

## Saturday, December 1 - Preconference

8:30 AM – 4:30 PM

### **Focus Group on AHIMT Certification - *Sampson***

AHIMT stakeholders forming this focus group will brainstorm on the metrics needed for an effective All-Hazard Incident Management Team certification. This focus group will begin to answer the question, “How can you determine if an AHIMT is ready for response?” The data collected may be used as the basis for a team certification program. Attendees must bring a laptop and be prepared to research, discuss and document issues relevant to a team certification program.

*Randal Collins, President & CEO, AHIMTA; Colleen Gadd, Region VIII Board Director, AHIMTA*

## Sunday, December 2 – Preconference

8:30 AM – 4:30 PM

### **Initial Response IMT – ICS-220 (Day 1) – *Drayton/Elliot***

ICS-220 Initial Response Team course offers **advanced** ICS training on initial response management. Response personnel will gain skills and additional tools needed to manage the often chaotic and dynamic initial stages of a response. Additional focus is given on a prolonged posture in this critical portion of an incident lifecycle.

*Billy Haley, Vice President of Operations, EMSI*

### **Focus Group on Incident Complexity/Mission Analysis - *Sampson***

Development of an all-hazards incident complexity and mission analysis is the focus of this group. The incident complexity analysis will help determine the incident type and number of teams and missions that may be needed. Mission analysis will help determine what positions/resources are needed when an AHIMT is assigned a mission. Attendees must bring a laptop and be prepared to research, discuss and document issues relevant to incident complexity and mission analysis. This group will develop a working draft of an incident complexity analysis and a mission analysis job-aid to present to AHIMTA.

*Randal Collins, President & CEO, AHIMTA*

## Monday, December 3 – Preconference

7:30 AM – 3 PM

### **USFA Meeting**

8:30 AM – 4:30 PM

### **Initial Response IMT – ICS-220 (Day 2) – *Drayton/Elliot***

See course description on Sunday.

*Billy Haley, Vice President of Operations, EMSI*

**Focus Group on All-Hazards Incident Management Leadership Behaviors and Tasks - *Sampson***

The Position Task Book (PTB) behaviors and tasks for leadership are derived from the wildland fire leadership values and principles. This focus group will explore whether these are an appropriate and adequate basis for all-hazards incident management leadership. The questions for the focus group are:

1. Are these values and principles appropriate for all-hazards leadership?
2. Are the behaviors and tasks subjective and/or can there be more objective behaviors and tasks?
3. Are there other leadership theories and competencies that should be included in PTBs?
4. Can a leadership evaluator's job-aid be helpful? If so, what does it look like?
5. What leadership traits, characteristics and theories are most applicable to AHIMTs?

*Randal Collins, President & CEO, AHIMTA*

12:30 – 4:30 PM

**Connecting the Situation Unit and Operations Through Technology - *Heyward***

Participants will be guided through setting up a basic web map and web map application that will use data from participants doing field collections. Students will then be given a scenario and will build a web map from scratch with the ability to collect data from operations personnel. The final process will involve making the connections from operations to situation unit, then to the EOC.

*Jackson Baynard, Wiland Associates; Mike Cox, Fire & EMS Industry Manager, Esri*

2 – 5 PM

**IQS Committee Meeting – *Azalea***

**Tuesday, December 4 – Conference**

7 AM – 7 PM

**Exhibit Hall Open – *Grand Ballroom***

8 – 10:30 AM

**Opening General Session**

***Grand Ballroom***

Welcome to the All-Hazards Incident Management Teams Association Training and Education Symposium 2018. We will kick off this year's symposium with our opening keynote, meteorologist, Jim Cantore! Always at the center of the action, literally the eye of every hurricane, you won't want to miss Mr. Cantore share his experiences from the disaster front.

11 AM – Noon

Breakout Sessions

**IMT Compare and Contrast: How IMT's Operate in the Arabian Gulf Region - *Elliot***

This interactive session will highlight the similarities and differences in management of large-scale incidents between the US and the Gulf region. Are there lessons to be learned from the Gulf Region?

