

AB

Antonio Burden. Deputy Chief

Orson Wells is quoted to have said, "The enemy of art is the absence of limitations." Thinking outside of the box is easy, creating inside one takes talent. A native of the City of Atlanta, Fulton County, Antonio began his career with the United States Marine Corps in 1990 as an Aircraft Firefighter and Rescue Specialist. He proudly served our Nation and received the national defense medal for Operation Desert



Storm; most notably trained and certified as a space shuttle orbiter trainee. In April of 1994, he joined the DeKalb County Fire Rescue Department. During his tenure he has held all ranks within the Department: Firefighter, Driver Engineer, Paramedic, Lieutenant, Captain, Fire Rescue Captain, Battalion Chief, Fire Marshal, Assistant Chief, Chief of Staff and Deputy Chief. As a Firefighter, Antonio quickly excelled and achieved the rank of lieutenant; his leadership style and command presence led to an immediate station officer assignment. As an ambassador of the department, Antonio noticed the directional shift towards cross training and took the initiative to obtain a paramedic certification. After successful completion of the course, he immediately achieved the rank of Captain. Having served as an Honor Guard Member since 1996, Antonio assumed the duties of Captain of the Guard and eventually Honor Guard Commander, where he proudly serves today. As a

Captain, Antonio proudly assisted the accident review board. Effectively identifying risk factors that lead to departmental losses, while working to promote and implement industry best practices. Antonio has mentored others, in part by serving as a subject matter expert and assisting with design and implementation of departmental testing procedures for various ranks throughout the country. He willingly served on oral review panels for new hires, ensuring the integrity of the hiring process and quality of the applicants recommended. As Battalion Chief, he worked as a key member of the management staff, responsible for managing day to day operations. He coordinated emergency responses and managed fire crews both large and small, supervising Captains who handle individual groups of firefighters. Equipped with an advanced knowledge of fire theories, principles and techniques, he excelled in applying that knowledge in real time to assist in mitigating emergencies.

While appointed as the Fire Marshal, he implemented, managed and directed DeKalb County Fire Marshal fee structure in accordance with State Law. The implementation of the first ever DCFR Fire Marshal fee program continues to generate millions of dollars in revenue for the fire fund. Among his numerous achievements, he actively worked with DeKalb County School District to implement the system's first innovative approach to school fire protection through Carbon Monoxide systems. He also partnered to successfully obtain over \$10 million dollars in SPLOST funds to provide much needed improvements to DCSD's handicap accessibility. He assisted with the development of the DeKalb County ADA Transition Plan and led the department in a review of all Fire Rescue buildings, as it pertains to ADA. This initiative included a comprehensive review of conditions and recommendations for improvements.

Antonio currently has the honor of serving as Deputy Chief of Professional Services and Community Risk Reduction. He has management and oversight responsibilities in multiple areas: The Fire Marshal's Office, Human Resources, Personnel Office, Appraisal and Planning, the Fiscal Office, E911 Communications Group and Internal Affairs. The Fire Marshal's office is responsible for Fire Investigations, Fire Inspections and Public Education. This office works daily across the County to educate internal and external stakeholders to create a safer DeKalb. Human Resources handles employee

relations and compliance with local and State regulations. Personnel office handles employee payroll and personnel services. The newly formed Appraisal and Planning Group introduces data analytics to the Fire department, incorporating data driven decision making, ISO compliance, effectively moving the department towards Accreditation through the Center for Public Safety Excellence. E911 Communications Group works with local PSAP's to ensure top notch industry best practices and programs are implemented. On October 6, 2020, Nurse Navigator program went live for DeKalb County, marking the first of its kind in the State of GA. This program provides Nurse interaction with E911 callers through the warm transfer of low acuity calls, assisting citizens with access to alternative forms of care. Under the Professional Service umbrella, he partners with DeKalb County Law Department to facilitate all contractual services. He develops Fire Rescue agenda items for DeKalb County Board of Commissioners and fills in for the Fire Chief in his absence as DCFR responds to over 80,000 service calls annually. He also provides oversight of the Fiscal Office, which develops and manages DCFR's \$69+ million-dollar budget. Additionally, he works to fulfill the Fire Department's fiduciary responsibility by obtaining and managing over \$15 million dollars in grant funding.

