



LEAGUE OF
CALIFORNIA
CITIES

FIRE CHIEFS **LEADERSHIP SEMINAR**

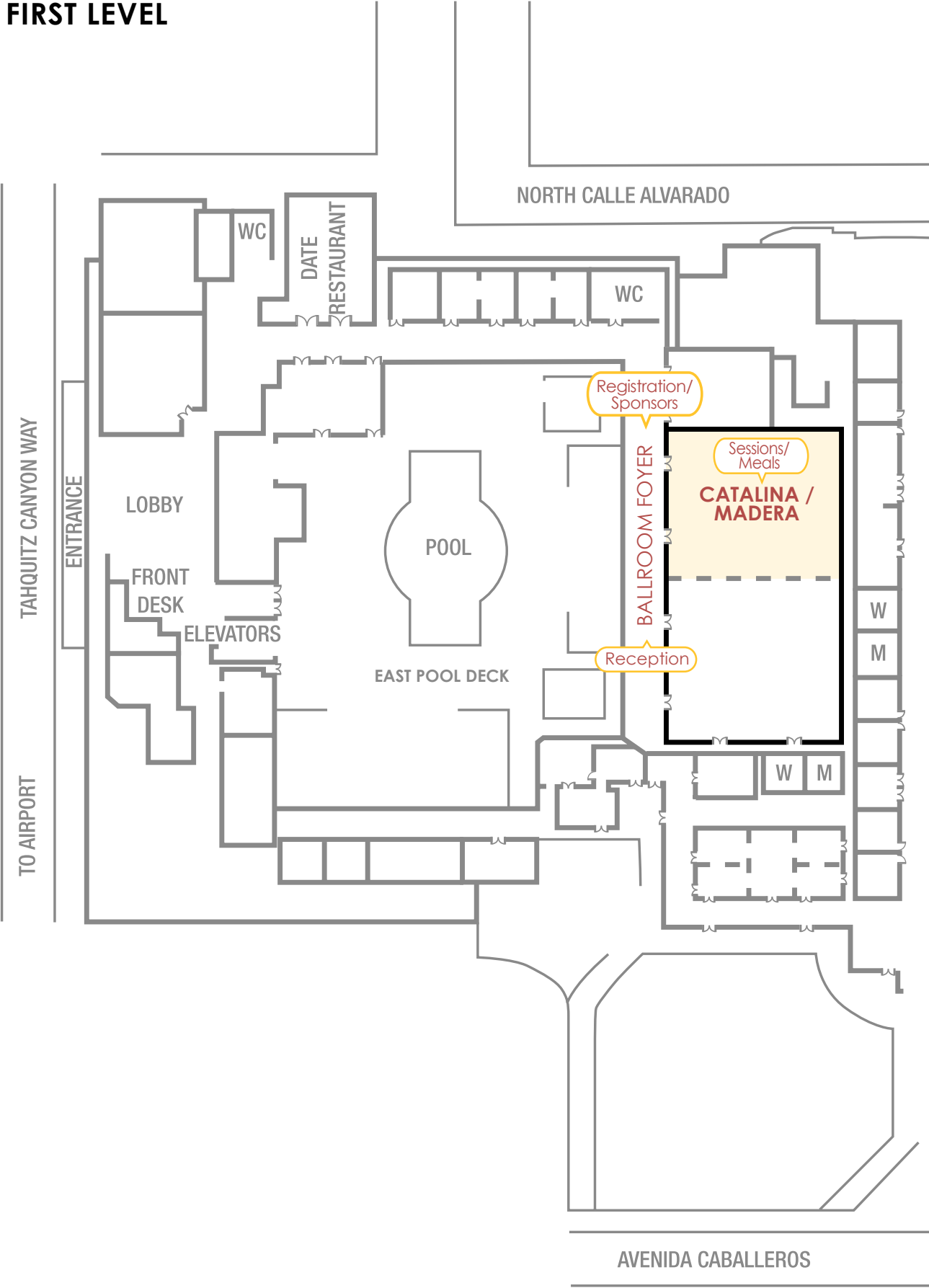
The Renaissance
Palm Springs Hotel
December 10 - 11, 2025

PALM SPRINGS

Navigating change, powering progress.

FLOOR PLAN

FIRST LEVEL



CONFERENCE INFORMATION



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The Cal Cities mobile app provides a personalized conference experience with access to the full program, key updates, a customized schedule, and more. Download through your device's app store by searching "League of California Cities" or "Cal Cities." Once downloaded, select "Find Guides" and search for 2025 Fire Chiefs Leadership Seminar. Don't forget to allow push notifications to receive up-to-date conference information and opt in for additional networking opportunities.



PRESENTATIONS AND MATERIALS

Looking for presentation slides and session materials? All materials submitted are posted as they are received and can be found online at www.calcities.org/FCLSmaterials or within the app.