*James Clement, Captain, Myrtle Beach (SC) Fire Department*

**Exploration of a New Tool in Position Qualification: Aptitude Testing - *Drayton***

Position qualification has typically relied on two components, training and experience. This presentation will uncover a new concept and open for debate the use of a third component, aptitude testing to enhance the qualification system. Based largely on data revealed in doctoral research, the concept of adding this third dimension will be explored. Aptitude testing could be used to mitigating toxic leadership, "pencil-whipping" of position task books, and misplacement of personnel into positions for which they are not prepared. By determining what talents, traits, and competencies are needed in positions and testing for aptitude, AHIMTs can become stronger.

*Randal Collins, President & CEO, AHIMTA*

**How to Get Interoperability Between Federal, State and Local Resources - *Heyward***

How do you communicate with other public safety agencies when each has a different communication system and infrastructure is damaged? Technology is available to ensure continuity of operations and fill the holes during crisis situations. This course demonstrates how to get interoperability between federal, state, and local resources. It is an opportunity to ensure your team understands the keys for successful IMT communications: interoperability, autonomy, and ease of use and is prepared to manage this gap.

*Francis Raveneau, Sales Vice President, Base Camp Connect*

**OneResponder - *Jasmine***

OneResponder is the technical implementation of the National Qualifications Systems (NQS). OneResponder is a free, FEMA sponsored, web-based application that manages your organization's readiness and qualifications. OneResponder manages your staff, positions, position task books, and training needs. We will introduce OneResponder to emergency managers from state and local agencies, and demonstrate how this may be implemented in their jurisdiction.

*Bob Allen, CEO, Chainbridge Technologies; Kerrie Gogoel, Project Manager, Chainbridge Technologies*

**Looking at a Disaster from the Other Side - *Hibiscus***

During Hurricane Irma, Dr. Lindsey was a civilian watching as the disaster unfolded. However, Dr. Lindsey had retired from the fire service in 2011. He had served as a fire chief and also was responsible for emergency management. During his tenure he worked in the ICS in different capacities including the IC. e. He will discuss the after-action report he conducted as part of the presentation for a large city. Join Dr. Lindsey as he shares lessons learned.

*Jeffrey Lindsey, Coordinator, University of Florida*

12:00 – 1:30 PM

Lunch in the Exhibit Hall

**Grand Ballroom**

1:30 – 2:30 PM

Breakout Sessions

**Connectivity After the Storm - Elliot**

In June 2018, Ellicott City, Maryland experienced their second 1000-year flood in as many years. As the Maryland IMT and NCR-IMT responded to assist the community, they were able to leverage the newly available FirstNet technology. This session will focus on the challenges the team found as they navigated their FirstNet requests, and how they, working with AT&T/FirstNet, are planning for future events.

*Easton Peterson, Captain I, NCR-IMT/Fairfax County (VA) Fire and Rescue*

**FL 4/6: Setting the Standard for Response - Drayton**

This panel discussion will explore how multiple agencies and disciplines integrated for a regional IMT to become one of the leading IMTs for the state of Florida during the 2017 disaster season. Administrative and management procedures, best practices, and lessons learned in the areas of recruiting members, planning, training & exercising together, task book qualifications, to building out depth in each position will be discussed.

*James Johnston, Pasco County (FL) Emergency Management; Leigh Cowan, Program Administrator, Pasco County (FL) Public Safety*

**Police Management of a Mass Shooting with the Incident Command System - Heyward**

An overview of the integrated response of police and fire to a mass shooting incident will be shared. How this incident progressed from initial response to transferring command to an Incident Management Team (IMT) will be examined. Policy considerations from the IMT perspective and lessons learned with reference to setting priorities and objectives, the importance of setting operational periods, parallel management of the incident, the benefit of a functional staging area, the Incident Commander's role, command post considerations, and setting an effective battle rhythm will be reviewed. . . This presentation includes takeaways from setting up reunification and a family assistance center, methods of returning to survivor's personal property left inside the crime scene, and managing witnesses detained at the incident. The need for an IMT to remain in place for multiple operational periods will be explored, and recommendations to enhance an active shooter response policy will be offered.