His educational experiences consist of an Associate's Degree of Applied Science-Paramedic Technology (2010), Nationally Registered Paramedic (2003), Executive Development Program Graduate (2005), P.O.S.T. Mandated Law Enforcement Officer DCPD #3200 (2013), DeKalb County Sheriff Office Special Deputy (2014), Bachelor of Science degree in Business with an emphasis in Organizational Leadership (2019) and pursuing a Master's Degree in Homeland Security (2022). He is also pursuing CFOD, EFO and EFOP from the Center for Public Safety Excellence.

"The best way to know yourself, is to lose yourself in service of others," (Mahatma Gandhi). Recognizing the importance of community service organizations, Antonio has served in many, including: The NAACP (Atlanta Chapter), The DeKalb County Chamber of Commerce, MWPHGLGA Plymouth Rock Lodge #86, Atlanta Consistory No. 24A and Board Member for the Emory DeKalb Medical Foundation.

I proudly stand at the ready to assume the duties as the City of Augusta's newest Fire Chief and formally submit this document as my letter of intent.

Carl Wayne Randolph Sr., Fire Deputy Chief / Special Operations Command

1014 W. Cheltenham Avenue ♦ Philadelphia, PA 19126 ♦ (215) 783-8288 ♦ cranfire@icloud.com

SKILLS/SPECIALTIES

- Strong background in first responder operations at emergency incidents, Station Manager, Battalion Commander, Hazmat Branch Director, Chief Fire Marshal / Open Records Officer (ORO) and Fire Department Special Operations.
- Chair person for the South-Eastern Pennsylvania Regional Task Force (SEPRTF) Hazmat subcommittee to liaison with; Pennsylvania National Guard's 3rd Civil Support Team, Local Emergency Planning Committee Vice-Chair (LEPC), Lincoln Financial Field's Director of Security, FBI's WMD Coordinator, Philadelphia Police Department's Counter-Terrorism Unit and the Alcohol Tobacco and Firearms (ATF) Philadelphia Field Office.
- Computer – Office 365, Microsoft Word, Excel, and PowerPoint.
- Comprehensive understanding of ICS forms used to generate NIMS compliant Incident Action Plans for planned events and emergency operations with multiple operational periods.

RELATED WORK EXPERIENCE

City of Philadelphia Fire Department, Philadelphia, PA

December 1994 – Present

Fire Deputy Chief

- IC of the Incident Management Team at the Covid-19 Alternate Care Facility, Liacouras Center.
- Division leader of the Philadelphia Fire Department's Special Operations Command.
- Chief Fire Marshal for the Philadelphia Fire Department during several high-profile origin and cause investigations.

Fire Battalion Chief

- SOC Division during 3rd operational period at AMTRAK 188 during final extrication and incident under control.
- Co-Chair for Local Emergency Planning Committee (LEPC) – Manager of budget and coordinator of many organizations.
- Chair-person for the Southeast Pennsylvania Regional Taskforce (SEPRTF) - Hazmat Subcommittee assisting with appropriate allotting and use of regional USAI funding.
- Supervisor /Coordinator for Hazmat Division during two (2) NSSE Events in Philadelphia, World Meeting of Families (WMOF/Papal Visit), and Democratic National Convention (DNC) 2016.
- Philadelphia Fire Department's Hazmat Administrative Unit CBRN, WMD, Director – Manager of budgets including several grants.
- Deputy Director at Philadelphia Fire Academy – Author of RFP for licenses used by over 400 PFD supervisors.
- Battalion 01 /Hazmat Command, Hazmat Safety Officer, Hazmat Branch Director, Special Operations Company (SOC).

Fire Captain

- Engine 16's Station Manager /Acting Battalion Chief.
- Squad 47's Station Manager / Special Operations Company (SOC).
- A-Shift helpdesk for Firehouse (NFIRS) System during initial on boarding of the program.

