



# **SAFE-D**

**Texas State Association of Fire and Emergency Districts**

## **SAFE-D 22nd ANNUAL CONFERENCE**



**February 22-24, 2024**  
**Irving Convention Center**

**Education Sponsor:**  
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## Welcome to SAFE-D's 22nd 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 Counter](#).

### 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 **10:45 am Saturday, February 24**. The drawing will be held in the Exhibit Hall **during the 10:45 am 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 6 pm to 8 pm Thursday, February 22 for drinks and hors d'oeuvres. Your badge is required to attend.

### Getting Credit/Rating Courses

To earn up to 12 hours of ESD Commissioner Training Credit, go to [www.safe-d.org/2024Conference](http://www.safe-d.org/2024Conference) 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 this information so we may improve our conference next year. For more information, see Page 11.

### Shuttle Information

See shuttle information on page 12.

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[ramon@coveler.com](mailto:ramon@coveler.com)

## Welcome to Irving!

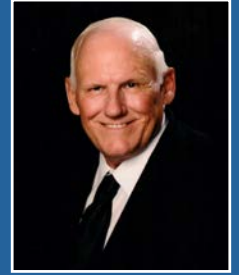
On behalf of the Board of Directors of SAFE-D, we are glad to see you at SAFE-D's 22nd Annual Conference at the Irving Convention Center. The SAFE-D staff, Board of Directors and Education Committee have worked hard throughout the year to bring another exciting conference, packed with new breakout sessions.

We hope that you enjoy your visit to Irving 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**



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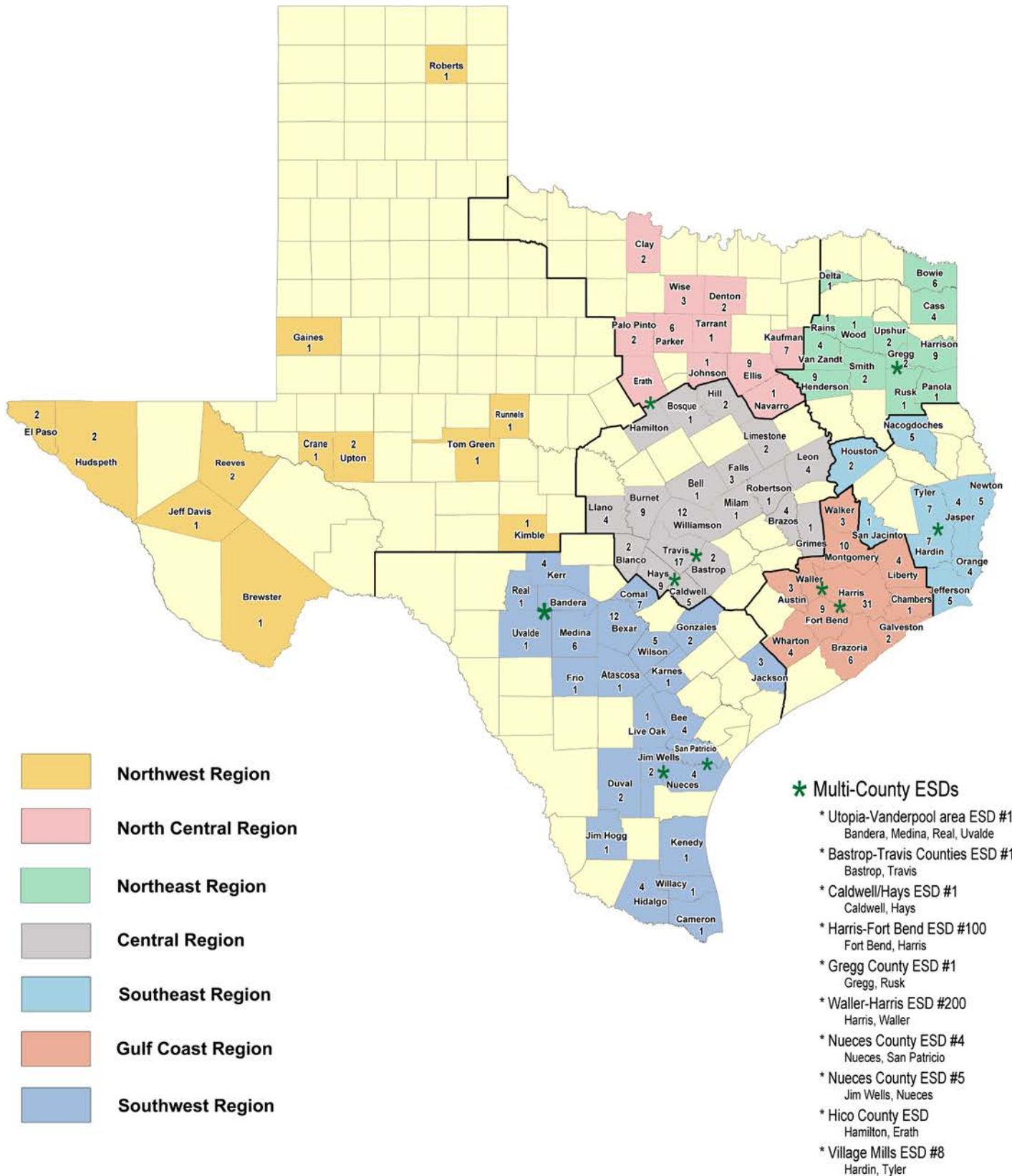
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# SAFE-D Regions





# Regional Meetings, Roundtables & Office Hours

## Regional Meetings

SAFE-D is placing an added emphasis on local connections and the power of networking at the Conference. Using the newly revised SAFE-D regional map (see page 6), each region will have the opportunity to meet and discuss local issues. First and foremost, these meetings will give attendees a chance to meet and establish relationships with other ESDs in their part of the state. From there, the focus of these regional meetings should be discussing local issues and solutions, interactions and connections with regional legislative members, and identifying ways that SAFE-D can serve your area.

## Administrators & Fire Chiefs Roundtables

While Commissioners are in their Regional Meetings, ESD staff and operational personnel will have an opportunity to meet with others in similar positions at other ESDs in **Meeting Rooms 7 and 8** at 4 pm. The intention is for these meetings to form a foundation for ongoing groups that will communicate and provide feedback to the SAFE-D Board about issues that affect

these important positions. **Not for ESD commissioner credit.**

## SAFE-D Office Hours

Have a burning question or special issue that your ESD needs addressed? During the Friday breakout sessions, SAFE-D staff (and maybe a few veteran Commissioners) will be in **Meeting Room 1** 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.

Save the Date!  
**SAFE-D's 23rd Annual Conference**

**Kalahari Convention Center  
Round Rock, TX**

**Thursday, Feb. 6 –  
Saturday, Feb. 8, 2025**



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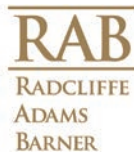


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## How to Receive Your Training Credit

**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 12 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](mailto:admin@safe-d.org).