VISIT OUR SPONSORS!

Sponsors will be set up in the Ballroom Foyer Wednesday and Thursday. Make sure to schedule time to say hello and learn what all of our sponsors have to offer.



WEAR YOUR BADGE!

Please remember to wear your attendee badge at all times as this is your admission ticket to all sessions, meals, and receptions. If you lose or damage yours, please visit the registration desk for a new one.

SHARE YOUR THOUGHTS!

Scan the QR code to send us your feedback on the seminar by December 22.



SAVE THE DATES:

2026 ANNUAL CONFERENCE AND EXPO
SEPTEMBER 23-25 | ANAHEIM CONVENTION CENTER

2026 FIRE CHIEFS LEADERSHIP SEMINAR
DECEMBER 9-10 | MONTEREY PLAZA HOTEL

WEDNESDAY, DECEMBER 10

8:00 a.m. - 5:30 p.m.

Registration Open
Ballroom Foyer

8:00 a.m. - 5:30 p.m.

Premium Sponsor Tables Open
Ballroom Foyer

8:30 - 9:45 a.m.



Opening General Session: Fast Attack Leadership: The 5-Step Framework Nuclear Submarine Officers Use To Build World-Class Teams
Catalina/Madera

In the world of submarine warfare, leadership is not optional, it's survival. Join Marc Koehler, a former U.S. Nuclear Submarine officer, as he discusses how leadership principles used under the ocean can transform leadership on land. Drawing from his experience, Koehler will walk attendees through Fast Attack Leadership: The 5-Step Framework U.S. Nuclear submarine officers use to create resilient, high-performing teams under pressure. With compelling stories, case studies, and data, he demonstrates how this leadership approach can achieve 9x productivity and 3x higher retention. Koehler equips leaders with the tools to confidently steer through challenges and emerge with teams stronger than ever before.

Welcoming Remarks: Zach Curren, President, Fire Chiefs Department and Fire Chief, Napa

Host City Welcome: Paul Alvarado, Fire Chief, Palm Springs

Keynote Speaker: Marc Koehler, former U.S. Navy Nuclear Submarine Officer, and Founder, Lead With Purpose

10:00 - 11:00 a.m.

Ballot Box Success: How Napa Passed a Local Funding Measure
Catalina/Madera

With one in three cities in California facing structural deficits, local government staff need to navigate the complexities of ballot initiatives and ensure revenues support essential services. In 2024, Napa successfully passed a 1% general sales tax ballot measure to increase locally controlled funding for community needs. The primary internal leaders will discuss their experiences guiding the initiative from concept to the ballot measure. They'll discuss how staff can effectively manage outreach and education, interpret polling, engage consultants, and balance political considerations alongside day-to-day responsibilities. As this measure was passed last November, attendees will gain timely insight into the strategies, challenges, and lessons learned from recent success. Participants will leave with a practical understanding of what it takes to lead a ballot measure effort, and what comes next after a "yes" vote.

Moderator and Speaker: Zach Curren, President, Fire Chiefs Department and Fire Chief, Napa

Speakers: Liz Habkirk, Assistant City Manager, Napa

Julie Lucido, Director of Public Works, Napa

11:15 a.m. - 12:15 p.m.

Employee Safety and Agency Responsibility: Avoiding Preventable Liability
Catalina/Madera

Leaders in fire agencies carry the dual responsibility of supporting their employees while protecting their organization from preventable liability. This session highlights ten common areas where missteps can lead to risk, including performance evaluations, promotions, documentation for discipline or performance improvement, and compliance with the Firefighters Procedural Bill of Rights Act. Through real-world examples and lessons learned, experienced litigators and public safety practitioners will share practical guidance on how agency leaders can foster fairness, transparency, and accountability, all while reducing exposure to liability.

Moderator: Alexander Hamilton, Department Director, Fire Chiefs Department and Fire Chief, Oxnard

Speakers: James Oldendorph, Partner, Liebert Cassidy Whitmore

Joung Yim, Partner, Liebert Cassidy Whitmore

12:15 - 1:15 p.m.