*Travis J. Cox, Emergency Preparedness Unit Commander, Jacksonville (FL) Sheriff's Office*

### **Making the Most of Your Exercises in an Austere Budget Environment - *Jasmine***

Exercises are critical to any organization, regardless of whether it is a federal, state, tribal, local, private sector or non-governmental organization. They are a key component of preparedness and the principal way to gauge an organization's readiness and capabilities while also validating their plans. Exercises are also used to assess how well plans from various levels of government and the private sector work together before, during, and after incidents or events. Exercises are especially challenging for planners in an austere budget environment, but these are challenges that can be easily overcome by a dedicated interagency planning team backed by management. This session offers strategies that will result in improved readiness through enhanced interagency interoperability.

*Robert J. Bradley, Principal Consultant, PENTA Consortium, LLC; Greg Socks, PENTA Consortium, LLC; Jason Waterfield, PENTA Consortium, LLC*

### **Utilizing a State IMT to Support the ESF-13 Response to the 2017 Hurricanes - *Hibiscus***

In September 2017 an Incident Management Team comprised of members from the 5 all-hazard teams within the state of Colorado deployed to support the federal ESF-13 response to Hurricanes Harvey, Irma and Maria. The IMT deployed through a ROSS task order under ESF-4 (USFS) to Valdosta, Georgia where the forward coordination center was established. This was the first time that a state IMT was utilized under ESF-4 to assist another federal ESF asset in a disaster response. Due to the leadership of the incident commanders, as well as the motivation of the state and federal IMT members, the combined IMT was able to successfully deploy and track all federal law enforcement resources in theatre (Georgia, Florida, PR, and VI) for federal critical infrastructure security, tribal support, as well as the DMAT and USAR teams. Specific related lessons discussed will include leaders intent, cross discipline ICS integration, and adaption of ICS for mission relevance in a branch planning atmosphere.

*Jeffrey Kolts, Planning Section Chief, Eastern Colorado IMT; Mike Rubenstein, Jefferson County IMT; Greg Fox, US Department of Justice – ATF*

2:45 – 3:45

General Session

### **The IMT's Use of GIS for Data Driven Decisions – *Grand Ballroom***

GIS data helps with on-the-ground decisions. Join Captain Snawder of the Central Virginia AHIMT and Mike Cox of Esri as they present case studies and solutions for special events, disaster response, and civil disturbance that provide insight about using GIS to manage an incident.

*Mike Cox, Fire & EMS Industry Manager, Esri; Mike Snawder, Captain, Richmond (VA) Police Department; Jackson Baynard, Battalion Chief, Henrico (VA) Division of Fire*

4 – 5 PM

Breakout Sessions

*\*All breakout sessions in the 1:30 – 2:30 PM block will be repeated during this time.*

### **Connectivity After the Storm - *Elliot***

This is a repeat session. See description above.

*Easton Peterson, Captain I, NCR-IMT/Fairfax County (VA) Fire and Rescue*

**FL 4/6: Setting the Standard for Response - *Drayton***

This is a repeat session. See description above.

*James Johnston, Pasco County (Florida) Emergency Management; Leigh Cowan, Program Administrator, Pasco County (Florida) Public Safety*

**Police Management of a Mass Shooting with the Incident Command System - *Heyward***

This is a repeat session. See description above.

*Travis J. Cox, Emergency Preparedness Unit Commander, Jacksonville (FL) Sheriff's Office*

**Making the Most of Your Exercises in an Austere Budget Environment - *Jasmine***

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*Robert J. Bradley, Principal Consultant, PENTA Consortium, LLC; Greg Socks, PENTA Consortium, LLC; Jason Waterfield, PENTA Consortium, LLC*

**Utilizing a State IMT to Support the ESF-13 Response to the 2017 Hurricanes - *Hibiscus***

This is a repeat session. See description above.

