

## Summary of Qualifications

# MICHEAL DESPAIN

MA, EFO, CFO, MIFireE

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## PROFESSIONAL EXPERIENCE

7/2016 – Present

**Fire Chief**, City of Lincoln Fire & Rescue Department  
Lincoln, Nebraska

Executive management level position responsible for all fire and ALS transport service activities within the Department. Member of the City of Lincoln executive management team assisting with the establishment of organizational priorities and provision of services. City of Lincoln is the second largest city in Nebraska, home to the state capitol and the University of Nebraska. LF&R is host agency for FEMA USAR Task Force #1.

**Agency Demographics:**

Budget; \$41 million, 16 stations, 325 personnel, 100 sq. mi. (fire) 1,000 sq. mi. (EMS), serving the City of Lincoln and portions of a five-county region, protecting a population of approximately 300,000.

**Key Accomplishments:**

- Improved annual EMS revenues by \$900K in first year. EMS transport program is funded with 100% user fees; no general fund subsidies.
- Successfully walked legislation through the unicameral on behalf the entire state of Nebraska for a Ground Emergency Medical Transport program.
- Secured over \$3 million in grants since 2016 (SAFER, AFG)
- Preserved over \$500,000 in positive cash balance during budget close of both FY17,18 and 19.
- Completed the construction of five new fire stations.
- Developed agency strategic plan and standards of cover.
- Agency recently completed its fifth consecutive candidacy for accreditation by the Commission on Fire Accreditation International (CFAI).
- Received the inaugural Randy R. Bruegman Innovation Award by the Center of Public Safety Excellence (CPSE/March 2019).

5/2015 – Present

**President/CEO**, M.E.D. Enterprises Inc.

Provide consulting services to fire/EMS agencies. Key services include facilitated strategic planning, development of standards of cover, efficiency studies and professional development planning/training. Corporation also provides management services for various private businesses.

8/2012 – 7/2016

**Fire Chief/Fire Marshal**, City of Clovis Fire Department  
Clovis, California

Executive management level position responsible for all fire service activities within the Department. Member of the City of Clovis management team assisting with the establishment of organizational priorities and provision of services.

**Agency Demographics:**

Budget; \$13.8 million, 5 stations, 68 personnel, 26 square miles, serving the City of Clovis and portions of the Fresno County Fire Protection District, protecting a population of approximately 115,000.

**PROFESSIONAL EXPERIENCE (cont.)**

1/2012 – 5/2012

**Interim Fire Chief**, City of Fresno Fire Department  
Fresno, California

Executive management level position responsible for all fire service activities within the Department and contract service areas. Member of the City of Fresno management team assisting with the establishment of organizational priorities and provision of services. Due to budget constraints I also maintained all other assigned responsibilities listed in the Deputy Chief position description. Led agency to \$2.5 million grant to retain employees at risk for layoffs.

**Agency Demographics:**

Budget; \$54 million, 24 stations, 380 personnel, 336 square miles, serving the City of Fresno (5<sup>th</sup> largest city in California), North Central Fire Protection District, Fig Garden Fire Protection District, Fresno-Yosemite International Airport and portions of the Fresno County Fire Protection District, protecting a population of over 600,000.

10/2006 – 8/2012

**Fire Deputy Chief**, City of Fresno Fire Department  
Fresno, California

Executive management level position responsible for directing all activities within Fire Prevention, Investigation and Support Services Divisions. Supervised a team of 54 employees, which included sworn fire investigators, civilian fire prevention inspectors, mechanics, computer systems technicians, and other support staff. Prior assignments included: Supervision of the Training Division, which consisted of the following Sections: Training; Supply; Communications; and Repair & Maintenance. Accreditation Manager for the Department; and Emergency Preparedness Officer for the City. Responded as a command level officer to all large-scale emergency incidents. Provided professional and technical staff assistance to the Fire Chief as directed. Acted as the Fire Chief when assigned.