Fire Lieutenant

- Ladder 18, Certified State Fire Instructor, Cadet Class Adjunct Instructor and attained "Funeral Team Duty" for firefighters who died in the line of duty, Certified Rescue & Hazmat Technician.
- Squirt 72 / first officer assigned to Squad 72/B to initiate Special Operations (SOC).

Pennsylvania Task Force One (PATF-1)

June 2007 – Present

Deputy Taskforce Representative (D-TFR)

- Liaison between Philadelphia Fire Department and FEMA.

Taskforce Leader (TFL)

- Mobilize, initiate on-scene operations, manage search & rescue operations, and demobilize the team.

Rescue Squad Officer (RSO)

- Directly supervise Rescue Squad(s) and other assigned personnel upon a federal deployment of PATF-1.
- Implement rescue component of the Task Force Tactical Action Plan.
- Determine organizational and logistical needs for the Rescue Squad(s) and work site.
- Provide periodic progress reports to the Rescue Team Manager.
- Prepare performance evaluations for assigned personnel & maintain records and reports.
- Ensure accountability and maintenance for all issued equipment and modifying rescue tactics as needed.

Med-Tex Services Inc. October 1998 – January 2004

Instructor / Rescue Technician

- Provide confined space evaluation and support for OSHA's 29 CFR 1910.146 permit required confined space.
- Trained employees via a Pennsylvania certified confined space rescue course, as well as, annual training in simulated confined space mock-ups.
- Standby rescue for workers using supplied air in IDLH environment.
- Conduct substance abuse screening.
- Perform duties as a member of the Workplace Safety Committee.

US Navy

(Active Duty) June 1989 – May 1993 (Inactive Reserve) June 1993 - June 1997

Machinist Mate / Damage Control Petty Officer

- Operated, repaired, and maintained firefighting systems/equipment, damage control equipment, and chemical, biological, radiological defense equipment.
- Trained shipboard personnel in the operation, maintenance, and repair of damage control systems/equipment, life saving devices, and various firefighting methods.
- Trained ship's company in chemical, biological, and radiological defense.
- Performed maintenance and repair of watertight closures and assorted fittings.

EDUCATION

Holy Family University, Philadelphia, PA

Master of Science / Organizational Leadership May 2020

Holy Family University, Philadelphia, PA

Bachelor of Arts, Public Safety Administration / Fire Science, May 2016

Community College of Philadelphia, Philadelphia, PA

Associate of Science, Fire Science, May 2008

Sheffield High School, Memphis TN

High School Diploma, June 1989

LICENSES & CERTIFICATES

- Six Sigma Greenbelt – Villanova University
- FBI - Security Clearance

Anthony L. Jackson

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SUMMARY

Experienced Public Safety Executive with over 34 years of exceptional performance within the Fire Service Industry. Demonstrated Servant Leadership, Transformational Leadership, and Trust-Based Leadership principles through building quality teams and strong working relationships with Labor Management Groups; Local, Regional, State, and Federal Public Safety Partners, Community Members, Superiors, Directors, and Direct Reports.

Adept at leading and managing exemplary customer-focused and community-informed, and driven teams and fostering a working environment of inclusion, teamwork, diversity, development, and communication through coaching, mentoring, Servant Leadership, Transformational Leadership, and Trust-Based Leadership principles.

EDUCATION

Columbia Southern University, Orange Beach, AL B.S. Organizational Leadership - Anticipated completion June 2022	Jan. 2020 - Current
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The George Washington University Center for Excellence in Public Leadership, Regional Executive Development Program (REDP Cohort 16) Certified Public Manager (CPM)	October 2018
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WestPoint Leadership Development	January 2018
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Columbia Southern University, Orange Beach, AL A.S Fire Science with a concentration in Occupational Safety and Health	June 2016
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EXPERIENCE

