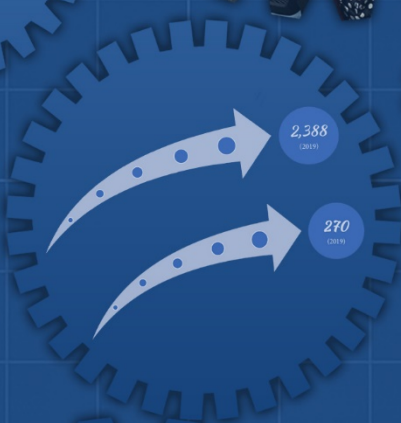


# ANNUAL REPORT

## 2019

A YEAR OF TRANSFORMATION



Center for  
Public Safety  
Excellence





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Chantilly, VA 20151  
(703) 691-4620  
[www.cpse.org](http://www.cpse.org)



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Dear Colleagues:

On behalf of the Board of Directors for the Center for Public Safety Excellence, Inc. and our Chief Executive Officer, Preet Bassi, I am writing to present CPSE's 2019 Annual Report. 2019 was another remarkable year for our organization. In addition to the continued growth in our programs and services, your work is enabling a greater relevance for CPSE within communities across the globe and in concert with our strategic partners. I invite you to take a moment to read about some of CPSE's (your) most important accomplishments and a peek into the opportunities we believe the near future will bring.

With its three days of hearings in August 2019, the Commission on Fire Accreditation International considered the highest ever count of agencies for accreditation. The Commission on Professional Credentialing hit a major milestone in 2019, now designating over 500 professionals as Fire Officers (FOs). We know these programs are successful when we see former FOs rising to fill Chief Fire Officer positions. In addition to strong professional leaders, innovation in the fire service is growing as evidenced by the large number of Randy R. Bruegman Agency Innovation Award nominations submitted in 2019. The Annual Report shows that the Technical Advising program knocked it out of the park this year. Moreover, CPSE University is developing curriculum content, building the Learning Management System, and exploring nominees for its Advisory Committee. As you can see, the programmatic pillars of CPSE are firing on all cylinders and the Annual Audit verified another sound financial year that will enable the organization to grow through its reinvestment projects.

In addition to these developments, I want to mention a few seminal initiatives that in the words of author Jim Collins, represent CPSE's "Flywheel," pushing each of us to build momentum to a point of greatness.

- Upon the recommendation of the Commission on Fire Accreditation International, the Board of Directors approved the 10<sup>th</sup> Edition of the CFAI Model.
- The Board is undertaking a strategic planning initiative. Using an external facilitator and gathering input from you, this will be the Board's most concerted planning effort to date.
- After hearing for several years for the need, a beta CFAI Volunteer Agency Certificate offering is on the horizon.
- To push CPSE to a greater level of relevance, the Board commissioned an industry wide survey last Fall and is incorporating its findings into a Strategic Communications Plan.
- After many conversations in the fire community and feedback from city and county managers, the 21<sup>st</sup> Century Fire Service Whitepaper is in its final draft and will be released in 2020. Look for an 8-point framework for future work.
- Lastly, Preet Bassi, CPSE CEO is chairing the NFPA 1022 Committee as it creates a Fire Analyst Professional Qualification Standard.

In closing, my greatest honor in serving as the CPSE President is to witness the incredible work that each of you do. I am reminded of the leadership idiom, "Tell them where we need to go, give them the tools and training to do it, and get the heck out of their way." Encouraging and teaching public safety organizations how to improve their services makes communities safer and better places to live, work, and play and that is what CPSE does with hundreds of interested participants, volunteers, contractors, and the World's greatest staff. On behalf of the Board of Directors, I want to thank each of you for your commitment to this organization and that charge. Together, we are changing the world, one place, one base, one district, one city, or one county at a time, for the better. To that end, please accept your Annual Report.

Thanks for all you do. Keep on improving, and I hope to see you soon.

Allan

## CPSE BOARD OF DIRECTORS

<b>Allan Cain, CFO</b>	Director of Public Safety, Town of Cary	<b>President</b>
<b>Jeff Pomeranz</b>	City Manager, City of Cedar Rapids	<b>Vice President</b> , ICMA representative
<b>Mary Cameli, CFO</b>	Fire Chief, Mesa Fire and Medical Department	<b>Sec./Treasurer</b> , IAFC representative
<b>Darin Atteberry</b>	City Manager, City of Fort Collins	Director-at-large
<b>Jim Brinkley</b>	Assistant to the General President, IAFF	Director representing IAFF
<b>Joe Fernandez, CFO</b>	Fire Chief, Broward Sheriff Fire Rescue & Emergency Service Department	Director representing IAFC
<b>Tom Harmer</b>	Town Manager, Town of Longboat Key	Director representing ICMA
<b>Ben May</b>	Fmr. Dir. of Global Business, Walt Disney Co.	Director-at-large
<b>Jim Pauley</b>	President & CEO, NFPA	Director-at-large

