

FIRE RESCUE

ALBEMARLE COUNTY

2018 Fall Seminar

Friday & Saturday
October 5 & October 6, 2018

DoubleTree by Hilton Charlottesville

Sponsored by:
Albemarle County Department of Fire Rescue
Recruitment & Retention Committee

www.ACFireRescue.org

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Albemarle County Fire Rescue 2018 Fall Seminar

July 2018

We are pleased to extend an invitation to our 2018 Fall Recruitment Seminar, held at the DoubleTree by Hilton on 5 and 6 October 2018. Seminar will run 0930-1730 hours on Friday, 5 October and from 0830-1145 hours on Saturday, 6 October. Registration will begin at 0900 hours on Friday, 5 October 2018 and at 0830 hours on Saturday, 6 October 2018.

Pre-registration is required, and the deadline for the seminar registration is 28 September 2018. To register, complete the Fall Seminar Application. Albemarle County personnel must register through his/her station-training officer. The participant's non-refundable registration fee of \$ 15 (complete seminar), \$ 10 (Friday only) or \$ 5 (Saturday only) is required with submission of the registration form. The fee includes breaks on Friday and Saturday, lunch on Friday, and reception Friday evening.

During your stay in Albemarle, we encourage you to experience all that Jefferson's country has to offer. Additionally, we invite you to visit any one of our fire rescue stations, and please do not hesitate to call on any of our staff members for assistance of any kind. *Training rocks*; so, we hope to see you in October in the beautiful Piedmont of Virginia.

Best regards,

A handwritten signature in black ink, appearing to read "Dan Eggleston", is written over a light gray rectangular background.

J. Dan Eggleston
Chief



Albemarle County Fire Rescue 2018 Fall Seminar

EDUCATIONAL AGENDA
FRIDAY, 5 OCTOBER 2018

TIME	EVENT SCHEDULE	LOCATION
0900 – 0930	Registration	Lobby
0930 – 0945	Opening ACFR R&R Committee	Albemarle Room
0945 – 1100	Diversity Recruitment for a Combination Fire/EMS Agency Chief John S. Butler	Albemarle Room
1100 – 1115	Break	Montdomaine Room
1115 – 1230	Public Relations and Social Media Dave Iannone	Albemarle Room
1230 – 1315	Lunch	Gallery AB
1315 – 1430	Learning to Lead Thumb Talkers Chief Bryan Riebe	Albemarle Room
1430 – 1445	Break	Montdomaine Room
1445 – 1600	Shakers Chief Donna Black, Karen McQuaid	Albemarle Room
1600 – 1615	Break	Montdomaine Room
1615 – 1730	Family Minute (Lessons Learned) TBD	Albemarle Room
1730	Reception	Gallery AB



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EDUCATIONAL AGENDA
SATURDAY, 6 OCTOBER 2018

TIME	EVENT SCHEDULE	LOCATION
0830 – 0900	Registration	
0900 – 0930	Opening	Albemarle Room
0930 – 1030	Keeping the Best: How to use EMS Retention Principles Volunteer Recruiter David Tesh and Chief John Bianco	Albemarle Room
1030 – 1145	Recruitment & Retention Roundtable	Albemarle Room



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Diversity Recruitment for a Combination Fire/EMS Agency:

The demographics of the fire service is ever changing, and in any healthy industry, a diverse workforce is essential to remaining progressive and thriving. Increasing diversity and inclusion in a combination fire and EMS agency has its unique challenges. This presentation will focus on diversity recruitment for a combination Fire/EMS agency. By the conclusion of the presentation, attendees may have a better sense of how to transform their agencies into a more inclusive environment, where individuals are valued for their talents and empowered to reach their fullest potential.

John S. Butler
Fire and Rescue Chief
Fairfax County, Virginia

Family Minute:

Balancing our family obligations with our participation in our emergency organizations can be difficult for most of us. Many folks have developed their own methods of determining how to share their time between what they love, volunteering, and who they love our families. This panel will discuss different examples of finding that balance. Come listen AND share ideas on how to make life easier. This information not only is helpful for attendees, but for you to share with those who are struggling to find this balance back at your organizations.

Keeping the Best: How to use EMS Retention Principles:

This is an engaging training that focuses on ways to improve retention efforts for fire and rescue departments. Ways to create an enthusiastic work environment, boost member's self-esteem, and provide meaningful activities, and personal development are all discussed. Four key principles are presented: The Life-Cycle Principle, The Belonging Principle, The Success Principle, and The Friends and Family Principle.

