

Kevin S. Gordon, MFPA, EFO, CFO, CTO, CEMSO, MIFireE

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Dedicated Emergency Manager, Deputy Fire Chief, and Volunteer Fire Chief with a proven history of providing strategic direction, operational management, best practices, and service excellence.

Led and organized operations including 1,207 personnel of division chiefs, battalion chiefs, captains, engineers, firefighters, and support staff. Exceptional industry knowledge, dedicated to ensuring equality for all, collaborating cross-functionally with teams, community, and government entities to ensure ongoing technical and industry training. Provide strong fiscal management. Recognized as an honest, fair, and consistent leader with extensive senior leadership roles. Well known as being politically astute and a contributor to the advancement of the profession. Successful track record includes serving as Chair of the Joint Legislative Committee for the NC State Firefighters' Association (NCSFA) and the NC Association of Fire Chiefs (NCAFC) for five years, instrumental in passing key pieces of legislation which became North Carolina Session Law.

Core Competencies

Leadership | Command Presence | Strategic Planning | Emergency Management | Public Safety | Best Practices Training & Development | Community Involvement | Operational Activities | Policies & Procedures | Fire Policy | Courage to Lead | Legislation | Rapport Building | Ethics | Collaboration | Sound Fiduciary | Rescue | HazMat Facilities Management | Budgeting | Administration | Human Resources | Hiring | Program Improvements Analysis | MS Office Suite | PeopleSoft | Clarity | Fire Records Management | SQL Reports | Adobe | SharePoint

Key Accomplishments

Leadership/Administration: As Deputy Fire Chief, support the Charlotte Fire Department's and City of Charlotte's mission and vision, the Strategic Operating Plan, Community Investment Plan, and Community Safety Focus Area Plan. Provide leadership, training, and support to 1,207 employees. Leadership philosophy includes leading by example; taking actions that are honest, fair, ethical, and appreciation for roles throughout all levels.

Legislation/Collaboration: Invested 1,000+ hours and upward of 25 trips across North Carolina to speak with Fire Departments, at Fire Association meetings, discussions with legislators, research with Fiscal Research Staff, and meetings with General Assembly committees in Raleigh during the Short Session of 2016 to champion the legislation changing the NCSFA name.

Training: As Chief of Training, created and administered ongoing technical and tactical training and professional development to ensure the department is best equipped to handle emergencies and all fire department related matters. Ensured accurate and effective training protocols and procedures through continual learning, committee/board appointments and industry leadership roles, and personal acquired certifications.

Professional History

Director of Emergency Management and Fire Services | Gaston County | Gastonia, NC | January 06, 2020 – Present

Since January 06, 2020, have served as the Director of Emergency Management and Fire Services.

Deputy Fire Chief | Charlotte Fire Department | Charlotte, NC | February 27, 1991 – 2018

Served twenty-eight years as a member of the Charlotte Fire Department, starting career as Fire Fighter and advancing to Relief Fire Captain; Fire Captain-Training Officer; Fire Captain-Haz-Mat Team; Relief Battalion Chief; Chief of Training, Deputy Fire Chief – Fire Administration, Deputy Fire Chief – Personnel Administration, and with a final assignment as Deputy Fire Chief – Business Administration.

Deputy Fire Chief | July 2015 – 2018

- Oversaw budget, providing guidance and fiscal operations management; FY16 for \$115M and 1167 full-time equivalent (FTEs), FY17 for \$119M and 1187 FTEs, \$124M and 1208 FTEs in FY18, and \$127M and 1207 FTEs in FY19.
- Demonstrated leadership to colleagues and provided administrative, financial, and operational guidance to fire administration, fire recruitment, human resources, fire logistics, fire investigation, fire communications, information technology, emergency management, fire prevention, fire training, special operations, rescue, fire suppression, first responder medical service, public information office, and community involvement.
- Continually improved response times; providing additional resources to growing areas through adding 47 new positions over two budget cycles; added a ladder at Station 28 and another engine at Station 42. Obtained three new Battalion Chiefs for Operations, a Rescue Coordinator, and an ARFF Coordinator.
- Established the following: a Planning Section within Fire Department Administration (FDA); included 3 additional FTEs, a Public Information Section within FDA; included 3 additional FTEs; a Recruitment Section within FDA included 2 additional FTEs, and a Health and Safety Section within FDA; included 2 additional FTEs and NFPA 1582 physicals for all personnel assigned to Fire Department Operations.
- Wrote, submitted, and administered 16+ grants to date under the Federal Emergency Management Agency's Assistance to Firefighter Grants Program, resulting in \$6.5M in funding for apparatus, facilities modification, personal protective gear, breathing apparatus, and other firefighting equipment.

Chief of Training | January 2007 – July 2015

Battalion Chief | January 2005 – January 2007

Fire Captain | January 1998 – January 2005

Fire Fighter | February 1991 – January 1998

Fire Chief | Waco Community Volunteer Fire Department | Waco, NC | July 1991 – July 2017

Since May 25, 1984, have served as a member of the Waco Community Volunteer Fire Department in Cleveland County, as Fire Chief from July 1991 until July 2017.

- Administered the transition of the Waco Community Volunteer Fire Department from volunteer to a combination fire department. A FLSA compliant program began July 01, 2017 paying stipends to volunteers and paid day-time firefighters.