# COMMISSION ON FIRE ACCREDITATION INTERNATIONAL

## Accredited Agencies by the Numbers



Canada

**17%**

of the Canadian population

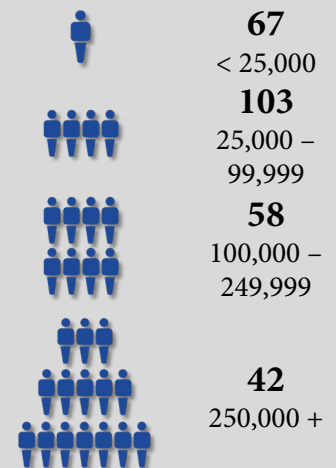
protected by a  
CFAI-accredited agency

**11%**

of the U.S. population



### Population Protected



International

### Department of Defense



30



11



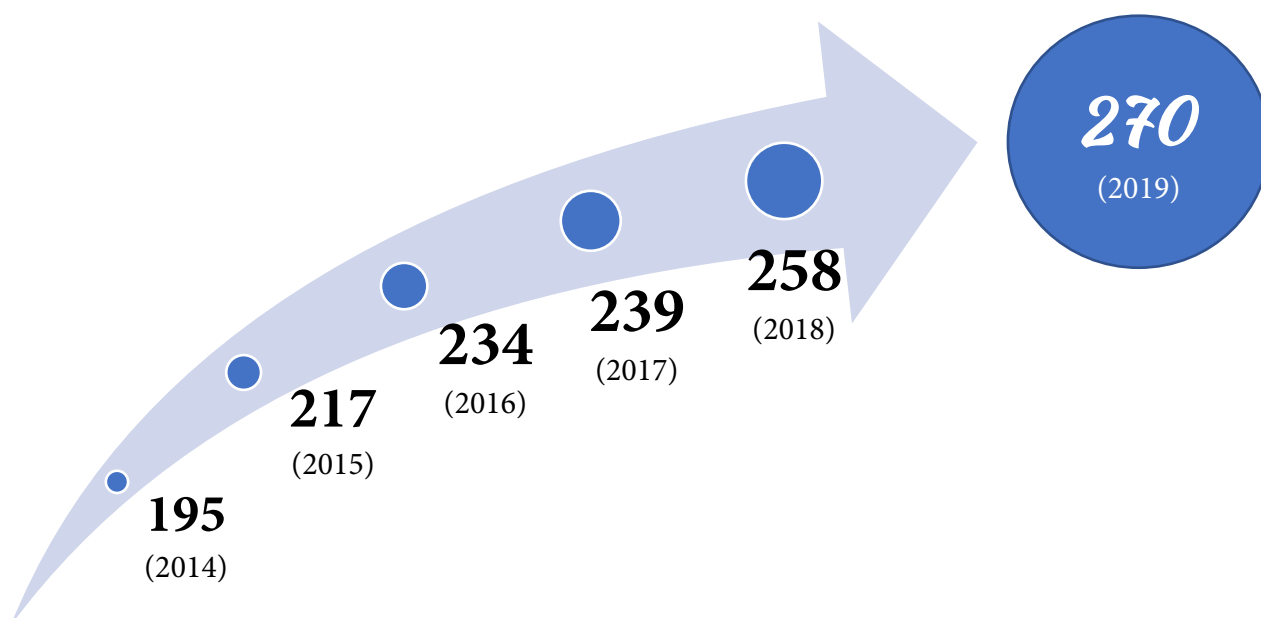
11



7



3



”The work of the Commission on Fire Accreditation International is to help fire services around the world continuously improve their service to both their communities and the safety of their members who serve,” shared CFAI Chair Steve Dongworth. 2019 saw much work by a wide range of stakeholders that showed that commitment to continuously raise the bar, in the development of the 10th Edition of the Fire and Emergency Service Self-Assessment Model (FESSAM). The FESSAM was approved by the CPSE Board in December 2019 with communication and training in the 10th Edition starting right away and the first agencies to come forward using the new FESSAM in March of 2022. This is the cycle that ensures that agencies cannot rest on their laurels after being accredited, but rather they have to prepare to be scrutinized, and demonstrate continuous improvement, to an even higher standard as new editions of the FESSAM are published.