David Tesh
Volunteer Recruitment and Retention Officer
Chesterfield Fire and EMS (VA)

John Bianco
Division Chief
Virginia Beach Department of Emergency Medical Services (VA)



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Learning to Lead Thumb Talkers:

Is your fire department staffing comprised of participant trophy wonders? Can your new recruits be defined by their crooked neck appearance? Are your instructors corrected by multi-tasking, personal communication device toting Millennials? Come be a part of this presentation, as Bryan shows how to crack the code of modern generational difference factors by recognizing problems, identifying weaknesses, listing options, determining best responses, implementing and testing decisions.”

Bryan Riebe
Recruitment and Retention Coordinator
South Carolina State Firefighters' Association

Public Relations and Social Media:

The majority of citizens we serve and those we hope will join communicate day to day through social media. As leaders many of us don't have the skill set to maintain our department's social media activities. One of the beautiful things about social media is how easy it is to use and how easy it makes communications. This presentation will discuss what you ought to be thinking about to get the most out of your social media activity and how to become more confident in your social media abilities.

Dave Iannone
Co-Founder
First Arriving

Recruitment & Retention Roundtable:

Join in on this open discussion of what's happening across the Commonwealth and the Nation with recruitment and retention. Lots of individuals and organizations are using high impact, low cost, efforts to increase their recruitment efforts and outreach. This is a great opportunity to see what others are doing and to let others know what works for you.

Shakers – A Guided Discussion:

This facilitated discussion will involve all participants in an open forum environment. Facilitator will work with the participants to develop a list of subjects relevant to today's fire service. The group will discuss the various "hot topics" and share information on successes, challenges and best practices. Come and join the group of fire service Shakers and learn from the real-world experiences of your peers and colleagues.

Donna Black, EFO, CFO
Fire Chief
Duck Fire Department (NC)

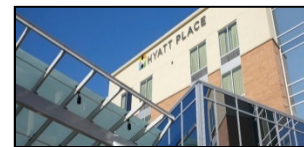


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Karen McQuaid
Volunteer Programs Manager
Loudoun County Fire and Rescue (VA)

LODGING

- **DoubleTree Hotel¹**
www.doubletree3.hilton.com
990 Hilton Heights Road
Charlottesville, VA 22901
Voice: 434.973.2121
FAX: 434.978.7735
- **Hyatt Place - Charlottesville**
www.hyatt.com
2100 Bond Street
Charlottesville, VA 22901
Voice: 434.995.5200
- **Holiday Inn**
www.holidayinn.com
1901 Emmet Street
Charlottesville, VA 22901
Voice: 434.977.7700
FAX: 434.244.9968
- **Homewood Suites by Hilton**
2036 India Road
Charlottesville, VA 22901
Voice: 434.244.6200
FAX: 434.244.6161



¹ Block of Standard Rooms - \$ 149 + tax nightly rate – Group name is Albemarle County Fire & Rescue Recruitment & Retention Seminar



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USEFUL WEBLINKS

To make the most of your visit to the Albemarle County & Charlottesville area, we are pleased to refer you to the following websites:

- Albemarle County (www.albemarle.org)
- Albemarle County Department of Fire Rescue (www.ACFireRescue.org)
- City of Charlottesville (www.charlottesville.org)
- University of Virginia (www.virginia.edu)
- ACAC Fitness & Wellness Centers (www.ACAC.com)
- The Daily Progress (www.dailyprogress.com)
- NBC 29 (www.nbc29.com)
- CBS 19, FOX 27, & ABC 16 (www.charlottesvilleneplex.tv)
- C'ville Weekly Newspaper (www.c-ville.com)
- The Hook Weekly Newspaper (www.readthehook.com)
- The Cavalier Daily (www.cavalierdaily.com)

REGISTRATION

1. Pre-registration is required.
2. The deadline for school registration is Friday, 28 September 2018.
3. Albemarle County personnel must register through his/her station-training officer.
4. To register, complete the Registration Application (next page).
5. Include the non-refundable registration fee (\$5/\$10/\$15) made payable either by check or credit card.
6. If paying by check, please make it out to County of Albemarle and send in with the registration form.
7. Mail registration and fee (check or mark paid with credit card) to:
County of Albemarle
Department of Fire Rescue
460 Stagecoach Road, Suite F
Charlottesville, VA 22902-6489
8. Credit cards are accepted for registration payment. Go to this site <https://www.albemarlecountytaxes.org/payments/default.aspx>.
9. Select Other as type and add a note of 2018 Fall Seminar.
10. For more information, please visit www.ACFireRescue.org, e-mail tyoder@albemarle.org, or call 434.296.5833.