To receive your training credit, please complete the Credit Form available online at [www.safe-d.org/2024Conference](http://www.safe-d.org/2024Conference) by March 29. **After March 29, 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.



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## Shuttle Information

SAFE-D will provide shuttles between area hotels (see below for list) and the Irving Convention Center. The shuttles will run on a loop, every 10 minutes or until full, during these dates and times:

**Thursday, February 22:** Noon – 9:00 PM

**Friday, February 23:** 6:30 AM – 7:30 PM

**Saturday, February 24:** 6:30 AM – 12:30 PM

1st Stop

**Holiday Inn Irving-Las Colinas**  
110 W John Carpenter Frwy  
Irving, TX 75039

2nd Stop

**Dallas Marriott Las Colinas**  
223 Las Colinas Blvd W  
Irving, TX 75039

3rd Stop

**Omni Las Colinas (Omni Mandalay Hotel)**  
221 East Las Colinas Blvd  
Irving, TX 75039

4th Stop

**Holiday Inn Express & Suites Irving  
Convention Center**  
333 West John Carpenter Frwy  
Irving, TX 75039

5th Stop

**Irving Convention Center**  
500 W Las Colinas Blvd.  
Irving, TX 75039

## SAFE-D Merchandise



After receiving numerous requests from members, SAFE-D will offer a line of branded clothing.

The first items will be offered for sale during the SAFE-D Annual Conference at the Irving Convention Center.

Look for T-shirts and jackets emblazoned with the SAFE-D logo on sale at the Registration Counter.

**Merchandise sales will begin at 10:15 am on Friday.**

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.



## Area Hotel Map



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**TIMOTHY IVEY**  
Assistant Fire Chief  
Bexar County ESD #7



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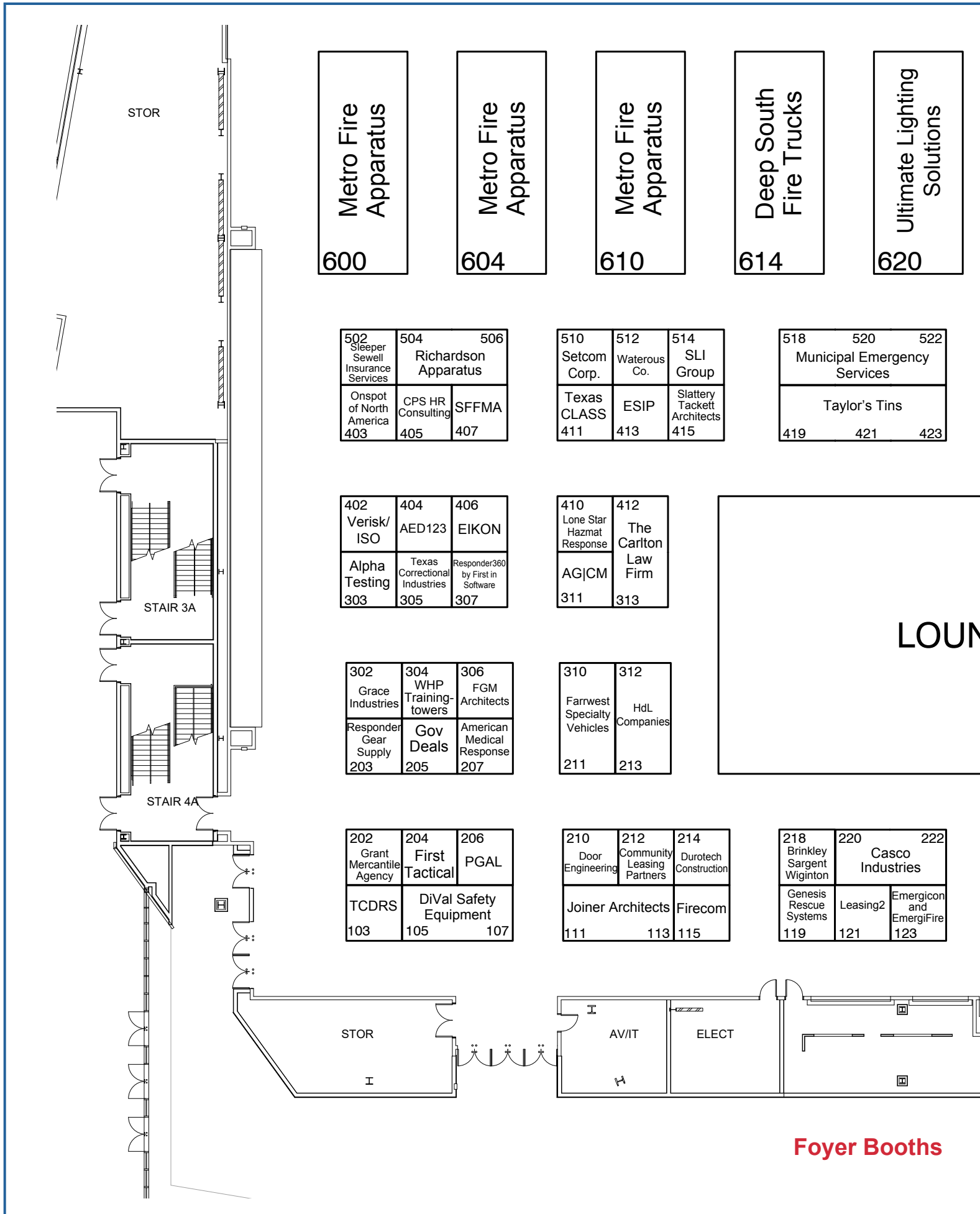
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## Stop By and Visit Our Exhibitors! See map on pages 16 & 17