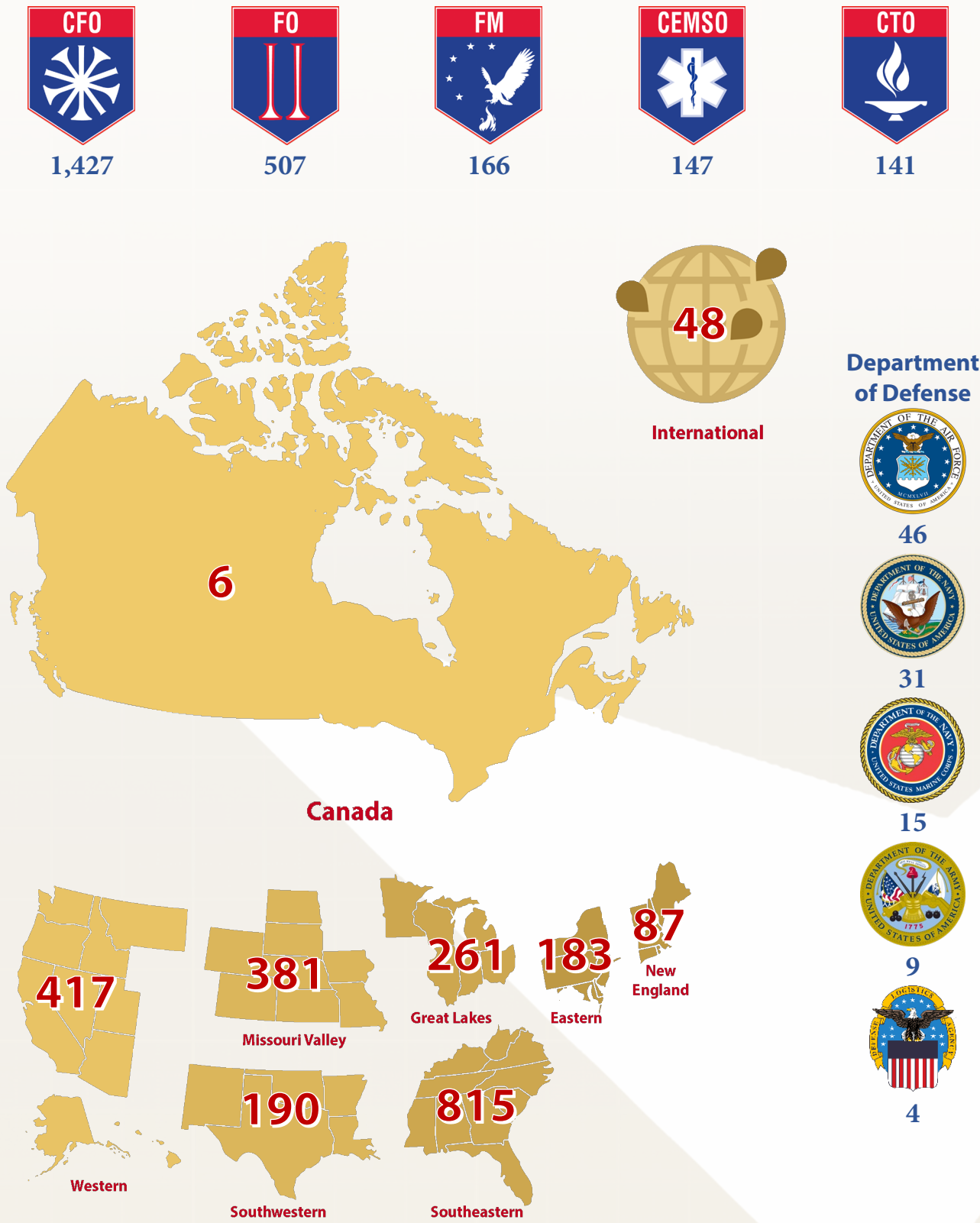
## CFAI COMMISSIONERS

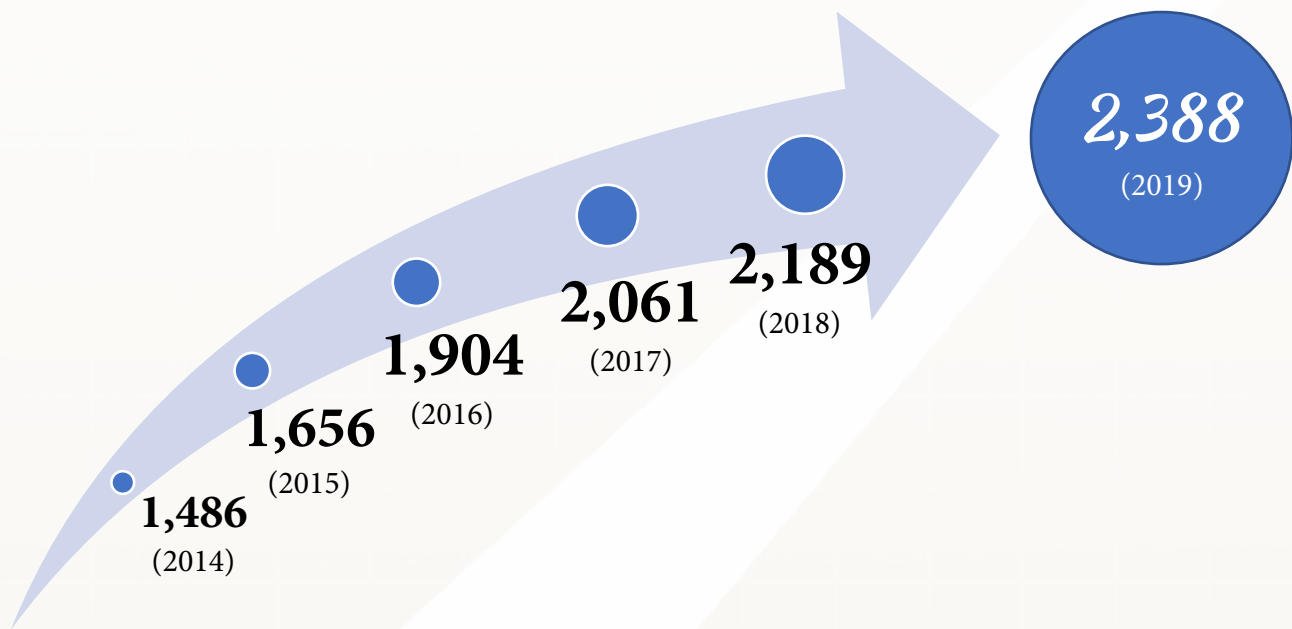
<b>Steve Dongworth</b>	Calgary Fire Department	<b>Chair</b> - Rep: International
<b>Steve Dirksen, CFO</b>	Fargo Fire Department	<b>Vice-Chair</b> - Rep: Agencies 100,000-249,999
<b>Eric Tade, CFO</b>	Denver Fire Department	Rep: Agencies serving >250,000
<b>Jake Rhoades, CFO, CEMSO, CTO</b>	Kingman Fire Department	Rep: Agencies serving 25,000-99,999
<b>James Keating, CFO</b>	Red, White, and Blue Fire Protection District	Rep: Agencies serving <25,000
<b>Thomas Breyer</b>	IAFF	Rep: Labor
<b>Bryan Hill</b>	Fairfax County	Rep: ICMA County Manager
<b>Ken Holland</b>	NFPA	Rep: Consensus Standards
<b>Kevin Kuntz</b>	Insurance Services Office	Rep: Insurance Industry
<b>Steve Riley</b>	Town of Hilton Head	Rep: ICMA City Manager
<b>Terry Ford, CFO</b>	Tinker AFB Fire & Emergency Services	Rep: U.S. DOD



# COMMISSION ON PROFESSIONAL CREDENTIALING

## *Credentialed Officers* by the Numbers





The Commission on Professional Credentialing (CPC) experienced an active 2019. CPC Chair Derek A. Bergsten, CFO, CEMSO, CTO, commenting about the year's activities shared "The Commission on Professional Credentialing is committed to the further enrichment of the fire service through a progressive and contemporary credentialing program that includes the candidate's education, experience, technical competence, goals setting and achievement, as well as other important leadership traits. In 2019 we saw a record-breaking number of credentialed officers, totaling 2,388. We developed and adopted a Peer Reviewer Handbook to assist our Peer Reviewers, conducted Peer Reviewer training twice, and worked with all Accreditation & Credentialing Consortiums to help promote professional credentialing. We look ahead to a banner 2020 and look forward to the tenth anniversary of the Fire Officer Designation."