Networking Lunch
Catalina/Madera

WEDNESDAY, DECEMBER 10

- 1:30 - 2:45 p.m. | **Lessons Learned from the 2025 LA Wildfires**
Catalina/Madera
This panel brings together fire chiefs from Southern California to share firsthand accounts and strategic insights from the LA-area wildfires earlier in 2025. Panelists will explore operational challenges, inter-agency coordination, and key lessons learned for future wildfire preparedness and response.
Moderator: Bernard Molloy, First Vice President, Fire Chiefs Department and Fire Chief, Murrieta Fire & Rescue
Speakers: Jed Gaines, Assistant Chief, CAL FIRE
Lonny Olson, Deputy Chief, CAL FIRE
- 2:45 - 3:15 p.m. | **Premium Sponsor Break**
Ballroom Foyer
- 3:15 - 4:00 p.m. | **Delays in Fire Apparatus Procurement**
Catalina/Madera
From supply chain issues to rising costs, delays in fire apparatus procurement are affecting departments statewide. Learn what's contributing to the slowdown, and how fire chiefs adapt to ensure operational readiness.
Moderator: Chris Nigg, Past President, Fire Chiefs Department and Fire Chief, La Verne
Speakers: Damon Conklin, Legislative Advocate, League of California Cities
Ryan Fleming, Senior Consultant, Assembly Emergency Management Committee
- 4:15 - 5:00 p.m. | **Legislative Update: Planning, Preparedness, and Funding for Wildfire Resilience**
Catalina/Madera
Leading experts from the League of California Cities will share the latest legislative updates impacting fire safety and the environment to help cities plan, prepare, and fund wildfire resilience efforts. Learn how these changes affect fire service priorities and what they mean for your role as a fire chief.
Moderator: Adam Loeser, Fire Chief, Fullerton
Speakers: Melissa Sparks-Kranz, Legislative Advocate, League of California Cities
Jolena Voorhis, Legislative Advocate, League of California Cities
- 5:00 - 6:00 p.m. | **Joint Networking Reception with Municipal Finance Officers**
Ballroom Foyer
Make new friends and catch up with old ones while enjoying delicious appetizers and tasty no host beverages during the evening networking reception. This joint reception is open to attendees from the Fire Chiefs Leadership Seminar and Municipal Finance Institute. It's the perfect opportunity to form support networks inside and outside your profession.

2025 - 2026 Fire Chiefs Department Officers

President, Zach Curren, Fire Chief, Napa

First Vice President, Bernard Molloy, Fire Chief, Murrieta Fire & Rescue

Second Vice President, Brad L. Lopez, Fire Chief, Suisun City

Department Director, Alexander Hamilton, Fire Chief, Oxnard

Past President, Chris Nigg, Fire Chief, La Verne

THURSDAY, DECEMBER 11

8:00 - 11:30 a.m.	Registration Open Ballroom Foyer
8:00 a.m. - 12:30 p.m.	Premium Sponsor Tables Open Ballroom Foyer
8:00 - 9:00 a.m.	Networking Breakfast Catalina/Madera
9:00 - 10:00 a.m.	Legislative Update: Wildfire Response, Recovery, and Insurance Catalina/Madera Stay ahead of the curve with a timely legislative update from League of California Cities experts on wildfire response, recovery, and insurance-related topics. Learn how new policies may impact fire service operations and what it means for your role as a fire chief. Moderator: Chris Nigg, Past President, Fire Chiefs Department and Fire Chief, La Verne Speaker: Jolena Voorhis, Legislative Advocate, League of California Cities
10:15 - 11:00 a.m.	How EMS is Affected by California's Changing Mental Health Laws Catalina/Madera What can emergency responders do for people who cannot manage their basic needs? In this session, panelists will discuss how California's changing mental health laws affect Emergency Medical Services. SB43 now defines grave disability to include Severe Substance Use Disorders, or those unable to manage personal safety or essential medical care. The CARE Act established a court to assist people with untreated, severe psychotic disorders. Navigating these tools can be complex, so join us to hear the San Diego team describe their ongoing collaboration with law enforcement and the Department of Homeless Solutions, highlighting ways to improve outcomes and accountability for those who are unable to access help independently. Moderator and Speaker: Ann Marie Council, Retired Deputy City Attorney, San Diego Speakers: Aaron Meyer, Behavioral Health Officer, San Diego Kevin Paschall, Program Manager, San Diego Fire-Rescue
11:15 a.m. - 12:30 p.m.	Closing General Session: Outcomes That Matter to the Community, Even if They Don't Know It Catalina/Madera Fire departments often rely on easily reported metrics, like response times, call volume, and training hours, as indicators of success. While these metrics are easy to report and compare, they don't reflect what truly matters to the community: outcomes that affect lives, property, health, safety, and economic security. This session presents a forward-thinking framework for outcome-based performance measurement, highlighting metrics such as preventable fire deaths, cardiac arrest survival rates, building fire containment before flashover, and property insurance savings through risk reduction. Participants will also explore upcoming changes to the Public Protection Classification system, the impact of artificial intelligence on incident prediction and resource deployment, and strategies to position their department as an essential community asset. Attendees will leave equipped to shift from reporting data to telling a story that truly captures how they serve their community. Closing Remarks: Bernard Molloy, First Vice President, Fire Chiefs Department and Fire Chief, Murrieta Fire & Rescue Speaker: Micheal Despain, CEO, AP Triton LLC

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LEAGUE OF CALIFORNIA CITIES

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