioner.
- Completion of a **minimum of 25 hours** of accred-

ited, SAFE-D-provided ESD commissioner training including, but not limited to:

- o ESD 101 (3 hours)
- o Ethics course (at least 1 hour)
- o Strategic Planning course (at least 1 hour)
- o Records Retention/Management course (at least 1 hour)
- o Robert’s Rules course (at least 1 hour)
- o Financial Reporting course (at least 1 hour)
- o At least one “Legislative participation” component – this can be in the form of an “LP”- marked course at the Annual Conference or participation in a “Third Tuesday”/Legislative Task Force initiative. Current CESC’s are “grandfathered in” for this requirement.

- Proof of **timely submission of the candidate’s ESD audit** reports during the time of applicant’s service as an ESD Commissioner. This can be in the form of a page from your meeting minutes, a cover page from your auditor, or some other verifiable example that the audit was submitted.

See the CESC application and more information on the process at www.safe-d.org/cesc. An application must be submitted to be considered. If all components are not met at the time of application, the certification will not be granted and a new application will need to be filled for consideration once the requirements are achieved.

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MN



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