## CPC COMMISSIONERS

<b>Derek Bergsten, CFO, CEMSO, CTO</b>	Rockford Fire Department	<b>Chair</b> , Rep: Career Depts
<b>Matthew Vinci</b>	IAFF	<b>Vice-Chair</b> , Rep: At Large
<b>Tim Bradley, CFO</b>	NC State Firefighters' Association	Rep: At Large
<b>Todd Canale, CFO</b>	Davis-Monthan Air Force Base	Rep: Department of Defense
<b>Chris Christopoulos, CFO</b>	Lebanon Fire Department	Rep: Volunteer Departments
<b>Norris Croom, CEMSO, CFO</b>	Castle Rock Fire & Rescue Department	Rep: Emergency Medical Services
<b>David Emanuel, CFO</b>	Durham Fire Department	Rep: Combination Departments
<b>Craig Hannan</b>	IFSTA/FPP at Oklahoma State University	Rep: Academia
<b>Melissa Stevenson Diaz</b>	ICMA	Rep: City/County Managers
<b>Greg Rogers, CFO, FM</b>	Spokane Valley Fire Department	Rep: Fire Prevention
<b>Toni B. Washington, CFO</b>	Decatur Fire Rescue	Rep: Diversity

# VOLUNTEERS

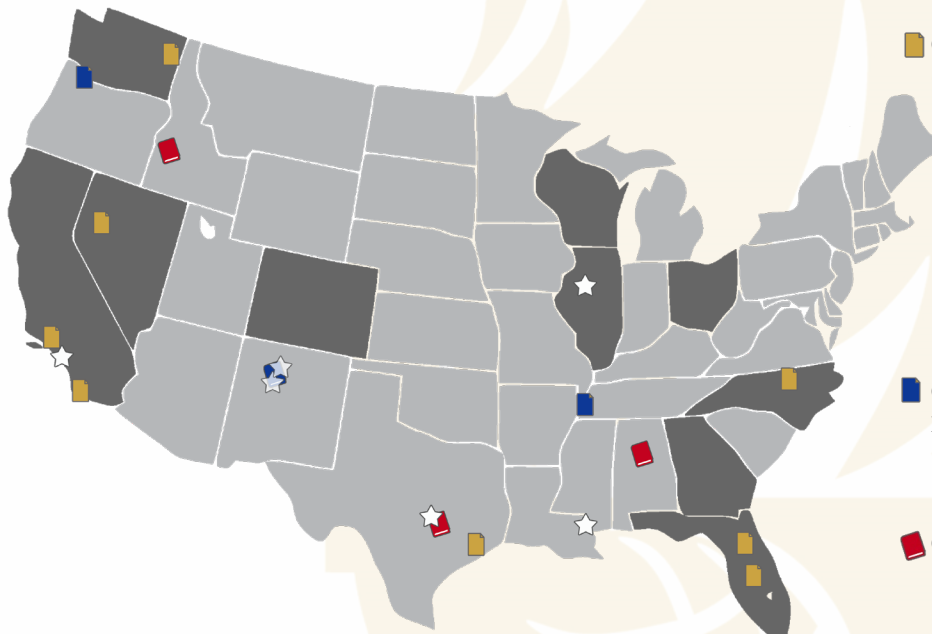
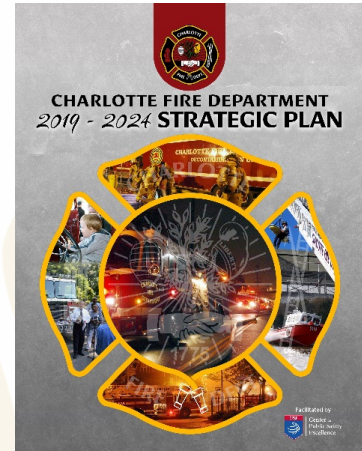
The 2019 accomplishments of CFAI, CPC, and CPSE as a whole would not have been possible without the time and talents of our volunteers. Below is a snapshot of the contributions of our CPC peer reviewers and CFAI peer assessors.





## TECHNICAL ADVISOR PROGRAM

The Technical Advisor Program (TAP) saw a very productive year in 2019 as the advisors teamed up with a wide variety of agencies to assist their teams in their vital work. The range of agencies included installations for the Department of Defense seeking international accreditation, metropolitan sized cities, and smaller fire districts and departments considering an accreditation quest. The TAP embraced all the agencies with professionalism and care, providing them the best facilitation toward excellence.



