

GERARD M. WASHINGTON

Milwaukee, WI 53224

QUALIFICATIONS SUMMARY: Professional knowledge in all phases of firefighting techniques, emergency medical services, specialized teams, and specialized equipment. Focus on strategic leadership practices to ensure development of staff and aid in retention and promotion. Skilled in human resource functions such as employment law, contract negotiations, investigation, and crisis management. Confident and poised in interactions with individuals at all levels. Possesses strong proficiency in oral and written communication, instruction organization, human relations, motivation, and patience.

EDUCATION/CERTIFICATION:

Master of Science Management (Summa Cum Laude) – Cardinal Stritch University; Bachelor of Science (Summa Cum Laude) Public Administration (Minor Psychology) – Upper Iowa University; Certificate of Leader Development (National Security and Strategy) – U.S. Army War College

Firefighter Level I and Level II State Certified; Emergency Medical Technician Certification; State Certified Instructor; Incident Safety Officer WI State Certified (Train the Trainer); ICS 300; ICS 400; ICS 700; ICS 800; State Certified Fire Officer I; Milwaukee Fire Department Professional Development Instructor; Command and Control Incident Operations; Fire Ground Operations (5 Point Size Up) Certified; Mediation Certification; Managing Company Tactical Operations Certified; Hazardous Materials Technician Certified; Hazardous Materials Incidents-Basic Concepts Certification; Fire/Arson Detection Certification; Junior Fire Setter Intervention Specialist

EXPERIENCE:

Menomonee Falls Fire Department

Menomonee Falls, WI

Fire Chief

06/20 – current

Oversees fire department that provides full fire and emergency medical services (EMS) for the Village of Menomonee Falls, Village of Lannon, and surrounding region. Maintains and manages a budget of \$6 million dollars. Maintains and develops ongoing working relationships with Village President, elected officials, Police and Fire Commission, Village Manager, department heads, and all levels of employees. Strong working relationships with community and business groups representing a diverse set of stakeholders in Menomonee Falls. Focused on staff and leadership development and effective labor-management relations to ensure effective succession. Maintains annual department strategic planning and goals that ensure best practices and innovation to address staffing needs, diversity and inclusion strategies, community risk reductions efforts and budgetary effectiveness. Disseminates information/policies/procedures to department through various mediums.

Milwaukee Fire Department

Milwaukee, WI

Assistant Fire Chief

10/10 – 04/19

Oversees the Administration, Technical Services, and Construction and Maintenance divisions of the department. Maintains and manages the department's \$121 million-dollar budget. Prepares and implements charges and specifications in matters of direct violations involving department rules and regulations. Leads department trials and Board of Investigation process. Oversees the payroll functions of the department. Recruits, interviews, and supervises administrative personnel. Manages all departmental forms of communication, including the MFD dispatch call center. Monitors department compliance to local, state, and federal statutes: working closely with the staff of the offices of the Mayor, City Attorney, Fire and Police Commission, and City Labor Negotiator. Acts as fire chief in absence of fire chief on consistent basis. Facilitator of internal supervisor development courses related to legal matters and administration. Disseminates information/policies/procedures to department personnel through various mediums. First point of contact for local city officials regarding complaints, policies, and procedures.

Oversees MFD Fire Cadet program. Manages department return to work program. Serves as department coordinator and liaison for Employee Assistance Program, Americans with Disability Act, and the city's two fundraising campaigns (United Performing Arts/Visions and Combined Giving). Leads strategic planning and reviews plans and goals for the department. Supervises the administration of the department's random, promotional, and return-to-active-duty drug testing. Oversees the purchase and advancement of computer hardware and software. Maintains process of new hires department wide as well as exit interviews for those leaving service. Evaluates and writes department policy, programs, procedures, and standard operating guidelines. Reviews and recommends discipline. Liaison for department contract negotiation process with Local 215. Focus on diversity and inclusion initiatives within the department. Mentor, coach, and counsel department members from rank of firefighter to assistant chief.

Battalion Chief

06/09 – 10/10

Special Project Manager under direction of Chief Mark Rohlfing – Duties included but not limited to: Created 2011 department re-organization, officer development, record management, and recruitment. Acted as Fire Fighting Deputy for 24-hour duration on consistent basis. Ongoing mentoring of current company officers within the MFD.

Active member of MFD Cultural Competency Committee. Master of Ceremonies for the MFD Meritorious Awards Ceremony. Chair of MFD Fallen Fire Fighter Memorial Committee. Assisted with MFD promotional assessments/interviews through preparation and process completion. Maintained ongoing relationships with multi-cultural communities within City of Milwaukee. Continual involvement with Fire 20/20 Diversity Program.

Fire Captain

06/04 – 06/09

Trained the MFD members in Incident Safety Officer certification. Instructed the MFD members in Company Officer Course. Acted Battalion Chief for 24-hour duration on consistent basis. Selected by MFD Fire Chief and Deputy Chief as Project Manager for Fire 20/20 (Multicultural Health and Safety Research Project). Maintained in-depth knowledge and understanding of NIMS, ICS, and NFPA Standards. Maintained in-depth knowledge and understanding of Fire Department Safety and Health Standards (Comm 30). Assisted with departmental training in relation to safety (Forcible Entry, Ladder/Engine Operations, Rapid Intervention Teams). Maintained working relationships with Bureau of Administration, EMS, Special Teams, Bureau of Construction and Maintenance, and Bureau of Instruction and Training to ensure effective and consistent practice across department. Maintained ongoing working relationships with Milwaukee Fire Department Health and Safety Officer. Scheduled inspections and pre-fire plans of target hazards in Battalion. Master of Ceremony for the Fallen Firefighter Memorial Ceremony.

Fire Lieutenant

07/00 – 06/04

Lead Training Instructor at Bureau of Instruction and Training from 2002 through 2004. As Lead Training Instructor, served as Incident Commander/Safety Officer, more than 150 live fire trainings. Instructed MFD members in Company Officer courses. Responded to all major incidents within the City of Milwaukee to assist command staff with safety, planning, and logistics. Prepared and delivered in-service sessions to 1100 members of the MFD. Scheduled inspections and pre-fire plans of target hazards in Battalion. Conducted local TV and radio interviews as needed for major incidents, safety preparedness and fire education.

Firefighter

03/92 – 07/00

Maintained fire suppression and emergency medical operations by following department fire techniques, protocol and policy and procedure. Ensured operation of equipment by completing preventative maintenance and training. Completed accurate incident reporting as appropriate. Prepare community members to prevent fire damage and effectively utilize 911 emergency call systems by conducting educational programs and attending community events. Proactively chosen by administration chiefs to act as MFD fire education specialist.

BOARDS/COMMITTEES/COMMUNITY SERVICE:

Current Board Member of Diverse and Resilient; Current Board Member of St. Coletta's Day School; Current Member of International Association of Fire Chiefs (IAFC); Former Board Member of The American Red Cross; Former Advisor/Instructor of Milwaukee Fire Department's Junior Fire Institute; Ongoing working relationship with Milwaukee Public Schools as it relates to fire prevention, safety, and career development; Continued first point of contact for several of Milwaukee's multicultural communities (Hmong, Jewish, Hispanic/Latino, LGBTQ, and African-American) as it relates to questions and concerns for improved relations within the fire service. Recognized for years of service and community involvement by Milwaukee Common Council, Milwaukee County Board of Supervisors, and Congresswoman Gwen Moore. Milwaukee Times Black Excellence Award recipient 2016
