

JONATHAN MCMAHAN

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RELEVANT EXPERIENCE

Fire Chief College Station Fire Department 2017-2020

I served as the Fire Chief for the City of College Station, Texas for 3 years. The College Station Fire Department is an all-hazard, ISO Class 1, CFAI Internationally Accredited Agency. I oversee 161 employees and manage a budget of 20 million dollars. During my 3-year tenure as Fire Chief, the College Station Fire Department reached several milestones.

Some of these include:

- ☐ Reclassification from ISO Class 2 to ISO Class 1
- ☐ Perfect score on 2 CFAI Annual Accreditation Reports
- ☐ Implemented 2018 International Fire Code
- ☐ Awarded a FEMA AFG Grant for \$286,690.64 for training and equipment
- ☐ Awarded a FEMA SAFER grant for \$911,476.50 for firefighter staffing
- ☐ Restructured command staff and administration staff
- ☐ Partnership with Texas A&M Forest Service TIFMAS division
- ☐ Increased ambulance revenues by over \$1,000,000.00
- ☐ Implementation of a Fire Department Community Driven Strategic Plan
- ☐ Implemented Blue Card incident command system
- ☐ Implementation and refinement of Tritech CAD system
- ☐ Local, regional, state, and national partnerships formed
- ☐ Implementation of a systems approach that encourages data-driven decision making
- ☐ Key stakeholder in City wide comprehensive planning process
- ☐ Quick Response Squad concept implementation, reducing overall operating costs
- ☐ Programs established to reduce occupational exposure to toxins
- ☐ Enhancements to NFPA 1582 annual physicals resulting in early detection of cancer and heart disease
- ☐ Moved Community Risk Reduction into a stand-alone division, resulting in 18,000 customer contacts per year, and numerous new community risk reduction programs
- ☐ Realigned hiring process to reduce cycle time and expedite onboarding
- ☐ Implemented a candidate satisfaction index and associated survey targeting all applicants to ensure that recruitment efforts are yielding the desired results
- ☐ Put a plan into action focusing on professional development and succession planning, focusing on core competencies of fire operations, EMS, and leadership
- ☐ Honed All-hazards response plan to eliminate redundancy and correct weaknesses
- ☐ Improved internal and external stakeholder communication
- ☐ Strengthened relationship with police department; sent 4 fire department SWAT medics to obtain peace officer certification

Since my humble beginning in the fire service in October 1989, I have spent my entire adult life as a fire and EMS provider, leader, mentor, and problem solver. In recent years, I have earned the designations of Executive Fire Officer from the National Fire Academy as well as Chief Fire Officer and Chief Medical Officer Designations from the Commission on Fire Officer Designation. Currently, I am conducting research for my Doctoral dissertation, focusing on the effects that the CPSE Chief Fire Officer Designation program has on the professional advancement of credentialed fire officers.

As the College Station Fire Chief, I was responsible for leading, planning, organizing, establishing organizational strategy, and modeling values while directing all fire department activities including fire operations, fire prevention, emergency medical services, stakeholder presence in a regional EOC, and supervision of EMS billing. I prepared the annual budget, which is approximately \$20 million dollars. I was responsible for the life safety of 125,000 citizens, millions of visitors, and 65,000 students over an area of 50 square miles. The College Station Fire Department has an ISO Class 1 rating, and the department is Internationally Accredited by the Center for Fire Accreditation International.

I was responsible for the leadership of 6 fire stations, 161 personnel, and 6 divisions: Administration, Operations, Prevention, EMS, Finance, and Organizational Resources. The Administration is further broken down into 8 sections including, Training, Billing, Disaster Preparedness, Personnel, Fleet Maintenance, Facilities, Airport, and Special Operations.

Additionally, I established the mission, vision, and goals while maintaining all policies and procedures. As Chief Administrative Officer of this all-hazards fire protection agency, I was fully responsible for all emergency services and programs. My main areas of responsibility are in the following broad categories:

Government and Administration · Assessment and Planning
Goals and Objectives · Community Partnerships
Financial Resources · Physical Resources
Human Resources · Essential Resources
Training and Competency · Organizational Development

My strengths as fire chief are in human behavior, leadership, strategic assessments, and stakeholder relationships, both internal and external. I have a diverse skillset involving labor relations; during my 6-year tenure as fire chief, I collaborated with three separate IAFF bargaining units. I value relationships and understand that fire departments cannot operate entirely by a spreadsheet; qualitative relationships and community support are as important as quantitative analytics. I believe in deliverables—problem solving must have metrics in place to determine effectiveness from the field to city hall. Positive outputs result in positive outcomes.

Fire Chief / Regional Director Rural Metro Fire Department Tucson, AZ 2013-2017

From 2013 to 2017, I was the Fire Chief and Regional Director for Rural Metro Fire Department and Southwest Ambulance consolidated operations in Pima and Yuma County, Arizona. The consolidated operations responded to 90,000 calls for service in 2016 and transported 78,000 patients.