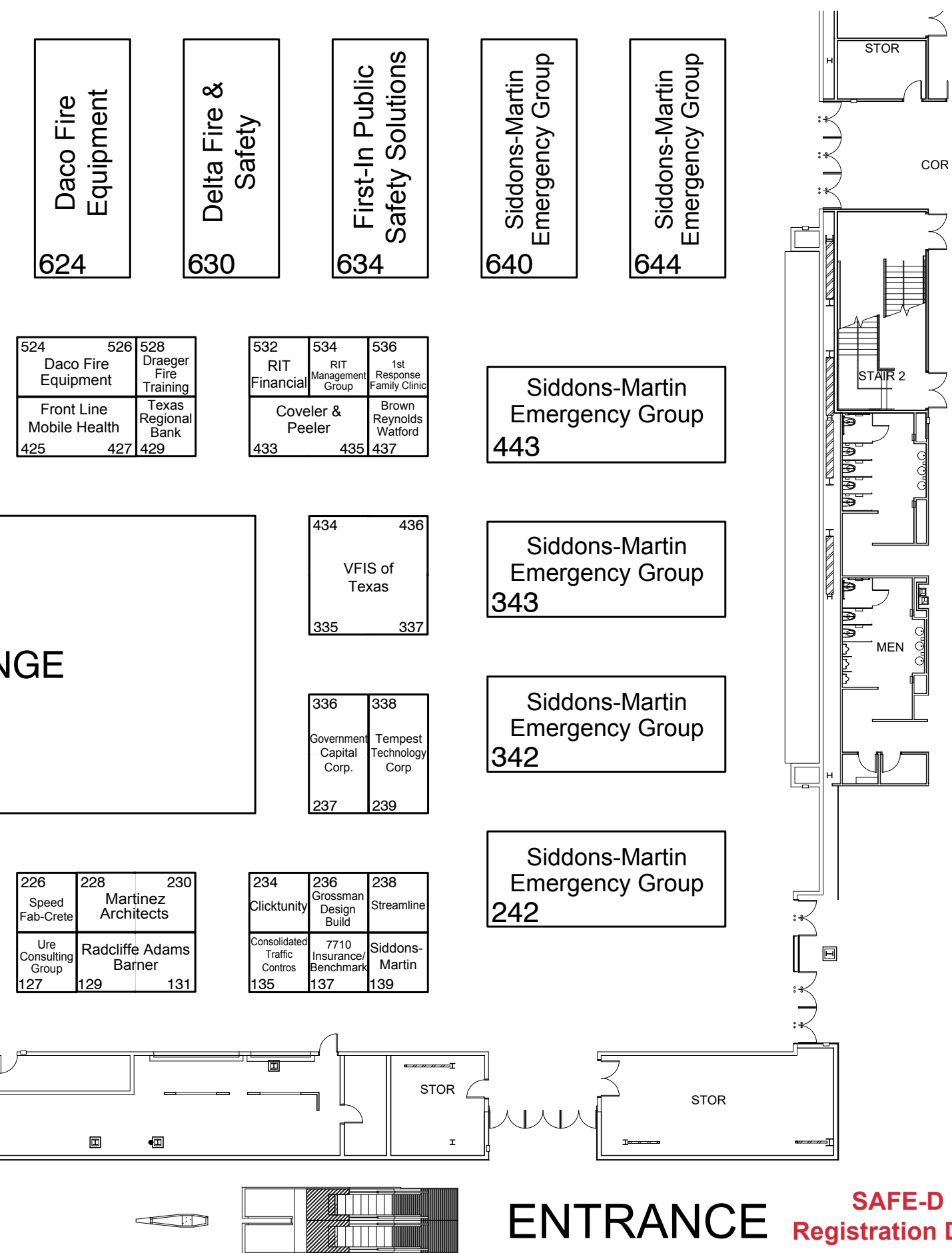
1st Response Family Clinic.....	536	Municipal Emergency Services.....	518, 520 & 522
7710 Insurance/Benchmark.....	137	Onspot of North America.....	403
AED123.....	404	Overdose Mapping and Detection for EMS - HIDTA.....	Foyer
AG CM.....	311	PGAL.....	206
Alpha Testing, Inc.....	303	Radcliffe Adams Barner PLLC.....	129 & 131
American Medical Response.....	207	Responder Gear Supply.....	203
Brinkley Sargent Wiginton Architects.....	218	Responder360 by First in Software.....	307
Brown Reynolds Watford Architects.....	437	Richardson Apparatus.....	504 & 506
Casco Industries, Inc.....	220 & 222	RIT Financial.....	532
Clicktunity LLC.....	234	RIT Management Group, Inc.....	534
Community Leasing Partners.....	212	Setcom Corporation.....	510
Consolidated Traffic Controls, Inc.....	135	SFFMA SHFER Grant.....	407
Coveler & Peeler, P.C.....	433 & 435	Siddons-Martin Emergency Group.....	139, 242, 342, 343, 443, 640 & 644
CPS HR Consulting.....	405	Slattery Tackett Architects, LLP.....	415
Daco Fire Equipment.....	524, 526 & 624	Sleeper Sewell Insurance Services A Relation Company.....	502
Deep South Fire Trucks.....	614	SLI Group, Inc.....	514
Delta Fire & Safety.....	630	Speed Fab-Crete Design-Build Contractor & Callahan & Freeman Architects.....	226
DiVal Safety Equipment, Inc.....	105 & 107	Streamline.....	238
Door Engineering.....	210	Taylor's Tins.....	419, 421 & 423
Draeger Fire Training Systems.....	528	Tempest Technology Corp.....	239 & 338
Durotech Construction.....	214	Texas A&M Forest Service.....	Foyer
EIKON Consulting Group.....	406	Texas CLASS.....	411
Emergency Services Insurance Program.....	413	Texas Commission on Fire Protection.....	Foyer
Emergicon and EmergiFire.....	123	Texas Correctional Industries.....	305
Farrwest Specialty Vehicles.....	211 & 310	Texas County & District Retirement System.....	103
FGM Architects.....	306	Texas Emergency Services Retirement System.....	Foyer
Firecom.....	115	Texas Ems Alliance.....	Foyer
First Tactical.....	204	Texas Fire Chiefs Association.....	Foyer
First-In Public Safety Solutions.....	634	Texas Regional Bank.....	429
Front Line Mobile Health.....	425 & 427	The Carlton Law Firm, PLLC.....	313 & 412
Genesis Rescue Systems.....	119	Ultimate Lighting Solutions, LLC.....	620
GovDeals.....	205	Ure Consulting Group.....	127
Government Capital Corporation.....	237 & 336	Verisk/ISO.....	402
Grace Industries.....	302	VFIS of Texas.....	335, 337, 434 & 436
Grant Mercantile Agency, Inc.....	202	Waterous Co.....	512
Grossman Design Build.....	236	WHP Trainingtowers.....	304
HdL Companies.....	213 & 312		
Joiner Architects.....	111 & 113		
Leasing2.....	121		
Lone Star Hazmat Response.....	410		
Martinez Architects.....	228 & 230		
Metro Fire Apparatus Specialists, Inc.....	600, 604 & 610		