### ■ Community Risk Assessment – Standards of Cover (CRA-SOC)

Avon Park Air Force Range, FL  
Baytown Fire Department, TX  
Morrisville Fire/Rescue Department, NC  
Federal Fire-Naval Air Station Fallon, NV  
Federal Fire-Naval Base Ventura County, CA  
Federal Fire-Navy Metro San Diego, CA  
Spokane Valley Fire Department, WA  
The Villages Fire Rescue, FL

### ■ Community Risk Assessment – Community Risk Reduction (CRA-CRR)

Clackamas County Fire District, OH  
Memphis Fire Department, TN

### ■ CRA-SOC and CDSP

Eagle Fire & Rescue, ID  
Hoover Fire Department, AL  
Hutto Fire Rescue (Williamson County ESD #3), TX

### ■ CRA-SOC and Self-Assessment

Bernalillo County Fire Rescue, NM

### ☆ Total Self Assessment

Albuquerque Fire Department, NM  
Beverly Hills Fire Department, CA  
Georgetown Fire & Medical, TX  
Los Alamos County Fire Department, NM  
Peoria Fire Department, IL  
St. Tammany Parish Fire District 4 (Mandeville Fire/EMS), LA

### ■ Community-Driven Strategic Planning (CDSP)

Athens-Clarke County Fire & Emergency Services Department, GA  
Atlanta Fire Rescue Department, GA  
Beavercreek Township Fire Department, OH  
Burlington Fire Department, NC  
Charlotte Fire Department, NC  
Cherry Valley Fire Protection District, IL  
El Segundo Fire Department, CA  
Fond du Lac Fire/Rescue, WI  
Fort Lauderdale Fire Rescue, FL  
Greeley Fire Department, CO  
Hickory Fire Department, NC  
Las Vegas Fire & Rescue, NV  
Marine Corps Fire & Emergency Services  
Monroe Fire Department, NC  
Navy Region Southwest Fire & Emergency Services  
North County Regional Fire Authority, WA  
Santa Barbara City Fire Department, CA  
St. Lucie County Fire District, FL  
Valley Regional Fire Authority, WA  
Vista Fire Department, CA  
Wilson Fire/Rescue Services, NC

## EXCELLENCE CONFERENCE

Our annual Excellence Conference headed back to California in 2019. We saw another year of record attendance with active engagement by attendees in person and on social media platforms. Here are some of the tweetable moments:

### TWEETABLE MOMENTS

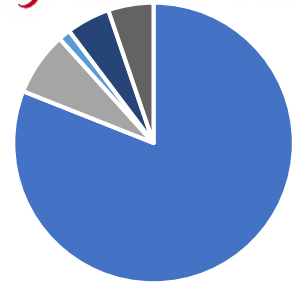
#CPSE2019EC



**ken holland** @kholland72

@CtrPubSafExc @NFPA Well all good things must come to an end they say! Had an amazing time at this years Excellence Conference as a Commissioner for CFIA and representing the NFPA.

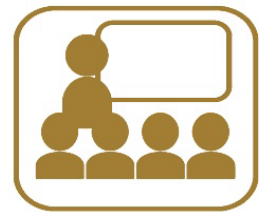
### #CPSE2019EC by the numbers



- Registered (465)
- Staff (8)
- Others (30)
- Instructors (42)
- Volunteer Leaders (29)

**574 Attendees**

**42 Speakers**      **16 Exhibitors**



**50 Education Sessions**



**30 Accreditation Hearings**



The opening session of the Excellence Conference included recognition of the inaugural recipient of the Randy R. Bruegman Agency Innovation Award and recognition of those individuals who went above and beyond in their commitment to excellence.

The Randy R. Bruegman Agency Innovation Award recognizes a CFAI-accredited agency that has worked collaboratively to innovate a practice leading to improved outcomes that can serve as a model for the greater fire and emergency service.



In 2019, Lincoln, NE, Fire and Rescue received the award for measuring outcomes that really matter to the community resulting

in significant savings of property and contents treating and transporting suspected stroke patients within 15 minutes upon arrival.

The Ronny J. Coleman Leadership Award recognizes an individual who holds a credential through CPC® and has shown superior leadership capabilities and actions that have elevated the fire



and emergency service profession. The 2019 recipient was Chief Derrick S. Clouston, CFO, CTO, Assistant Chief of Stoney Point, NC, Volunteer

Fire Department for his continued commitment

to the professional development of others through mentoring and education.



Mike Hall, FO, Captain of Olathe, KS, Fire Department was the recipient of the 2019 Ray Picard Award for his involvement in accreditation not just in his department but in the

greater accreditation community, including the Heart of America consortium. The Picard award recognizes an individual who has shown superior leadership skills and provided outstanding contributions to the Commission on Fire Accreditation International®.

The CPSE Ambassador Award is a staff-selected award that is given to an individual who goes above and beyond in their support of accreditation, credentialing, and CPSE. Because of their commitment to continuous improvement

two award recipients were selected. The 2019 recipients were Chief Mike Pritchard, CFO, Director, Fire and Emergency Service Branch, DC, U.S. Marine Corps and