*Jeffrey Kolts, Planning Section Chief, Eastern Colorado IMT; Mike Rubenstein, Jefferson County IMT; Greg Fox, US Department of Justice - ATF*

5 - 7 PM

Welcome Reception in the Exhibit Hall

**Grand Ballroom**

## Wednesday, December 5 - Conference

7 AM - 4 PM

Exhibit Hall Open

**Grand Ballroom**

8 AM - Noon

General Session

**Grand Ballroom**

Kick off day two with a brief State of the Association with AHIMTA President Randal Collins, followed by an update from the IQS Committee and report outs from EMI, USFA, EMAC and USFS. Day two's general session will conclude with our keynote speaker, Greg Noll and his presentation, Leadership, Engagement and Making a Difference.

10:45 AM - Noon

General Session Keynote Address

**Leadership Engagement and Making a Difference - *Grand Ballroom***

If your life was a movie, what would the end of the movie be like? When your family and friends sit around the kitchen table and talk about you, what will they say and how will they remember you? Did you leave things better than you found them? In simple terms, did you make a difference? Any

individual at any level of an organization has the potential to make a difference. Being able to lead and to influence change at any level within your area of responsibility will be both challenging and overwhelming. At the end of the day, can you make a difference? This session will look at those "buckets" that directly influence your leadership and ability to engage your peers.

*Gregory Noll, Program Manager, South Central Task Force*

Noon – 1 PM

Lunch in the Exhibit Hall

**Grand Ballroom**

1 – 2 PM

Breakout Sessions

**Local IMT Tasked with Organizing Regional Response to Civil Disorder – *Elliot***

2017 was a year of civil disorders in cities across the southern United States as protesters and counter-protesters faced off to challenge the public presence of statues of Confederate Generals. The original point of disagreement typically centered around whether the statues are a part of southern history or an affront to marginalized and oppressed populations and their struggle to gain their civil rights by honoring values and heroes of the Confederacy. Richmond, Virginia immediately followed Charlottesville and the local IMT was tasked with organizing the Public Safety Response. The response strategy will be discussed and lessons learned will be shared.

*Mike Snawder, Captain, Richmond (Virginia) Police Department; Lee Williams, Chief of Incident Management Programs, Virginia Department of Emergency Management; Craig Worsham, Captain, Virginia State Police*

**ESF-10 Operations Following a Major Disaster – *Drayton***

Emergency Support Function-10 governs oil spill and hazardous materials response operations in the wake of a presidentially declared disaster. The 2017 hurricane season, with three Category-4 storms striking different portions of the United States, was a prime example of how this Emergency Support Function is implemented. This case study will look at the ESF-10 operations in the wake of Hurricane Harvey after over 50-inches of rain impacted the Texas Coast. In addition to how to effectively manage an impact area of 34 counties, we will look at operational activities such as hazard assessment, air, water, and soil sampling, wastewater surveys, maritime and landslide response and recovery operations, aerial operations and surveys, stakeholder engagement, waste disposal, and documentation and demobilization.

*Robert J. Bradley, Principal Consultant, PENTA Consortium, LLC; Greg Socks, PENTA Consortium, LLC; Jason Waterfield, PENTA Consortium, LLC*

**The Human Side of Situational Awareness: One Size Doesn't Fit All – *Heyward***

Those working in high-stress, fast-paced environments need situational awareness programs that keep their distinctive training, experiences, roles and goals— all those individual factors that impact how they perceive information to gain situational awareness – in mind. By following a methodology that allows you to provide the right information, in the right way, to the right person, at the right time, you are now

able to reduce the complexity of the information presented to you and minimize the time it takes to understand it. This leads to faster, more accurate decision-making and a more effective response.