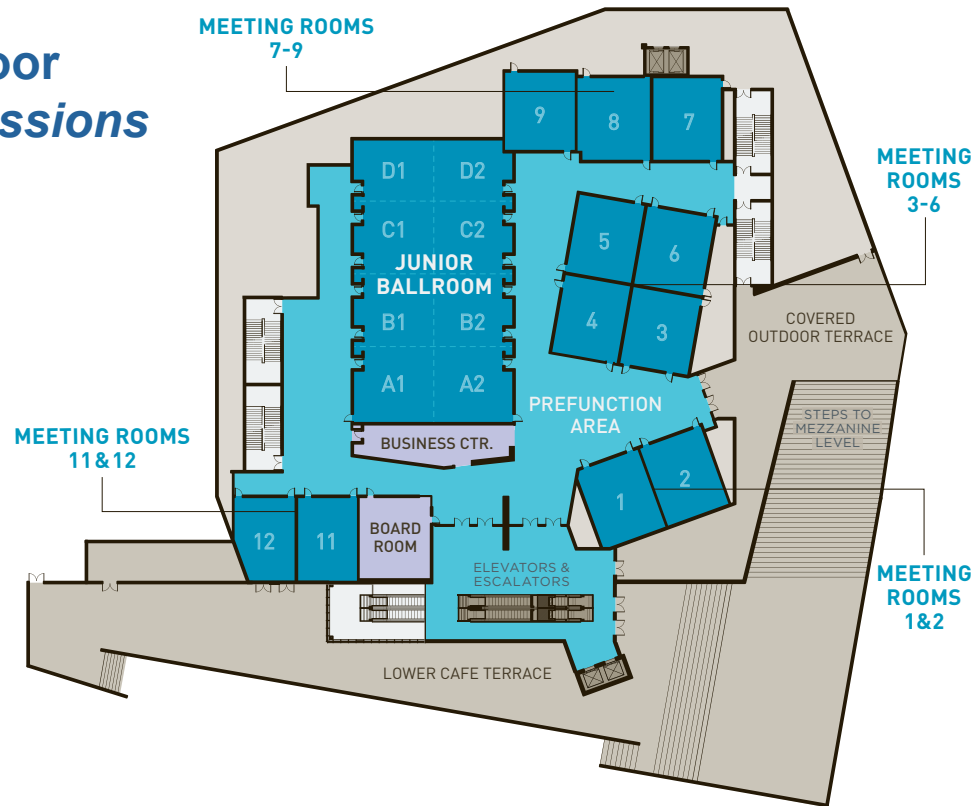
# SAFE-D Exhibit Hall Map

## First Floor



# Irving Convention Center Maps

## Third Floor Breakout Sessions



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### FIRE FACILITIES

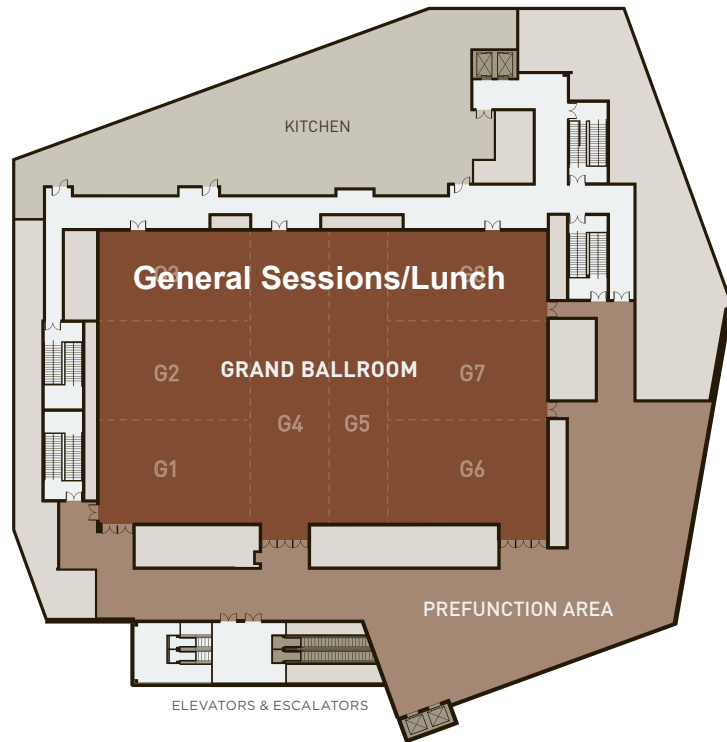
- ADMINISTRATION BUILDINGS
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- DECONTAMINATION BUILDINGS
- DISPATCH CENTERS
- EMERGENCY OPERATIONS CENTERS
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# Irving Convention Center Maps

## Fourth Floor General Sessions/ Lunch



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THURSDAY, FEBRUARY 22		
1 pm	Registration Opens/Exhibitor Move-In	
2-5 pm	<b>Preconference Workshop - Basic: ESD 101</b> <i>John Carlton &amp; Kelli Carlton, The Carlton Law Firm</i> <b>Grand Ballroom 7-8 • 3 hours</b>	<b>Preconference Workshop - Advanced: G-200 Texas Public Officials Workshop</b> <i>CLO Philip Kost, Texas Division of Emergency Management •</i> <b>Grand Ballroom 6 • 3 hours</b>
6-8 pm	Meet & Greet Reception in the Exhibit Hall	

FRIDAY, FEBRUARY 23				
7:30 am	Breakfast in the Exhibit Hall			
8-9 am	General Session: Ethics for ESD Commissioners <i>John Carlton, The Carlton Law Firm •</i> <b>Grand Ballroom • 1 hour (EC)</b>			
TRACK:	The Basics	Dollars & Sense	Running an ESD	Providing Services
9:15-10:15 am	<b>Nuts and Bolts of ESDs</b> <i>Kelli Carlton, The Carlton Law Firm</i> <b>Junior Ballroom A</b> <b>1 hour</b>	<b>Hazard Mitigation Funding Opportunities for ESDs &amp; Fire Departments</b> <i>Division Chief Josh Davies, Texas Division of Emergency Management</i> <b>Junior Ballroom B</b> <b>1 hour</b>	<b>Policies and Procedures Every ESD Should Have</b> <i>John Peeler, Coveler &amp; Peeler</i> <b>Junior Ballroom C</b> <b>1 hour</b>	<b>Regional Automatic Aid</b> <i>Chief Chris Barron, Travis County ESD No.5</i> <b>Junior Ballroom D</b> <b>1 hour</b>
10:15 am	Refreshment Break in Exhibit Hall			
10:45-11:45 am	<b>Robert's Rules of Order</b> <i>Kirk Overbey, Professional Registered Parliamentarian</i> <b>Junior Ballroom A</b> <b>1 hour (RL)</b>	<b>Fraud Prevention and Protection</b> <i>Ira Coveler, Coveler &amp; Peeler &amp; Joseph Ellis, McCall Gibson Swedlund Barfoot</i> <b>Junior Ballroom B</b> <b>1 hour (FR)</b>	<b>ESD Board and Fire Chief Partnership: An Interactive Discussion</b> <i>Mark Jack &amp; Chief Stephen Watson, Parker County ESD No. 1</i> <b>Junior Ballroom C</b> <b>1 hour</b>	<b>TIFMAS</b> <i>Chief J.J. Wittig, Travis County ESD No. 3 &amp; Chief Carter Johnson, Montgomery County ESD No. 6</i> <b>Junior Ballroom D</b> <b>1 hour</b>
11:45 am	Conference Lunch: Announcements and Awards • <b>Grand Ballroom</b>			
1 pm	Visit Exhibits			
1:15-2:15 pm	<b>Strategic Planning: One Size Does Not Fit All</b> <i>Chief Mike Montgomery, Brazos County ESD No. 1</i> <b>Junior Ballroom A</b> <b>1 hour (SP)</b>	<b>ESD Budgeting: A Portrait of Success</b> <i>Josh Brown, Bexar County ESD No. 2</i> <b>Junior Ballroom B</b> <b>1 hour (FR)</b>	<b>One Mission, One Team: The ESD Board-Staff Relationship</b> <i>Chief Scott Kerwood &amp; Bill Brown, Williamson County ESD No. 3</i> <b>Junior Ballroom C</b> <b>1 hour</b>	<b>Community Risk Reduction</b> <i>Batt. Chief Jason Tharp, Harris County ESD No. 48</i> <b>Junior Ballroom D</b> <b>1 hour</b>
2:30-3:30 pm	<b>Records Retention for ESDs</b> <i>Rebecca Hanna, Texas State Library &amp; Archives Commission</i> <b>Junior Ballroom A</b> <b>1 hour (RN)</b>	<b>ESD Sales Tax 101</b> <i>Jon Granberry, HdL Companies</i> <b>Junior Ballroom B</b> <b>1 hour</b>	<b>Becoming an ESD Chief</b> <i>Chief Tony Haden, Travis County ESD No. 8 &amp; 16</i> <b>Junior Ballroom C</b> <b>1 hour</b>	<b>The Fourth Incident of Command</b> <i>Chief Mark Palmer, Harris County ESD No. 47 (Ret.)</i> <b>Junior Ballroom D</b> <b>1 hour</b>
3:30 pm	Refreshment Break in Exhibit Hall			
4-5 pm	<b>Gulf Coast Region Meeting</b> <b>Grand Ballroom 1-4</b> <b>1 hour</b>	<b>Central Region Meeting</b> <b>Grand Ballroom 5-8</b> <b>1 hour</b>	<b>Southwest Region Meeting</b> <b>Junior Ballroom A</b> <b>1 hour</b>	<b>Southeast Region Meeting</b> <b>Junior Ballroom B</b> <b>1 hour</b>
5 pm	Recess: Evening on Your Own			