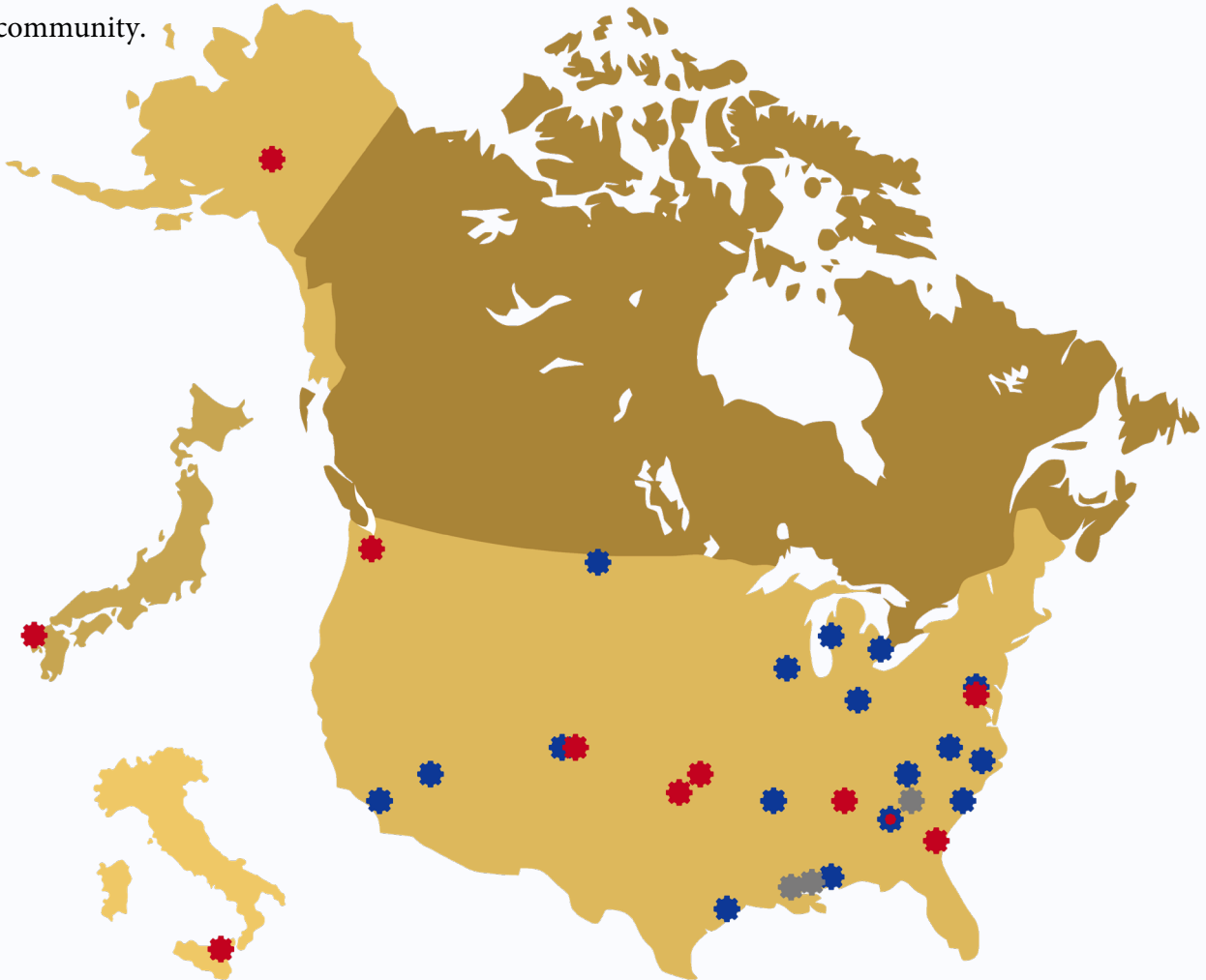


Chief Carey Waddell, CFO, CTO, FM, Beale Fire and Emergency Services, Beale AFB, CA.



## CPSE UNIVERSITY

2019 marked the foundational year of CPSE University. With collaboration from the CPSE community and assembly of a specialty team, the University formed its Outcomes, Direction, and Expectation statements to guide and propel our community in their learning journey by meeting them where they are. Flexible and diverse learning platforms underpin the basis of learning journey to fit the needs of our community.



### ★ Quality Improvement Through Accreditation

Arvada, CO	Fairfax County, VA
Las Vegas, NV	Palm Beach Gardens, FL
Greenville, NC	Cary, NC
Beavercreek Township (Dayton), OH	Grand Rapids, MI
Auburndale, FL	Williston, ND
Houston, TX	Windsor, Ontario, Canada
Greenville, SC	Little Rock, AR
Gulfport, MS	Covington, GA
Rockford, IL	Wrightsville Beach, NC
West Covina, CA	

### ★ Quality Improvement Through Accreditation - DoD

Fort Stewart, GA  
 Redstone Arsenal, AL  
 Fort Wainwright, AK  
 Tinker AFB, OK  
 Bremerton, WA  
 Sasebo, Japan  
 Sigonella, Italy  
 Fort Sill, OK  
 Fort Belvoir, VA  
 Buckley AFB (Aurora), CO

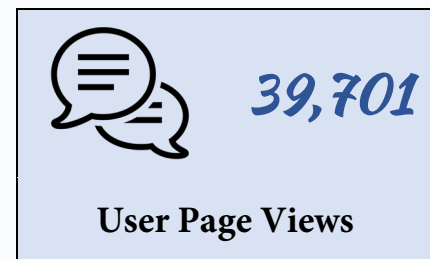
### ★ Nurturing Fire Service Leaders through Mentoring

Greenville, SC  
 St. George, LA  
 Mandeville, LA

### ★ Exceeding Customer Expectations

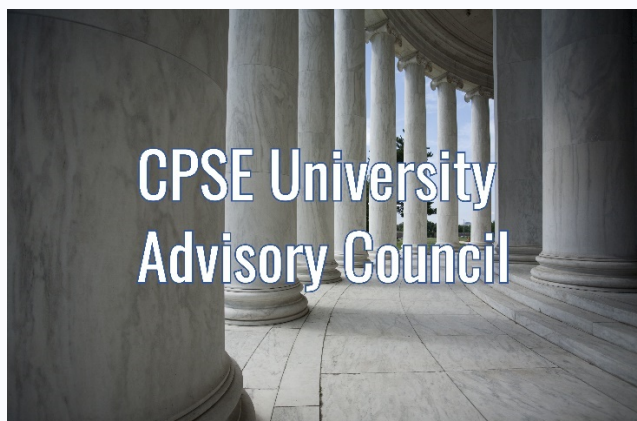
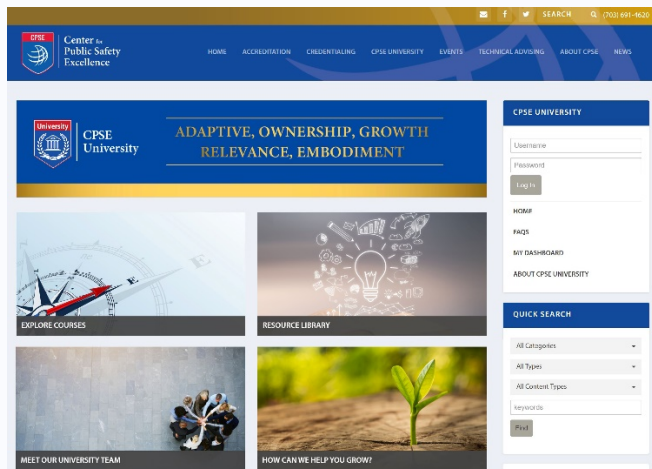
Covington, GA