As Fire Chief I was responsible for leading, planning, organizing, establishing organizational strategy, and modeling values while directing all fire department activities including fire operations, fire prevention / community risk reduction, emergency medical services, stakeholder presence in a regional EOC, and a regional EMS billing program. As Fire Chief/Regional Director for Rural Metro I prepared the annual budget, which was approximately \$90 million for both Pima and Yuma Counties. I was responsible for the life safety of one million citizens over an area of 141 square miles of fire protection and 308 square miles for EMS service in Pima County alone. The fire service area has ISO ratings ranging from 2 to 5, and a fire protection/life safety cost of \$0.19 per square foot.

I oversaw 3 Assistant Chiefs, 3 Deputy Chiefs, 2 full-scale community risk reduction divisions, and a dispatch center that dispatches for several other agencies and was a primary and secondary PSAP. I was also in charge of the ambulance division that provided service with 35 ambulances daily, providing ALS, BLS, and critical care/RN transports in emergent and non-emergent settings.

I was responsible for the leadership of six major divisions: Administration, Operations, Prevention, EMS, Finance, and Organizational Resources. The Administration is further broken down into seven sections including, Training, Billing, Disaster Preparedness, Personnel, Fleet Maintenance, Facilities, and Special Operations.

Pima and Yuma County Fire Departments operate out of 14 fire stations, capable of responding with 14 Engine Companies, 2 Truck Companies (all ALS), 3 Type 6 and Type 3 Wildland Engines, 7 Water Tenders, 1 Heavy Rescue Unit, with Regional TRT and Hazmat team assets, 2 Hazardous Materials Units (1 in Pima and 1 in Yuma County), and 10 ALS Ambulances. I was also responsible for our Metropolitan Medical Response System (MMRS), a FEMA asset, with members trained to operate the decontamination and mass casualty components of the MMRS. In addition, we had 2 Quick Response Vehicles, and an All Risk Command Vehicle. The QRV concept produced enhanced service delivery to residents while lowering overall operating costs.

OTHER RECENT POSITIONS HELD

Cy Fair Fire	Houston, Texas	Captain, Special Operations	2017 to current
Texas A&M University System		Professor, School of Business	2018 to current
Rural Metro FD, Tucson, Arizona		Fire Chief	2013 to 2017
Rural Metro FD, Tucson, Arizona		Battalion Chief	2011 to 2013
Rural Metro FD, Tucson, Arizona		Captain/Paramedic	2009 to 2011
Rural Metro FD, Tucson, Arizona		Engineer/Paramedic	2005 to 2009
Rural Metro FD, Tucson, Arizona		Firefighter/Paramedic	2003 to 2005

EDUCATION

Organizational Culture	Grand Canyon University	PhD (in process)
Executive Fire Service Leadership	Grand Canyon University	2012 Masters
Public Safety & Emergency Mgmt.	Grand Canyon University	2010 Bachelors
Fire Science	Pima Community College	2008 Associates
Paramedicine	Pima Community College	2008 Associates

SUMMARY OF PROFESSIONAL QUALIFICATIONS

EFO Graduate	National Fire Academy	2014
MIFireE	International Institution of Fire Engineers	Current
CEMSO Designation	Center for Public Safety Excellence	Current
Chief Fire Officer Designation	Center for Public Safety Excellence	Current
Certified Fire Executive	Texas Fire Chief's Academy	2018
Captains Certification FO II	Tucson Fire Department	2008
Nationally Registered Paramedic	NREMT	Current/ Recertify 3/2026
Texas Licensed Paramedic	Texas DSHS	Current/ Recertify 2/2029
Texas Master Firefighter	Texas Commission Fire Protection	2017
Head of Department	Texas Commission Fire Protection	2017
HAZMAT Technician	Pro Board / TCFP	2020
Fire Service Instructor I	Arizona State Fire Marshal's Office	2006
Incident Safety Officer	Arizona State Fire Marshal's Office / NFA	2007
Hazmat Incident Commander	Pro Board / TCFP	2020
Fire Service Financial Mgmt.	National Fire Academy	2015
Executive Strategic Planning	National Fire Academy	2016
ICS 100 200 300 400 700 & 800	FEMA	2008
IFSAC Firefighter 1 & 2		2003
IFSAC Fire Officer 1, 2, 3, and 4		2018-22
IFSAC Instructor 1 & 2		2018

IFSAC Instructor 3 / TCFP Master Fire Instructor	2020
IFSAC Driver/Operator, Pumping Apparatus and Aerial Apparatus	2018
IFSAC Incident Safety Officer	2019
Blue Card Incident Command	2012
TEEX Enhanced All-Hazards Incident Management/Unified Command	2019
Pro Board Rope Technician	2022
Pro Board Confined Space Technician	2022
Pro Board Trench Rescue Technician	2022
Pro Board Machinery Extrication Technician	2023
Pro Board Vehicle Extrication Technician	2023
Pro Board Structural Collapse Technician	2025
Pro Board Surface & Swift Water Technician	2025
NWCG Wildland Certs	2018
IAFF Fireground Survival Instructor	2025
NFPA 1041 Live Fire Instructor & Instructor in Charge	2025