Sessions marked with the following indicate that these sessions qualify for the Certified Emergency Services Commissioner program.  
Read more about the program on page 38.

**FR** - Financial Reporting

**RN** - Records Retention/Management

**RL** - Robert's Rules Course

**SP** - Strategic Planning

**EC** - Ethics Course

**LP** - Legislative Participation

Breakfast in the Exhibit Hall				
General Session: Ethics for ESD Commissioners <i>John Carlton, The Carlton Law Firm</i> • <b>Grand Ballroom</b> • 1 hour <b>(EC)</b>				
Next Steps	Labor/Personnel	Open Gov't	Leadership/Media	EMS Issues
<b>Managing the VFD Transition to an ESD Provider</b> <i>Chief Mark Moellenberg and District Chief John Roulston-Bates, Williamson County ESD No. 10</i> <b>Meeting Room 6</b> 1 hour	<b>Chief's Perspective: ESD Employment Matters</b> <i>Chief Robert Abbott, Travis County ESD No. 6</i> <b>Meeting Room 7</b> 1 hour	<b>Open Meetings Act Basic Training</b> <i>Erin Selvera, The Carlton Law Firm</i> <b>Meeting Room 8</b> 1 hour	<b>Seeing Through the Smoke: Moving Your Organization Forward! Part 1</b> <i>Dep. Chief Daniel DeYear, Dallas Fire Dept.</i> <b>Meeting Room 9</b> 1 hour	<b>Key Indicators for a Quality EMS Provider</b> <i>Brent Smith, Hopkins County EMS</i> <b>Meeting Room 3</b> 1 hour
Refreshment Break in Exhibit Hall				
<b>Annexation Issues</b> <i>Ken Campbell, Burns Anderson Jury &amp; Brenner</i> <b>Meeting Room 6</b> 1 hour	<b>Labor Perspective: ESD Employment Matters</b> <i>Sam Johnson, Denton County ESD No. 1</i> <b>Meeting Room 7</b> 1 hour	<b>Public Information Act Basic Training</b> <i>Jahnna Ward, Office of the Attorney General</i> <b>Meeting Room 8</b> 1 hour	<b>Seeing Through the Smoke: Moving Your Organization Forward! Part 2</b> <i>Dep. Chief Daniel DeYear, Dallas Fire Dept.</i> <b>Meeting Room 9</b> 1 hour	<b>Culture, Collaboration, and Compliance: The Why and How in EMS</b> <i>Keir Vernon, Harris County Emergency Corps</i> <b>Meeting Room 3</b> 1 hour
Conference Lunch: Announcements and Awards • <b>Grand Ballroom</b>				
Visit Exhibits				
<b>Using Decision Support Analytics to Empower District Leaders</b> <i>Chief Nick Perkins, Travis County ESD No. 2 &amp; Michael Rainey, Michael Rainey &amp; Assoc.</i> <b>Meeting Room 6</b> 1 hour	<b>Managing Personnel Risks and Litigation Prevention</b> <b>VFIS Spotlight Session</b> <i>Michael McCall, J.D., MJ Consulting</i> <b>Meeting Room 7</b> 1 hour	<b>Mental Health</b> <b>Small Department Mental Health</b> <i>Chief Brad Landi, Williamson County ESD No. 1</i> <b>Meeting Room 8</b> 1 hour	<b>Dealing with the Media</b> <i>Chief Scott Siefert, Harris County ESD No. 7</i> <b>Meeting Room 9</b> 1 hour	<b>Challenges &amp; Realities of Rural EMS Operations in Texas</b> <i>Michael Furrh, Lavaca County EMS</i> <b>Meeting Room 3</b> 1 hour
<b>Overdose Risk Reduction Programming &amp; Mapping</b> <i>Wendell Campbell, Houston HIDTA &amp; Chief Robert Abbott, Travis County ESD No. 6</i> <b>Meeting Room 6</b> 1 hour	<b>Next Generation Skillset</b> <i>Daryl Brister, Fort Bend County ESD No. 2</i> <b>Meeting Room 7</b> 1 hour	<b>Establishing and Maintaining Your Peer Support Program</b> <i>Chief Ron Stewart, Williamson County ESD No. 5</i> <b>Meeting Room 8</b> 1 hour	<b>The ESD Website: Crafting Your Online Identity Beyond Social Media</b> <i>Scott Webb, Clicktunity</i> <b>Meeting Room 9</b> 1 hour	<b>ESD Medical Director: EMS Updates</b> <i>Justin Norheim, D.O., BEST EMS</i> <b>Meeting Room 3</b> 1 hour
Refreshment Break in Exhibit Hall				
<b>Northeast Region Meeting</b> <b>Junior Ballroom C</b> 1 hour	<b>North Central Region Meeting</b> <b>Junior Ballroom D</b> 1 hour	<b>Northwest Region Meeting</b> <b>Meeting Room 6</b> 1 hour	<b>ESD Administrator Roundtable</b> <b>Meeting Room 7</b> N/A	<b>TFCA ESD Fire Chief Roundtable</b> <b>Meeting Room 8</b> N/A
Recess: Evening on Your Own				

