Fire Chiefs Leadership SEMINAR
Dec. 8 and 9, 2021

Universal City, CA

Find session materials online @ www.calcities.org/FCLeadershipSeminar
Wi-Fi is provided to access session materials.
Network: Sheraton_CONFERENCE
Passcode: 2021Chiefs
WEDNESDAY, DECEMBER 8

8:30 - 9:15 a.m.  
Fire Chiefs Department Business Meeting  
Studio 1-4  
All are invited to attend and hear updates from department officers.  
▷ President’s Report  
▷ Director’s Report  
▷ Candidate Speeches

9:15 - 10:30 a.m.  
Opening General Session: Creating Resilient and Brain-Healthy Fire Departments  
Studio 1-4  
Dr. Stephen Odom presents a popular and in-depth presentation that examines causes, signs, and symptoms of post-traumatic stress injuries and how it affects firefighters, including their department and families. Attendees will learn what can be done to heal, prevent further damage, and create a new “Brain Health” culture for their departments, where prevention and resiliency are holistic essential elements in supporting the whole unit. The effects of organizational culture and leadership are also examined to paint a clear picture of these elements, along with recommendations for creating a safe, confidential, and accessible Behavioral Care System for your fire department.  
Moderator: Jeff Bayles, Fire Chief, Newport Beach Fire Department  
Speaker: Dr. Stephen Odom, PhD, Founder & Chief Clinical Officer, First Responder Wellness & Shift Wellness

10:30 - 10:45 a.m.  
Break and Visit with Sponsors  
Producer/Director/Writer

10:45 - 11:55 a.m.  
Understanding The Legislative Process  
Studio 1-4  
A brief overview of California’s legislative process to better assist those directly affected by fire service and public safety legislation. Get acquainted with the three types of measures considered by the California State Legislature: bills, constitutional amendments, and resolutions. Learn how a bill becomes law and how to read a bill. Discover what makes an effective letter of support and what tools and tips to keep in mind when testifying before a committee. Following the presentation, receive a legislative update.  
Moderator: Dan Stefano, Fire Chief, City of Costa Mesa - Fire & Rescue  
Speakers: Derek Dolfie, Legislative Representative: Environmental Quality, and Community Services, League of California Cities  
Russell Noack, Partner, Public Policy Advocates, LLC

12:00 - 1:15 p.m.  
Networking Luncheon  
Terrace A/B/C

1:15 - 2:30 p.m.  
Diversity, Equity and Inclusivity In the Fire Service: Navigating And Implementing Strategies For Chiefs  
Studio 1-4  
Fire departments serve communities who are demanding rapid and measurable change in our workforce diversity. Attempts have been made, but meaningful change has not, which is evidenced by the growing frequency and severity of complaints, lawsuits and even consent decrees. Furthermore, claims of workplace hostility/harassment reveal a moderate to major gap between workplace expectations/training, and the actual behavior of our firefighters. This gap, referred to as a “culture of indifference” in civil actions, exposes the agency to a loss public trust, a crushing blow to morale, and derails all DEI efforts. Discover seven actionable steps agencies can implement to mitigate risk and better meet our community’s expectation of our workforce. Agencies that have implemented these strategies have reported a noticeable and lasting change in their culture; a change that was not as evident after attempting various online or corporate-focused training programs.  
Moderator: John Binaski, Fire Chief, Clovis, Director, Fire Chiefs Department, League of California Cities  
Speakers: Eric Rosoff, Executive Manager, Career Survival Group

2:30 - 3:00 p.m.  
Extended Break and Visit with Sponsors  
Producer/Director/Writer
WEDNESDAY, DECEMBER 8

3:00 - 4:15 p.m. Recruiting, Hiring and Promoting The Right People For Your Agency
Studio 1-4
Fire departments and districts must hire and promote only the best candidates. However, there are a number of legal and practical issues that fire agencies should be aware of as part of this process. This session will review these issues and provide tips and best practices to ensure that your agency hires and promotes the best qualified candidates while at the same time reducing liability for claims such as discriminatory failures to hire or promote. Topics covered will include use of criminal history, limitations on credit checks, prohibitions on use of salary history information, pre-employment medical examinations, use of social media information, privacy rights, and a review of potentially discriminatory practices in the hiring process.
Moderator: Jeff Boyles, Fire Chief, Newport Beach Fire Department
Speakers: Geoffrey Sheldon, Partner, Liebert Cassidy Whitmore