3/2006 – 10/2006

**Deputy Fire Chief**, City of Clovis Fire Department  
Clovis, California

Executive management level position responsible for directing all activities within the Emergency Services Bureau; which consisted of the following Divisions: Operations; Special Operations; Training; Support Services and Administration. Responded as a command level officer to all large-scale emergency incidents. Provided professional and technical staff assistance to the Fire Chief. Served as Emergency Management Coordinator for the City of Clovis. Assigned as Fresno County Operational Area Coordinator in the absence of the Fire Chief.

2003 – 2006

**Battalion Chief**, City of Clovis Fire Department  
Clovis, California

Executive management level position responsible for directing the day-to-day activities of a platoon. Responded as a command level officer to emergency incidents. Coordinated department training, support services and administrative support staff.

## PROFESSIONAL EXPERIENCE (cont.)

1998 - 2001      **Adjunct Instructor**, National University  
Fresno, California  
Provided graduate-level instruction on safety/environmental program management. Developed course curriculum, administered tests, graded project papers. Substitute instructor for other courses as needed.

*Work history prior to 1996 not included but available.*

## OTHER PROFESSIONAL EXPERIENCE

2007 - Present      **Peer Assessor**, Center for Public Safety Excellence  
Chantilly, VA  
Provide subject matter expert evaluation of fire agencies in pursuit of fire service accreditation.  
Agencies Reviewed:  
Tacoma Fire Department, WA  
Temple Terrace Fire Department, FL  
China Lake Naval Weapons Base, CA  
Cobb County Fire and Rescue, GA  
El Paso Fire Department, TX  
Kent Regional Fire Authority, WA  
Colorado Springs Fire Department, CO  
Denver Fire Department, CO

2015 - Present      **Senior Consultant**, Fitch and Associates.  
Provide subject matter expert evaluation of fire agencies in pursuit of fire service accreditation.  
Agencies Reviewed:  
Snohomish County Fire District #3, WA (three projects)  
North Port Fire Department, FL  
Prince George County Fire & EMS, VA  
South Whidbey Island Fire & EMS, WA  
Roseville Fire Department, CA (two projects)  
Cape Coral Fire Department, FL  
Brooklyn Park Fire Department, MN  
Mountain View Fire & Rescue, CO  
Santa Clara County FPD, CA  
Manteca Fire Department, CA  
Encinitas Fire Department, CA

## EDUCATION

1998 - 2001      **National Fire Academy**, Emmitsburg, Maryland  
Executive Fire Officer (EFO)

1997 - 1998      **National University**, Fresno, California  
Master of Arts - Human Resource Management

- 1995 - 1996 **Fresno Pacific College**, Fresno, California  
Bachelor of Arts - Management and Organizational Development
- 1990 - 1994 **Fresno City College**, Fresno, California  
Associate of Science - Fire Science

#### PROFESSIONAL/COMMUNITY AFFILIATIONS

- 2016 - Present Nebraska Fire Chiefs Association - Member
- 2016 - 2016 California Fire Chiefs Association - Executive Board Member
- 2014 - 2016 League of California Cities - Board Member
- 2012 - 2019 Congressional Fire Services Institute - Member
- 2010 - 2016 Fresno Fire Chiefs Foundation - Board Member
- 2010 - 2012 Central Valley Burn Aware Foundation - President
- 2009 - 2016 Fresno City College, Fire Technology Program Advisory Board - Member
- 2009 - 2016 Clovis Unified School District, Fire Technology Program Advisory Board - Member
- 2009 - 2010 State Fire Training - CICC Task Force - Member
- 2008 - 2010 American Red Cross - Board Member
- 2008 - Present Institute of Fire Engineers - Member
- 2004 - 2011 Boy Scouts of America - Committee Chair
- 2003 - 2016 Central Valley Fire Chiefs Association - Member (2008/2010 - President)
- 2003 - 2016 California Fire Chiefs Association - Member
- 2003 - Present International Association of Fire Chiefs - Member