# SATURDAY, FEBRUARY 24

7:30 am

Breakfast in the Exhibit Hall

8:30-  
9:30 am

**General Session: Keynote: Beyond the 88th Legislature**

*John Carlton, The Carlton Law Firm and invited guests • Grand Ballroom • 1 hour*

TRACK:	Fundamentals	Planning	Legislative	Personnel	Open Forum	EMS
9:45- 10:45 am	<b>Nuts and Bolts of ESDs (repeat)</b> <i>Kelli Carlton, The Carlton Law Firm</i> <b>Junior Ballroom A</b> <b>1 hour</b>	<b>Practical Planning for ESDs of All Sizes</b> <i>Chief Mike Montgomery, Brazos County ESD No. 1</i> <b>Junior Ballroom B</b> <b>1 hour (SP)</b>	<b>Getting Involved: Becoming Politically Astute</b> <i>Chief Robert Abbott, Travis County ESD No. 6</i> <b>Grand Ballroom</b> <b>1 hour (LP)</b>	<b>Your Employee Relations Nightmare: How to Manage the Difficult Employee</b> <b>VFIS Spotlight Session</b> <i>Michael McCall, J.D., MJ Consulting</i> <b>Junior Ballroom C</b> <b>1 hour</b>	<b>Questions? Ask a Lawyer</b> <i>Ken Campbell, Burns Anderson Jury &amp; Brenner</i> <b>Junior Ballroom D</b> <b>1 hour</b>	<b>Transitioning to an ESD-Based EMS Service</b> <i>Adam Gallagher &amp; Steven Von Gonten, Robertson County ESD</i> <b>Meeting Room 6</b> <b>1 hour</b>
10:45 am	Refreshment Break in Exhibit Hall					
11:15 am- 12:15 pm	<b>Sales Tax Advanced Issues</b> <i>Jon Granberry, HdL Companies</i> <b>Junior Ballroom A</b> <b>1 hour</b>		<b>Legislative Task Force: Looking Ahead to 2025</b> <i>John Carlton, The Carlton Law Firm</i> <b>Grand Ballroom</b> <b>1 hour (LP)</b>	<b>ESD Employee Compensation</b> <i>David Manley, Coveler &amp; Peeler</i> <b>Junior Ballroom C</b> <b>1 hour</b>	<b>Questions? Ask a Lawyer (cont'd)</b> <i>Ken Campbell, Burns Anderson Jury &amp; Brenner</i> <b>Junior Ballroom D</b> <b>1 hour</b>	
12:15 pm	Conference Adjourns					



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## Annual Conference Sessions

\* Session counts towards CESC certification.

### THURSDAY, FEBRUARY 22

#### Basics: ESD 101\*

2 pm–5 pm, Grand Ballroom 7-8

*John Carlton & Kelli Carlton, The Carlton Law Firm*

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

#### Advanced: G-200 Texas Public Officials Workshop

2 pm–5 pm, Grand Ballroom 6

*CLO Philip Kost, Texas Division of Emergency Management*

This course is designed to introduce ESD Commissioners to emergency management in Texas. This course addresses the legal authorities for emergency management in Texas, the local, state, and federal organization for emergency management, the local emergency management functions, the local responsibilities during the four phases of emergency management – mitigation, preparedness, response, and recovery, and the emergency management program activities, such as planning, training, and exercising.

### FRIDAY, FEBRUARY 23

#### Nuts and Bolts of ESDs

9:15 am–10:15 am, Junior Ballroom A

*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.

*Repeats Saturday at 9:45 am.*

#### Hazard Mitigation Funding Opportunities for ESDs & Fire Departments

9:15 am–10:15 am, Junior Ballroom B

*Division Chief Josh Davies, Texas Division of Emergency Management*

This session will present information on how the Texas fire service may access FEMA's Hazard Mitigation Assistance Program funding through the Texas Division of Emergency Management to assist in the reduction or elimination of threats to the community with a focus on wildfire mitigation actions.



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\*based on "Net benefits of wildfire prevention education efforts" - Prestemom et al 2010.



## Annual Conference Sessions

### Policies & Procedures Every ESD Should Have

9:15 am–10:15 am, Junior Ballroom C

*John Peeler, Coveler & Peeler*

Operating your ESD is easier and more efficient if you have a plan in place to deal with common issues before those issues arise. Veteran ESD attorneys will take you through some ideas on policies and procedures that could help your ESD run smoother.

### Regional Automatic Aid

9:15 am–10:15 am, Junior Ballroom D

*Chief Chris Barron, Travis County ESD No.5*

Ever thought about what would happen if your department and surrounding departments could get everyone to work together, respond to emergencies quicker and more efficient, and lower the loss of property and lives? Learn how Travis and Williamson County started a multi-county regional Automatic Aid System in which we the citizens are benefiting from the improved services by multiple departments working together.

### Managing the VFD Transition to an ESD Provider

9:15 am–10:15 am, Meeting Room 6

*Chief Mark Moellenberg and District Chief John Roulston-Bates, Williamson County ESD No. 10*

A case study on how two traditional VFDs managed growth, increased membership, improved reputation, built strong community support, merged & transitioned to an ESD Service Provider, all while keeping the volunteers.

### Chief's Perspective: ESD Employment Matters

9:15 am–10:15 am, Meeting Room 7

*Chief Robert Abbott, Travis County ESD No. 6*

Attendees will receive an update on the latest state and federal laws impacting and shaping ESD employment, including a self-audit checklist of some of the most common situations that ESDs have faced relating to labor in the last two years.

CONTINUED PAGE 26

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## Annual Conference Sessions

### Open Meetings Act Basic Training

9:15 am–10:15 am, Meeting Room 8

*Erin Selvera, The Carlton Law Firm*

This session provides an introductory course examining the Open Meetings Act. It addresses 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 fulfills the requirement for public officials who are members of governmental bodies to complete training on the Act as required by Government Code section 551.005. This training satisfies the requirement that Open Meetings Act training be taken within 90 days of assuming public office.

### Seeing Through the Smoke: Moving Your Organization Forward!

9:15 am–10:15 am, Meeting Room 9 - Part 1

10:45 am–11:45 am Meeting Room 9 - Part 2

*Dep. Chief Daniel DeYear, Dallas Fire Dept.*

This fast paced, straight-forward program addresses the leadership challenges facing every organization. Attendees will learn how they can impact their organization by enhancing the driving forces that often undermine organization values and missions. Participants will understand how to overcome the distractors to successful leadership and personal growth

that will allow their organization and teams to move to the professional levels expected by everyone. Attendees will realize how easy it is to establish or lose trust and how this impacts the expectations of our communities and customers.

### Key Indicators for a Quality EMS Provider

9:15 am–10:15 am, Meeting Room 3

*Brent Smith, Hopkins County EMS*

What are the key components of a quality EMS provider and how do you measure them? In this session, you will be given insight into what is important to know about your EMS agency.