Newport News Fire Department (NNFD), Assistant Fire Chief Support Services Division	August 2019 - Current
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- Directs the NNFD CFPSE Accreditation Program, Directs the NNFD Insurance Services Office (ISO) Program, Directs the NNFD Strategic Planning Program
- Acts as the Fire Chief in his or her absence; Leads the Department in various administrative tasks; Interprets, formulates, recommends, and implements policies, procedures, and precedents; Ensures the development of criteria to evaluate the performance of a variety of programs against the expected results, defines and oversees the collection of data that will provide the information necessary to lead and manage current operations and plan for future needs
- Assists the Fire Chief in the planning, direction, and implementation of policies, operating procedures, philosophies, directives, and guidelines for the Department
- Serves as the primary point of accountability for the Fire Department Support Services Division (Apparatus Bureau, Communications Bureau, Facilities Bureau, Finance Bureau, Information Technology Bureau, Logistics Bureau, Professional Standards Bureau, and EMS Billing Bureau); Responsible for coordinating the development of the Department's annual \$36 million dollar budget, performs a periodic review of departmental purchases and financial transactions,

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monitor all fund account balances and ensure that expenditures comply with city, state and federal guidelines; Spearheaded quarterly Division budget meetings

- Serves as the Chair for the NNFD Labor-Management Support Services Committee

Fairfax County Va. Fire & Rescue Department
Battalion Chief, Communications Section

July 1987 – August 2019

- Lead and managed all day-to-day activities of the Communications Section; Planned, organized, and led the daily administrative and emergency support activities of the Communications Section including the Computer Aided Dispatch (CAD) System and related technologies, tactical communications, and interoperability, and the Uniformed Fire Officer functions
- Developed and implemented strategic management goals, objectives, and work plans for the three Communications Section Branches to accomplish the Department and the overall mission
- Coordinated with other county and regional agencies to include but not limited to: Metropolitan Washington Council of Governments (MWCOG), the Department of Public Safety Communications (DPSC), Office of Emergency Management (OEM), and the Department of Information Technology (DIT) to ensure that the Communications Section provides effective and efficient interoperability service to our end-users

CERTIFICATIONS

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| • Certified Public Manager (CPM) | 2018 |
| • FEMA Incident Management Team (Type III) | 2018 |
| • FEMA All-Hazards Communications Unit Technician (COMT) | 2016 |
| • FEMA All-Hazards Communications Unit Leader (COML) | 2015 |

PROFESSIONAL ASSOCIATIONS

International Association of Fire Chiefs - Member	2018 - Current
International Association of Fire Fighters - Member	1987 - Current

SKILLS

- Organizational leadership, development, and inclusiveness
- Strong interpersonal effectiveness and emotional intelligence
- Successful strategic planning
- Outstanding decision-making ability
- Communication Skills
- Strong attention to detail
- Strong problem-solving capacity

Sterling P. Jones

100 Hampstead Manor Fayetteville, Georgia 30214

Home: (678) 817-0092, Cell: (678) 249-5074, Office: (470) 809-7523

Email: sp.jones@live.com

OBJECTIVE: To obtain a Fire Chief position with the City of Augusta Fire Department that will utilize my education, professional skills, extensive experience, and proven abilities.

EMPLOYMENT HISTORY:

Interim Fire Chief

April 2020 - Present

Employer: City of South Fulton Fire & Rescue Department

5440 Fulton Industrial Boulevard, Atlanta, Georgia 30336

Supervisor: Don Toms, (404) 576-4316

I currently serve as Interim Fire Chief for the City of South Fulton Fire & Rescue Department. Responsibilities include setting the strategic direction, managing the budget and income sources. Work collaboratively with internal and external stakeholders to provide high quality emergency service and support. Managing 9 Fire Stations, 168 full-time operational fire personnel and administrative staff serving a population of over 100,000 citizens and 100 square miles. Manage and monitor our \$15 million budget.