#### PROFESSIONAL CONTRIBUTIONS - (STATE/NATIONAL FIRE SERVICE)

- 3/2020 **North Carolina Fire Chiefs Association**  
*Reporting and Measuring Outcomes that Matter*  
Presenter
- 8/2019 **International Association of Fire Chiefs Conference, Atlanta, GA**  
*The Value of Annual Reports*  
Co-Presenter
- 6/2019 **International Association of Fire Chiefs/Missouri Valley Conference, Grand Junction, CO**  
*Reporting and Measuring Outcomes that Matter*  
Presenter
- 3/2019 **Center for Public Safety Excellence Conference, Garden Grove, CA**  
*Reporting and Measuring Outcomes that Matter & Randy R. Bruegman Innovation Award*  
Co-Presenter
- 8/2018 **International Association of Fire Chiefs Conference, Dallas, TX**  
*Reporting and Measuring Outcomes that Matter & Your First Year as Fire Chief*  
Co-Presenter
- 5/2018 **Center for Public Safety Excellence Conference, Chantilly, VA (Still In Progress)**  
**National Fire Protection Association, Boston, MA**  
*21<sup>st</sup> Century Fire Service - White Paper on the Future of the Fire Service*  
Co-Author

**PROFESSIONAL CONTRIBUTIONS** – (STATE/NATIONAL FIRE SERVICE) cont.

- 3/2018 **Center for Public Safety Excellence Conference, Garden Grove, CA**  
**Reporting and Measuring Outcomes that Matter**  
Co-Presenter
- 2/2018 **Nebraska State Fire Chiefs Association Conference, Lincoln, NE**  
**Measuring and Reporting Outcomes that Matter.**  
Presenter
- 8/2017 **International Association of Fire Chiefs Conference, Charlotte, NC**  
**Your First Year as Fire Chief.**  
Co-Presenter for 2017 Conference
- 3/2017 **Center for Public Safety Excellence Conference, Garden Grove, CA**  
**Best Practices in Fire-Based EMS.**  
Co-Presenter
- 2/2017 **Nebraska State Fire Chiefs Association Conference, Lincoln, NE**  
**EMS Transport Deployment and Reimbursement.**  
Presenter
- 11/2016 **League of Nebraska Municipalities Conference, Lincoln, NE**  
**EMS Transport Deployment and Reimbursement.**  
Presenter
- 10/2016 **League of California Cities Conference, Long Beach, CA**  
**How Bad Data is Hurting the Fire Service.**  
Co-Presenter
- 8/2016 **International Association of Fire Chiefs Conference, San Antonio, TX**  
**Using Data the Right Way: Avoiding Common Myths, Mistakes and Misunderstandings.**  
Co-Presenter
- 12/2015 **Commission on Fire Accreditation International (CFAI)**  
**Standard of Cover Manual, 6<sup>th</sup> Ed.**  
Co-Author/Technical Advisor
- 09/2015 **League of California Cities Conference – San Jose, CA**  
**Balancing the Scales: Fire Department Service and Community Expectations.**  
Co-Presenter/Moderator
- 09/2015 **League of California Cities Conference – San Jose, CA**  
**Maximizing Efficiencies in Your Fire Department.**  
Co-Presenter/Moderator
- 03/2015 **Commission on Fire Accreditation International (CFAI)**  
**Fire & Emergency Service Self-Assessment Manual, 9<sup>th</sup> Ed.**  
Co-Author/Technical Advisor
- 07/2010 **National Fire Academy (NFA) - Emmitsburg, MD**  
**Emergency Response Deployment Planning.**  
Subject Matter Expert –Course development under contract with the U.S. Fire Administration
- 04/2010 **Fire Chief Magazine**  
**No Experience Necessary.**  
Author – Article on Use of Civilian Training Officers
- 06/2009 **Commission on Fire Accreditation International (CFAI)**  
**Fire & Emergency Service Self-Assessment Manual, 8<sup>th</sup> Ed.**  
Technical Advisor