### Robert's Rules of Order\*

10:45 am–11:45 am, Junior Ballroom A

*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 light-hearted fun.

### Fraud Prevention and Protection\*

10:45 am–11:45 am, Junior Ballroom B

*Ira Coveler, Coveler & Peeler & Joseph Ellis, McCall*

*Gibson Swedlund Barfoot*

Preventing fraud – What are areas of fraud for an ESD and what controls can you put in place to reduce your risk.



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## Annual Conference Sessions

### ESD Board and Fire Chief Partnership: An Interactive Discussion

Mark Jack & Chief Stephen Watson, Parker County  
ESD No. 1

10:45 am–11:45 am, Junior Ballroom C

This session will be an overview of each role and how the interaction between Commissioners and Fire Chief is important. Discussion will include Administration and Operational aspects of an ESD.

### TIFMAS

10:45 am–11:45 am, Junior Ballroom D

Chief J.J. Wittig, Travis County ESD No. 3 & Chief Carter Johnson, Montgomery County ESD No. 6

This session will explain the Texas Intrastate Fire Mutual Aid System (TIFMAS) program and discuss both operations and administrative issues. The session will further explain the program for those already participating as well as those who have yet to participate.

### Annexation Issues

10:45 am–11:45 am, Meeting Room 6

Ken Campbell, Burns Anderson Jury & Brenner

A general discussion of territorial changes that affect your ESD. This session will discuss municipal annexation into ESD territory, the potential for agreements with annexing entities, and an ESD's own ability to annex territory.

### Labor Perspective: ESD Employment Matters

10:45 am–11:45 am, Meeting Room 7

Sam Johnson, Denton County ESD No. 1

This session will be about the importance of teamwork and partnership between a Firefighter's Association and Fire/ESD Administration for member negotiations and labor relations, community relations, and current legal issues. The session will explain how relationships between the Professional Association and ESD administration can bring multiple benefits from many angles, including items like salary surveys, elections, hiring, and grant writing.

### Public Information Act Basic Training

10:45 am–11:45 am, Meeting Room 8

Jahnna 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.

### Culture, Collaboration, and Compliance: The Why and How in EMS

10:45 am–11:45 am, Meeting Room 3

Keir Vernon, Harris County Emergency Corps

Three key components that can have a significant impact on your EMS Organization, your Personnel, and your Trust factor. Join us for some engaging conversations and idea sharing on ways to evaluate and improve in these areas.

CONTINUED PAGE 28



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## Annual Conference Sessions

### Strategic Planning: One Size Does Not Fit All\*

1:15 pm–2:15 pm, Junior Ballroom A

*Chief Mike Montgomery, Brazos County ESD No. 1*

No two districts are alike. Each has different needs and expectations, with different priorities and constraints. Starting with a proven planning process, we will cover the most common planning models and frameworks to show you how to use each to build a strategic plan that best fits your district.

### ESD Budgeting: A Portrait of Success\*

1:15 pm–2:15 pm, Junior Ballroom B

*Josh Brown, Bexar County ESD No. 2*

No matter your ESD's size, your budget is one of the most important pictures of your ESD's financial standing. Don't let others paint it for you. This session will present real-world tips from an experienced ESD administrator.

### One Mission, One Team: The ESD Board-Staff Relationship

1:15 pm–2:15 pm, Junior Ballroom C

*Chief Scott Kerwood & Bill Brown, Williamson County ESD No. 3*

This session will focus on the customer service aspect of

the ESD Board and Fire Administration and the importance of working together for the betterment of the citizens they serve. The session will demonstrate how it takes both groups working together as a team to deliver a quality service that is expected from the taxpayers.

### Community Risk Reduction

1:15 pm–2:15 pm, Junior Ballroom D

*Batt. Chief Jason Tharp, Harris County ESD No. 48*

Community Risk Reduction (CRR) is a critical component that ESDs and Fire Chiefs cannot afford to ignore. This session will explore why CRR is essential not only for your community but also for your staff.

### Using Decision Support Analytics to Empower District Leaders

1:15 pm–2:15 pm, Meeting Room 6

*Chief Nick Perkins, Travis County ESD No. 2 &*

*Michael Rainey, Michael Rainey & Assoc.*

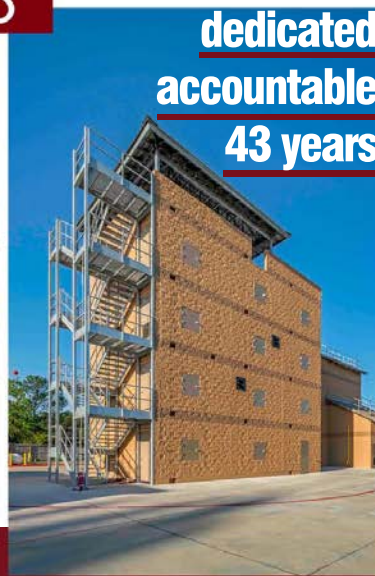
Leaders in the Emergency Services are forced to make increasingly difficult decisions which directly impact the lives of citizens as well as those men and women assigned to their care. As such, the ability to use quantitative and scientific

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## Annual Conference Sessions

based decision support tools within their Standards of Cover is critical in order to develop strategic goals, objectives, and strategies to address potential gaps within their operations.

### **Managing Personnel Risks and Litigation Prevention: Never More Difficult Than Today**

#### **VFIS Spotlight Session**

1:15 pm–2:15 pm, Meeting Room 7

*Michael McCall, J.D., MJ Consulting*

It has never been harder for emergency services professionals to manage human relations risks and litigation exposures, such as workplace harassment, discrimination, retaliation, and wrongful termination. Presentation attendees will receive practical guidance on how to best protect their professional reputations, legal liability interests of their organizations, and foster safe, equitable and productive work environments for all personnel.

### **Small Department Mental Health**

1:15 pm–2:15 pm, Meeting Room 8

*Chief Brad Landi, Williamson County ESD No. 1*

The topic that many don't want to discuss but everyone needs to. Every year, there are more firefighter suicides than

LODD's, a trend that needs to change. This class will discuss the presenter's personal and professional experiences with mental health wellness, the do's and don'ts when dealing with psychological care and the policies and procedures that the department has put into place to combat and care for these issues.

### **Dealing with the Media**

1:15 pm–2:15 pm, Meeting Room 9

*Chief Scott Siefert, Harris County ESD No. 7*

A Case Study on what one ESD went through when a blogging website gained traction through a local news agency and attempted to exploit the organization. This presentation will explain how the District handled the fallout.

### **Challenges & Realities of Rural EMS Operations in Texas**

1:15 pm–2:15 pm, Meeting Room 3

*Michael Furrh, Lavaca County EMS*

This session will cover the basics of rural EMS in Texas and challenges faced by small to large ESD's, County, and Municipal funded services and offers some solutions to everyday problems.