*Ron Prater, COO, Bent Ear Solutions*

**Wildland and All-Hazards IMT's: A Partnership – *Jasmine***

In 2017, the Pennsylvania Incident Management Team received a call from the United States Forest Service to assist in hurricane response in support of ESF-4. This assignment for the first time was streamlined and successfully completed through a partnership between PAIMT and Pennsylvania's Department of Conservation and Natural Resources. Join us as we detail the process and outcomes.

*Chad Northcraft, Pennsylvania Department of Conservation and Natural Resources; Greg Pijar, IMT Program Administrator, Pennsylvania Emergency Management Agency*

**Cultivating Leadership on an IMT: The 4 P's of Successful Leadership – *Hibiscus***

The 2017 disaster season required numerous IMTs to deploy across the country. Many of these teams were relatively inexperienced due to attrition, new team members, and minimal deployments required over the last decade. 2017 made it clear that for IMTs to continue, we must consistently cultivate leadership. This session focuses on the successful leadership from one Florida IMT that was on life support in 2016 and now has over 75 members and trainees.

*Kevin Guthrie, Chief of Staff, Florida Division of Emergency Management*

2:15 – 3:15 PM

**Breakout Sessions**

*\*All breakout sessions in the 1 – 2PM block will be repeated during this time.*

**Local IMT Tasked with Organizing Regional Response to Civil Disorder - *Elliot***

This is a repeat session. See description above.

*Mike Snawder, Captain, Richmond (Virginia) Police Department; Lee Williams, Chief of Incident Management Programs, Virginia Department of Emergency Management; Craig Worsham, Captain, Virginia State Police*

**ESF-10 Operations Following a Major Disaster - *Drayton***

This is a repeat session. See description above.

*Robert J. Bradley, Principal Consultant, PENTA Consortium, LLC; Greg Socks, PENTA Consortium, LLC; Jason Waterfield, PENTA Consortium, LLC*

**The Human Side of Situational Awareness: One Size Doesn't Fit All - *Heyward***

This is a repeat session. See description above.

*Christopher McIntosh, CEO, Bent Ear Solutions*

**Wildland and All-Hazards IMT's: A Partnership - *Jasmine***

This is a repeat session. See description above.

*Chad Northcraft, Pennsylvania Department of Conservation and Natural Resources; Greg Pijar, IMT Program Administrator, Pennsylvania Emergency Management Agency*

**Cultivating Leadership on an IMT: The 4 P's of Successful Leadership - *Hibiscus***

This is a repeat session. See description above.

*Kevin Guthrie, Chief of Staff, Florida Division of Emergency Management*

3:30 – 4:15 PM

Regional Meetings

**Region 1 – *St. Helena***

**Region 2 – *Jasmine***

**Region 3 – *Heyward***

**Region 4 – *Drayton***

**Region 5 – *Sampson***

**Region 6 – *Elliot***

**Region 7 – *Daufuskie***

**Region 8 – *Hibiscus***

**Region 9 – *Grand Ballroom***

**Region 10 – *Azalea***

**International – *Grand Ballroom***

4:30 – 5:15 PM

AHIMTA Business Meeting

***Grand Ballroom***

## Thursday, December 6 – Conference

8 – 9:15 AM

Closing General Session: Keynote Address

**How IMT Benefited Pender County & the EOC during Hurricane Florence – *Grand Ballroom***

In September 2018 Hurricane Florence was predicted to make landfall on the Southeastern North Carolina coast as a Cat 4 storm. This storm made landfall as a Cat 1 storm. Some parts of the Pender County got 36+ inches of rain and three days of hurricane force winds. This storm broke all historical flooding and rainfall records. The event rapidly moved from Type III complexes to Type 1 after landfall. During the busiest time of the storm the EOC was managing 1500 personnel and teams from all over the country. The access and availability of personnel, resources and logistics into the area was extremely cut by the widespread flooding across Eastern NC.

*Tom Batson, Assistant Director, Pender County (NC) Emergency Management; Tom Collins, Director, Pender County (NC) Emergency Management*

9:15 AM - Noon

Closing General Session

End a week of great education with presentations from John Ford of the National Integration Center and Erika Martin.