## CPSE UNIVERSITY ONLINE



## First Year Accomplishments

The first year of CPSE University saw the development and implementation of a learning management system (LMS), the formation of the University Advisory Council, development of a Knowledge Advancement Pathway (KAP) for Accreditation, and the inaugural convening of University Instructors.





## #CPSEOnTheRoad

2019 saw CPSE staff visit 18 consortiums. During their visits with the consortiums (in the map below), staff enjoyed hearing from the over 460 attendees their expectations for the next edition of the accreditation model and answering any questions they had.

Further time was spent on the road attending 21 fire and emergency service and local government conferences meeting with current agencies and officers while also educating potential customers on the benefits of self-assessment and continuous improvement.

### ■ Consortium Visited

Arizona Accreditation and Credentialing Consortium  
California Fire Rescue Accreditation and Credentialing Consortium  
Department of Defense (California)  
Rocky Mountain Accreditation and Professional Credentialing Consortium  
Florida Association for Fire Accreditation and Professional Credentialing  
Georgia Association for Fire Accreditation and Professional Credentialing  
Great Lakes Fire Accreditation Managers  
Michigan-Ohio-Indiana Accreditation and Professional Credentialing Consortium  
Iowa Consortium  
Heart of America Accreditation Consortium  
North Carolina Accreditation Support Consortium  
Canada Consortium  
Northwest Accreditation Credentialing Consortium  
South Carolina Accreditation Consortium  
Tennessee Fire Credentialing and Accreditation Consortium  
CPSE – Texas Consortium  
Virginia State Fire Accreditation and Credentialing Consortium  
Wisconsin Consortium

### 📍 Conference Participation

IAFF Affiliate Leadership Training Summit - Los Angeles, CA  
EMS Today Conference - National Harbor, MD  
ICMA Southeastern Regional Conference - Columbia, SC  
ICMA West Coast Regional Conference - Reno, NV  
CRR Leadership Conference - Reno, NV  
ICMA Mountain Plains Regional Conference - Omaha, NE  
ICMA Northeastern Regional Conference  
- New Brunswick, NJ  
Congressional Fire Services Institute Symposium  
- Washington, D.C.  
NFFF Fire Forum - Key West, FL  
ICMA Midwest Regional Conference - Evanston, IL  
Engaging Local Government Leaders Conference - Durham, NC  
Metro Chiefs Conference - Edmonton, AB  
Fire-Rescue International - Atlanta, GA  
Alabama Chiefs Conference - Orange Beach, AL  
IAFF Redmond Health and Safety Symposium - Nashville, TN  
North Carolina Firefighters Conference - Raleigh, NC  
International CRR Best Practices Symposium - Birmingham, England  
Metro Planners Conference - Leesburg, VA  
Illinois Chiefs Conference - Peoria, IL  
ICMA Conference - Nashville, TN  
VCOS Symposium in the Sun - Clearwater Beach, FL

# Thanks for the follows!



156 Likes

12,667 Reached



32 Shares



2,683

24%



816

50%



9,814

186%

33 Likes

2,847 Reached



8 Shares

41 Likes

5,295 Reached

Center for Public Safety Excellence  
Published May 28, 2019

New designees from the Commission on Professional Credentialing! Total of 2261 credentialed officers - CFO:1366, FO:466, FM:155, CEMSO:142, CTO:132. You can see the full list of all designees at <http://www.cpse.org> under the CREDENTIALING tab. Congratulations, everyone!