4:15 - 4:30 p.m. Break
Producer/Director/Writer

4:30 - 5:00 p.m. CalOES: Take Advantage of the Emergency Funds Available Now
Studio 1-4
Emergencies move fast and have devastating emotional and economic impacts on communities. One way to prepare your city is to take advantage of the funding opportunities available, such as home hardening and disaster and emergency preparedness programs and recovery efforts. It is essential to understand how the wide variety of programs may benefit your city and can mitigate the impacts of an emergency. Hear and learn from the Governor’s Office of Emergency Services (Cal OES) on these programs and ask questions about how to best operationalize disaster preparedness and cost recovery in your city.
Moderator: Meghan McKelvey, Department and Member Services Manager, League of California Cities
Speakers: Ryan Buras, Deputy Director, California Governor’s Office of Emergency Services

5:00 - 6:00 p.m. Joint Networking Reception with the City Clerks
Starview (21st Floor)
After a full day of education, relax and enjoy some light hors d’oeuvres and refreshments while networking with your colleagues. This will be a joint reception with the attendees of the City Clerks New Law & Elections Seminar.

2020 – 2021 Department Officers

President, Greg Barton,
Fire Department Chief, Beverly Hills

First Vice President, Jeff Boyles,
Fire Department Chief, Newport Beach

Second Vice President, Vacant

Director and Past President, John Binaski,
Fire Department Chief, Clovis
<table>
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<th>Time</th>
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| 8:00 a.m. - 12:00 p.m. | Registration Open  
Great Hall                                                     |
| 8:00 a.m.     | Breakfast Buffet Opens  
Studio 1-4  
Breakfast in the session room.                     |
| 8:30 - 9:45 a.m. | The Set-Up Of Successful Leadership 2.0  
Studio 1-4  
Many people look at those in successful leadership roles and ponder questions like ‘I want to be the best at leading my team too, what can I do?’ The truth is, there is nothing coincidental about an effective leader’s drive to the top. In this informative and entertaining keynote presentation, Brian Crawford will pick up where he left off in 2019 and provide participants with the tools they need to face future tests and trials. (under the speaker’s name, please add this text in italics) Brian Crawford is a 30-year fire service veteran and national speaker on public safety leadership. He previously served as the fire chief in Shreveport, LA. As well as Plano, TX. And as the CAO for Shreveport. Chief (Ret.) Crawford is currently a senior vice president for Willis-Knighton Health System. He holds masters degrees in organizational psychology and hospital administration.  
Moderator: John Binaski, Fire Chief, Clovis, Director, Fire Chiefs Department, League of California Cities  
Speaker: Brian Crawford, Senior Vice President and Chief Administrative Officer (CAO), Willis-Knighton Health System, formerly CAO, Shreveport, LA and Fire Chief, Shreveport, LA, Plano, Texas |
| 9:45 - 10:00 a.m. | Break                                                                |
| 10:00 - 11:15 a.m. | Key Ingredients to Working With Your City Manager  
Studio 1-4  
A key component to the success of a fire department, and the fire chief, is working with the city manager. What are the essential ingredients in that important relationship, to maximize building support at a community level? What components contribute to a healthy partnership? Attend this session and hear from panel of city managers and fire chiefs as they discuss their experience and recommendations related to this important working relationship.  
Moderator: Greg Barton, Fire Chief, Beverly Hills Fire Department  
Speakers: John Binaski, Fire Chief, Clovis, Director, Fire Chiefs Department, League of California Cities  
Brian Crawford, Senior Vice President and Chief Administrative Officer (CAO), Willis-Knighton Health System, formerly CAO, Shreveport, LA and Fire Chief, Shreveport, LA, Plano, Texas  
John Gillison, City Manager, Rancho Cucamonga  
Silvio Lanzas, Fire Chief, Glendale Fire Department  
Lewuke Serpa, City Manager, Clovis  
Luke Serpa, City Manager, Clovis, Director |
| 11:15 - 11:30 a.m. | Concluding Remarks and Adjourn  
Studio 1-4  
Presider: Jeff Boyles, Fire Chief, Newport Beach Fire Department |

Save The Dates:

**2022 ANNUAL CONFERENCE & EXPO**  
September 7-9 | Long Beach Convention Center

**2022 FIRE CHIEFS LEADERSHIP SEMINAR**  
December 7 - 8 | Monterey