CONTINUED PAGE 30

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## Annual Conference Sessions

### Records Retention for ESDs\*

2:30 pm–3:30 pm, Junior Ballroom A

*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 Sales Tax 101

2:30 pm–3:30 pm, Junior Ballroom B

*Jon Granberry, HdL Companies*

This presentation is structured as an introduction to basic sales tax concepts. It is intended for representatives from ESDs that are contemplating the implementation of a sales tax as a District revenue stream and those interested in understanding the fundamentals of managing District sales tax. Topics to be covered include what is taxed, how sales tax is collected and allocated, the role of the Texas Comptroller of Public Accounts, how to estimate available sales tax, and basic sales tax budget management considerations.

### Becoming an ESD Chief

2:30 pm–3:30 pm, Junior Ballroom C

*Chief Tony Haden, Travis County ESD No. 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

2:30 pm–3:30 pm, Junior Ballroom D

*Chief Mark Palmer, Harris County ESD No. 47 (Ret.)*

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.

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## Annual Conference Sessions

### Overdose Risk Reduction Programming & Mapping

2:30 pm–3:30 pm, Meeting Room 6

*Wendell Campbell, Houston HIDTA & Chief Robert Abbott, Travis County ESD No. 6*

Attendees will hear from a retired DEA agent and current HIDTA Drug Intelligence Officer on approaches to building a scalable overdose risk reduction program and the new state laws requiring overdose reporting from public safety agencies in Texas.

### Next Generation Skillset

2:30 pm–3:30 pm, Meeting Room 7

*Daryl Brister, Fort Bend County ESD No. 2*

With the aging out of “boomer” firefighters, the next generation rookies are no longer having a fellow firefighter alongside them to learn and develop the practical skills they need to work safe and be highly effective in their role. This session will look at how to capture the “tribal knowledge” of your most competent first responders who are retiring to build a program for the assessment of your next generation.

### Establishing and Maintaining Your Peer Support Program

2:30 pm–3:30 pm, Meeting Room 8

*Chief Ron Stewart, Williamson County ESD No. 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.

### The ESD Website: Crafting Your Online Identity Beyond Social Media

2:30 pm–3:30 pm, Meeting Room 9

*Scott Webb, Clicktunity*

Websites are the virtual front doors to local governments, ensuring accessibility to vital information and services around the clock. In today’s digital age, their importance cannot be overstated. By crafting user-friendly, visually engaging websites, ESDs bridge the gap between government and the community, making critical information easily accessible. Moreover, adherence to accessibility and compliance standards ensures that all residents, regardless of abilities, can fully participate in the process. This session will help attendees understand their website’s positive use case with their residents and the professional methods of communicating with them.

CONTINUED PAGE 32



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## Annual Conference Sessions

### ESD Medical Director: EMS Updates

2:30 pm–3:30 pm, Meeting Room 3

*Justin Northeim, D.O., BEST EMS*

An experienced ESD Medical Director will discuss the latest information direct from the field.

### SATURDAY, FEBRUARY 24

### Nuts and Bolts of ESDs (repeat from Friday)

9:45 am–10:45 am, Junior Ballroom A

*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.

### Practical Planning for ESDs of All Sizes:

#### Putting It All Together\*

9:45 am–10:45 am, Junior Ballroom B

*Chief Mike Montgomery, Brazos County ESD No. 1*

No two strategic plans are alike, but the best strategic plans share common elements. Together, we'll discuss how to use facts to build each section of your strategic plan, capture public perception, build realistic expectations, and create a compelling story for your district.

### Getting Involved: Becoming Politically Astute\*

9:45 am–10:45 am, Grand Ballroom

*Chief Robert Abbott, Travis County ESD No. 6*

Politics are everywhere and even on the best days can create tension, anxiety, and strains on local stakeholder relationships. Learn steps you can take to become more politically astute to your surroundings and develop an approach to how to handle politically charged situations.

### Your Employee Relations Nightmare:

#### How to Manage the Difficult Employee

#### VFIS Spotlight Session

9:45 am–10:45 am, Junior Ballroom C

*Michael McCall, J.D., MJ Consulting*

There is a saying in human resources that 5% of your workforce causes 95% of your problems. Examine best practices solutions for managing the "difficult" member of your ESD, strengthen personnel relations and morale, and mitigate exposure to costly employment practices litigation.

### Questions? Ask a Lawyer

9:45 am–10:45 am, Junior Ballroom D

*Ken Campbell, Burns Anderson Jury & Brenner*

An experienced ESD attorney surveys the legal landscape facing ESDs and their responsibilities as governmental

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## Annual Conference Sessions

entities. This wide-ranging discussion is good for new commissioners as well as those looking for a refresher on ESD legal obligations.

### Transitioning to an ESD-Based EMS Service

9:45 am–10:45 am, Meeting Room 6

*Adam Gallagher & Steven Von Gonten, Robertson County ESD*

In this session we will discuss taking an established third party EMS service and bringing it under the ESD Umbrella. Topics include EMS Licensing, CMS Requirements, Equipment procurement and more.

### Sales Tax Advanced Issues

11:15 am–12:15 pm, Junior Ballroom A

*Jon Granberry, HdL Companies*

This presentation will cover advanced topics of interest to representatives of ESDs that have exercised its authority to collect sales tax. With the goal of gaining a deeper understanding of the nuances and complexities of sales tax, new and experienced ESD representatives alike will benefit from discussion of local sales tax sourcing rules, industry-specific taxability rules, projecting sales tax revenue, sales tax threats and opportunities, and current legislative activity directed at sales tax.

### Legislative Task Force: Looking Ahead to 2025\*

11:15 am–12:15 pm, Grand Ballroom

*John Carlton, The Carlton Law Firm*

Another legislative session will be here before you know it, and it's more important than ever for ESDs to be ready. Come learn what's on the horizon and the key ways you can get involved.

### ESD Employee Compensation

11:15 am–12:15 pm, Junior Ballroom C

*David Manley, Coveler & Peeler*

An overview of compensation issues related to emergency services organizations.

### Questions? Ask a Lawyer - continued

11:15 am–12:15 pm, Junior Ballroom 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.

### Chairman Brad Buckley to Speak at Saturday's General Session

State Representative Brad Buckley is currently serving his third term in the Texas House of Representatives and represents House District 54, which includes half of Bell County in Central Texas. He was first



elected to the Texas House in November of 2018 and was the Texas House Republican Caucus's Freshman of the Year in the 86th legislature. He is the Chairman of the House Public Education committee and is honored to lead on important policy that affects professional educators, the 5.5 million school children in Texas, and their families. He also serves on the House Land and Resource Management Committee.



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Bobby Bunte, Williamson County ESD #8  
Lloyd 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 Perrine, 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  
Pamela M. Mathis, Medina County ESD #1  
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 Biehslich, 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  
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*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  
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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  
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*Tim McCanlies, Bastrop County ESD #1*

*Scott Morgan, Harris County ESD #29*

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*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*

## 2016

*William B. Anders, Harris County ESD #12*

*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*

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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 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](http://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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