15 Shares

THE COMMISSION ON  
PROFESSIONAL CREDENTIALING



1366



466



155



142



132

# Thanks for the likes!



# FOUR YEARS *in Review*

2016



6th Edition  
Community Risk Assessment-  
Standards of Cover



Team Leader  
Symposium



Exceeding  
Customer Expectations  
Curriculum Development

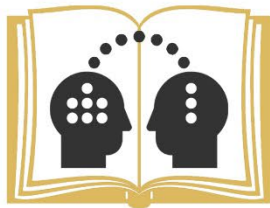


FireHouse  
Supplement



Webcasting Hearings

2017



Nurturing Future Leaders Through Mentoring  
Curriculum Development



New Online Portal



Fire Engineering  
Supplement



Twitter  
Launched



CPC  
Designee



**Automation of  
CPC Application**



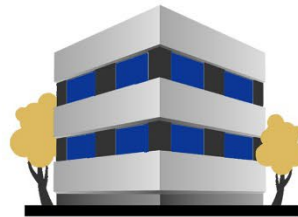
**New CPSE Website**



**Consortium Coordinators'  
Workshop**



**ICMA Presidential Level  
Strategic Partnership**



**CPSE Headquarters  
Office Revamp**

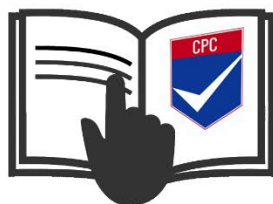
**2018**



**CPSE University Launched**



**Inaugural CFAI Technical  
Reviewer Meeting**



**CPC Peer Reviewer  
Handbook/Training Updated**



**NFPA Fire Analyst Standard  
Development Kickoff**

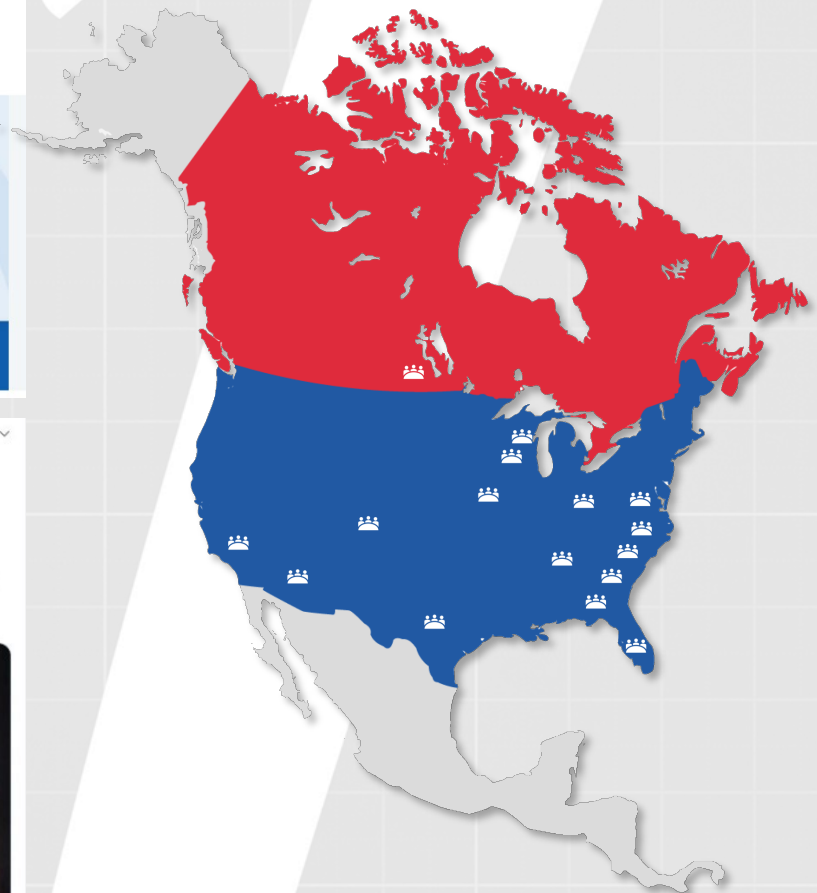
**2019**

## 10<sup>TH</sup> EDITION

### of the Commission on Fire Accreditation International Model

**APPROVED**  
**December 16, 2019**

The 10<sup>th</sup> Edition initiative began in November 2018 when CPSE partners and stakeholder organizations met to conduct an initial analysis of the 9<sup>th</sup> Edition and brainstorm enhancement opportunities. From there, a team of **more than 60 volunteers** comprised of subject matter experts examined the model and provided recommendations to make the 10<sup>th</sup> Edition better aligned with current and projected needs of departments worldwide. CPSE additionally hosted a 9<sup>th</sup> Edition feedback session during the annual Excellence Conference and conducted in-person meetings with 18 consortiums to discuss needs for the new model.



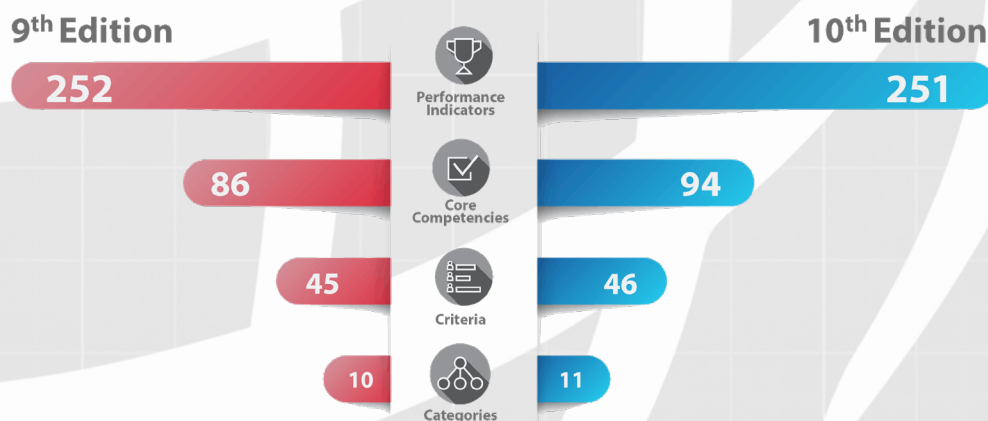
## TIMELINE



Proposed revisions were included in a draft of the 10<sup>th</sup> Edition, which was surveyed through a public comment period with the fire and emergency services community. Key updates were outlined in a recorded webinar hosted by CPSE and included:

- **Minimization of redundancies and increased clarity of accreditation criteria**
- **Removal, revision, and addition of performance indicators and core competencies**
- **Addition of a new Category 11 dedicated to health and safety**
- **Addition of a new criterion for Category 9 that focuses on information technology**

## 9<sup>th</sup> & 10<sup>th</sup> EDITION COMPARISON CHART



Materials and training related to the 10th Edition will be released throughout 2020. The 9th Edition will remain in effect for agencies appearing before CFAI until August 2021. Agencies that come before the commission starting in March 2022 will receive accreditation under the 10th Edition.