Major Accomplishments:

- Established a new Record Management System
- Installation of Mobile Data Terminals
- Established an Emergency Medical Services Coordinator Position
- Worked collaboratively with external agencies to develop an alternate work schedule for operational personnel, increasing morale
- Recipient of the Assistance to Firefighters Grant (AFG) to need critical training needs
- Executed a Firefighter Health and Wellness Program
- Implementation of NFPA 1582 Occupational Physicals
- Automatic Aid Agreements with jurisdictional fire departments to improve ISO rating
- Departmental policy revision to ensure compliance with Covid-19 restrictions, department rules, regulations and procedures. Communicates and reviews policies with personnel
- Responsible for the hiring, assignment and alignment of new personnel to shifts and stations
- Responds to and assumes command of significant fire or explosive incidents
- Prepares correspondence, proposals, rules and regulations, policies, and reports
- Working on Capital Improvement Projects – responsible for fire station revitalization,

Deputy Fire Chief February 2020 — April 2020

Employer: City of South Fulton Fire & Rescue Department

5440 Fulton Industrial Boulevard, Atlanta, Georgia 30336

Supervisor: Freddie Broom, (336) 749-5649

Responsible for direct operation of 9 fire stations and 168 personnel. Responsibilities include work delegation, planning and organizing, employee development, administrative functions, quality assurance, and productivity and accountability. Plans, directs, evaluates, and manages all

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operations and human resources tasks. Communicates and reviews policies with personnel to ensure compliance with department rules, regulations including procedures. Responds to and assumes command of major fires with large property loss and fires/explosions. Supervises fighting of structural fires and investigations. Prepares correspondence, proposals, rules and regulations, policies, and reports. Monitors expenditures and supervises fire department inventory system.

Fire Chief

Employer: Riverdale Fire Services

6990 Church Street, Riverdale, GA 30274

Supervisor: E. Scott Wood, (770) 990-5426

Served as the Fire Chief for the Riverdale Fire Services since April 10, 2017 to January 31, 2020. Responsibilities include setting the strategic direction, managing the budget and income sources. Work collaboratively with internal and external stakeholders to provide high quality emergency service and support. Managing 35 full-time and part-time firefighters serving a population of over 15, 000 citizens. Manage and monitor our \$2 million budget.

Major Accomplishments:

- Designed an original and highly acclaimed Firefighter Health and Wellness Program
- Implementation of NFPA 1582 Occupational Physicals
- Personnel salary stabilization
- Reduction of ISO rating from 4 to 3
- Departmental policy revision to ensure compliance with department rules, regulations and procedures. Communicates and reviews policies with personnel
- Responsible for the hiring, assignment and alignment of new personnel to shifts and stations
- Responds to and assumes command of significant fire or explosive incidents
- Prepares correspondence, proposals, rules and regulations, policies, and reports
- Working on Capital Improvement Projects – responsible for fire station construction, including plan review and design modification

Deputy Fire Chief of Technical Services / Fire Marshal – January 2017 – March 2017

Employer: Augusta Fire Department

3117 Deans Bridge Road, Augusta, Georgia 30906

Supervisor: Christopher E. James, (706) 821-1640

Interim 911 Director – January 2016 – January 2017

Employer: Augusta Communications 911 Center

911 4th Street, Augusta, Georgia, 30901

Supervisor: Janice Jackson, (706) 821-2400

Served as the Interim 911 Director for the Augusta Communications Center. Responsibilities included setting the strategic direction, managing the budget and income sources. Worked collaboratively with internal and external stakeholders to provide high quality 911 emergency service and support. Managed 54 full-time Dispatchers and Call-Takers serving a population of

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200,000. Managed and monitor our \$3.8 million budget.

Deputy Fire Chief May 2012 — April 2017

Employer: Augusta Fire Department

3117 Deans Bridge Road, Augusta, Georgia 30906

Responsible for direct operation of 19 fire stations and 330 personnel. Responsibilities include work delegation, planning and organizing, employee development, administrative functions, quality assurance, and productivity and accountability. Plans, directs, evaluates, and manages all operations and human resources tasks of Augusta, Georgia fire department. Conducts on-site inspections of fire stations, equipment, and personnel. Communicates and reviews policies with personnel to ensure compliance with department rules, regulations including procedures. Responds to and assumes command of major fires with large property loss and fires/explosions. Supervises fighting of structural fires and investigations. Prepares correspondence, proposals, rules and regulations, policies, and reports. Monitors expenditures and supervises fire department inventory system.