- As the Chair of the Cleveland County Fire Commission, through extensive efforts, education, application of pertinent data, and presentations successfully secured proper funding level for the County's 12 fire departments, from the Board of County Commissioners (BOCC). In May 2017, the Fire Commission implemented daytime staffing of all the County's 12 fire departments to reduce response times and provide effective fire protection for the citizens.
- Supported, served, and provided leadership to the Waco Community Volunteer Fire Department currently as an Assistant Fire Chief, Chair of the Board of Directors, and Chair of the Board; Local Relief Fund Board.

Education

Master's, Fire Protection and Administration, University of North Carolina at Charlotte, Charlotte, NC, 2014
Executive Fire Officer Program, National Fire Academy, Emmitsburg, MD, 2004
Bachelor's, Fire Science, University of Maryland, Adelphi, MD, 2000
Associate, Fire Protection Technology, Central Piedmont Community College, Charlotte, NC, 1998

Professional Credentials

Chief Fire Officer (CFO), Commission on Professional Credentialing, 2009 – present
Chief Training Officer (CTO), Commission on Professional Credentialing, 2012 – present
Institution of Fire Engineers (MIFireE), 2012 – present
Chief EMS Officer (CEMSO), Commission on Professional Credentialing, 2015 – present

Awards & Honors

Volunteer Fire Chief of the Year, North Carolina Association for Fire Chiefs, 2013
Volunteer Fire Chief of the Year, IAFC, Southeastern Association for Fire Chiefs Fire Chiefs, 2014
North Carolina State Firefighters' Association, Honorary Life Member, 2016
Fire Chief Emeritus, Waco Community Volunteer Fire Department, 2017
North Carolina Association of Rescue and EMS, Lifetime Member, 2018
North Carolina Association of Fire Chiefs, Lifetime Member, 2018
North Carolina Society of Fire / Rescue Instructors, Legacy Award, 2019

Affiliations

Chair of the Joint Legislative Committee for the NCSFA and the NCAFC, 2013 – 2017
Charlotte Firefighters' Retirement System, Elected Trustee, 2005 – 2018
North Carolina State Firefighters' Association, Executive Board Member, 2010 – 2017
North Carolina Association of Rescue and EMS, Director, 2010 – 2018
North Carolina Fire and Rescue Commission, 2011 – present
North Carolina Fire and Rescue Commission's Certification Board, Board Chair, 2011 – present
Local Governmental Employees' Retirement System, 2013 – present
Fire and Rescue Pension Fund Advisory Panel, 2014 – present
North Carolina Association of Fire Chiefs, 2nd Vice President, 2016 – present
North Carolina State Firefighters' Association, Past President

ADDENDUM:

Chair of the Joint Legislative Committee for the NCSFA and the NCAFC from 2013 – 2017

Pieces of legislation which became Session Law for North Carolina are as follows:

- Senate Bill 869 through the 2013 Legislative Session: Removed the one-year requirement and makes firefighters or rescue squad workers **eligible for disability benefits on the first day of employment** for any disability occurring while in the actual performance of duty.
- House Bill 1034 through the 2014 Legislative Session: Amended the NC Fire and Rescue Pension Fund to **allow payment of monthly benefits at age 55 with 20 years of service, despite continued paid employment as a firefighter or rescue squad worker**. Prior to House Bill 1034 there was an occupational prohibition that treated paid firefighters differently than their volunteer counterparts.
- House Bill 698 through the 2014 Legislative Session: Authorizes **criminal history checks for current volunteers or paid fire department personnel and emergency medical services personnel**, established the urban search and rescue program, and the urban search and rescue team advisory committee.
- House Bill 1030 through the 2015 Legislative Session: Amended the State of NC Line of Duty Death (LODD) **benefit to include cancer as an occupational disease**. House Bill 1030 included mesothelioma, testicular cancer, and intestinal cancer. The 2018 Legislative Session included three additional cancer types to the LODD benefit was authorized as part of the 2018 state budget bill.
- Senate Bill 99 through the 2015 Legislative Session: Established a definition of firefighter for purposes of the local firefighters' relief fund, the statewide firefighters' relief fund, the state fire protection grants fund, volunteer safety workers assistance, and the rescue squad workers' relief fund. **Prior to this statute change, "firefighter" was NOT clearly defined in North Carolina General Statutes.**
- Senate Bill 886 through the 2016 Legislative Session: Added language that **provides survivorship benefits for a member killed in the line of duty for the NC Firefighters' and Rescue Squad Workers' Pension Fund** and requires the LGERS Board of Trustees to develop a **State Contribution Rate Stabilization Policy** for the NC Firefighters' and Rescue Squad Workers' Pension Fund.
- House Bill 19 through the 2016 Legislative Session: Changed the name of the North Carolina State **Firemen's** Association to the North Carolina State **Firefighters'** Association (NCSFA). It authorized the association to amend its corporate documents to correct the association's name by making the appropriate filing with the Secretary of State. **Changing the name of the Association had been attempted 10+ times over the 129-year history; this name change is appropriate and a symbol of inclusion for all NCSFA members. The name was successfully changed during my tenure as President of the NCSFA.**