



# Panel Questions

NATIONAL CAPITOL REGION  
FIRE & EMERGENCY RESPONSE ANALYSTS SYMPOSIUM

# FESA APPLICATION: INSIDER TIPS

## PANELIST & MODERATOR



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## FESA Application: Insider Tips

1. Is the Fire and Emergency Services Analyst (FESA) designation open to all ranks?
2. What technologies does this certification cover?
3. Can you offer guidance on response phrasing, specifically where skills are supported by experience rather than education.
4. What did you feel was the biggest “stretch” you made in applying experience to a particular competency.
5. What is the review process like once you’ve submitted your application?
6. How has achieving the FESA designation directly improved your work or role in your department?



# ONE-TWO PERSON DATA POWERHOUSE PANELIST & MODERATOR



Henry Charles  
Loudoun County Fire & Rescue



Lucas Lyons  
Charlottesville Fire Department



Melissa Heiderman  
City of Manassas Fire & Rescue



Ryland Kendrick  
Stafford County (VA) Fire & Rescue

## One-Two Person Data Powerhouse

1. Have you dealt with a centralized IT department that serves your whole City/County? What kind of struggles have you had in building that relationship? What do you do when IT limits access to your own data?
2. When you are working with datasets that have limited guidance documents (i.e., no data dictionary or database diagram), how can you fill in those gaps?
3. How do you educate operations on the difference in the roles of analysis professionals and IT professionals? How do you teach them how to better take advantage of your abilities given the limitations of your shop?

## One-Two Person Data Powerhouse

4. What has been your most indispensable resource or training (tools, people, websites) when working out of a smaller shop?
5. What is your "typical" daily/weekly battle rhythm? What's the best way to evaluate your capabilities and manage scope?
6. How do you manage work/life balance to avoid becoming overloaded/burnt out? What techniques do you use to prioritize analytical duties over "other duties as assigned"?
7. Are there best practices (or should we write them) advising on the organization and provision of mapping or other data?

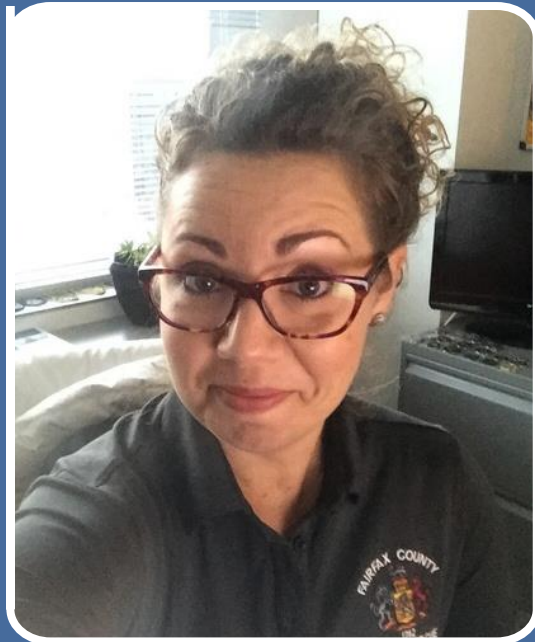
## NERIS Conversation

1. Where can I find the fields that NERIS will include?
2. Will NERIS be the new “system of record” for my agency’s fire report data?
3. How will I access my pre-NERIS data if I don’t and RMS or my RMS vendor changes?
4. Will NERIS incident data be geocoded?
5. How will unit narratives be handled in NERIS?



# HIRING 101: CODE TO BUILDING THE BEST TEAM

## PANELIST & MODERATOR



Jessica LeBlanc  
Fairfax County Fire & Rescue



Travis Preau  
Loudoun County Fire & Rescue



Rob Frampton  
Salisbury (MD) Fire Department



Melissa Schulze  
Montgomery County (MD) Fire & Rescue



## Hiring 101: Code to Building the Best Team

1. Many social science majors bring skillsets that fit well within modern fire departments--experience considering vulnerable populations, awareness of how built environments and development patterns will impact FD operations, and a 'big picture' perspective that comes with a tendency to ask why and dig deeper into what data and statistics tell us after models and calculations spit out an answer. When you created a job listing for an analyst, how did you widen the net with your qualifications & requirements to attract applicants outside of traditional STEM fields?

## Hiring 101: Code to Building the Best Team

2. What are the key characteristics and skillset you look for if you are hiring for the "full stack analyst" - someone who understands how to create valuable insights from raw data and who has a solid business understanding to build impactful solutions?
3. What kind of technical questions do you look for candidates to be able to answer?
4. How do you screen candidates for their critical thinking skills?
5. If you have previous experience generally in data analytics, how do you get involved with current/future fire service projects?

# AI IN ACTION: WHAT'S NEXT?

## PANELIST & MODERATOR



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IAFC



Nate Wentland  
Loudoun County DIT



John Hanke  
Fairfax County Fire & Rescue



John Morrison  
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## AI in Action: What's Next?

1. What is artificial intelligence and what does it mean to the fire service?
2. What tips or best practices do you have for using AI to make data collection, analysis, and visualization more automated?
3. Are there any real-world examples you can point to for small-language-model or other localized AI deployment approaches that you feel are best suited to the problems that we face as local government - namely, harmonizing disparate data for plain language query that business users can easily adopt?
4. What sort of work do you do to prevent misuse of AI?
5. Where would you tell someone new to start?