Installation Fire & Security Chief 04/29/2012 – 05/31/2012

Employer: Computer Sciences Raytheon

Patrick Air Force Base, Florida – Antigua Air Station

Supervisor: Ms. Beth Maiorino, Station Manager

Facility Fire Engineer/Inspector 06/20/2011 – 04/26/2012

Employer: DynCorp International

United States Marines Camp Dwyer – Afghanistan

Supervisor: Michael Aldridge

Battalion Chief – Hartsfield-Jackson IAP – Retired 05/06/1993 – 06/10/2011

Employer: City of Atlanta Fire Rescue Department, Atlanta, Georgia

226 Peachtree Road, Atlanta, Georgia, 30303

Supervisor: Randall Slaughter, (404) 546-7000

Responsible for direct supervision of fire stations at Hartsfield-Jackson International Airport. Responsibilities include planning, formulation, direction, implementation, and evaluation of airport programs/projects, including FAR Part 139 safety and certification compliance. Responsibilities also include work delegation, planning and organizing, employee development, administrative functions, quality assurance, and productivity and accountability. Serve as Thermal Image Camera Instructor, Incident Safety Officer Instructor, and Fire Recruit Trainer

EDUCATION:

Columbus State University, Columbus, Georgia – 05/09/2011

Master of Public Administration

University of Cincinnati – 08/13/2003

Bachelor of Science in Fire and Safety Engineering – Deans List

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Community College of the Air Force
Associate of Science in Fire and Safety Engineering
Honors Graduate: 2001

City College of Chicago, Royal Air Force, Bentwaters, UK
Associate of Science in Fire Science and Technology
Honors Graduate: 1993 - Dean's List

TRAINING:

Emergency Deployment Planning Standards of Response Coverage, National Fire Academy
Fire Chief Orientation, Georgia Public Safety Training Center
Fire Service Master Planning, National Fire Academy
Fire Service Executive Development Institute, International Association of Fire Chiefs
Senior Executives for State & Local Government, Harvard University
Fire Service Financial Management, National Fire Academy
Texas A&M MGT 312 – Local Officials All-Hazards Preparedness, Augusta Georgia
Health & Safety Officer – Georgia Public Safety Training Center
National Professional Qualifications Evaluator – Georgia Public Safety Training Center

CERTIFICATIONS:

*Currently pursuing Certified Emergency Manager
Chief Fire Officer Re-Designation – Center for Public Safety Excellence
Georgia Fire Chief – Georgia Association of Fire Chiefs
Membership (MIFireE) designation from the Institution of Fire Engineers, USA Branch
Executive Fire Officer Program
NIMS 300 – Intermediate Incident Command System
Incident Safety Officer
NIMS 400 – Advanced Command System
Georgia Peace Officer Standards Training in Basic Law Enforcement
Fire Officer IV – International Fire Service Accreditation Congress
Fire Instructor III - International Fire Service Accreditation Congress
Fire Inspector III – International Fire Service Accreditation Congress
Airport Firefighter - International Fire Service Accreditation Congress
State of Georgia Emergency Medical Technician Intermediate
State of Georgia Firefighter Certified

COMPUTER SKILLS:

Microsoft Office, Outlook, SharePoint, Internet

MILITARY EXPERIENCE:

Reserve Fire Chief 10/07 to 12/09
United States Air Force Reserves, Dobbins Air Reserve Base
Colonel James Lehman, (615) 585-1179
Supervise 35 personnel including 3 directly and 32 indirectly.

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Traditional Reservist 10/02/1993 to 12/04/2009

Provide contingency firefighting.

General Security Clearance

Fire Protection Craftsmen – Assistant Fire Chief - 10/21/2001 to 10/20/2002

United States Air Force – Active Duty

MacDill Air Force Base, Tampa Florida

Fire Protection Specialist 06/16/1989 to 08/17/1991

United States Air Force

Royal Air Force Bentwaters, United Kingdom

Fire Protection Specialist 10/22/1985 to 06/16/1989

United States Air Force

Wright-Patterson Air Force Base, Dayton Ohio

HONORS/AWARDS

United States Air Force Commendation Medal