

# Scott A. Ehlers

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**Objective:** To be an effective Fire Service Leader by promoting accountability for firefighter safety and performance as well as meeting the needs of the ever changing community served.

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**Strengths:** Over 37 years experience in the Fire Service encompassing traditional structural firefighting, Aircraft Fire & Rescue, Marine Firefighting, Technical Rescue, Hazardous Materials, and Emergency Medical Services for a large municipal metro department and military base.

Over 20 years in supervisory positions with 12 years in upper management involving budgeting, goal setting, labor management, and policy setting.

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**Education:** **University of South Florida - Tampa, FL.**

**B.S. in Industrial Education (April 2001-December 2003)**

Bachelors program through College of Education which is the transfer program from a 2 year degree to a 4 year degree in Fire Science. Program offers numerous courses in Executive Fire Officer Development.

**Hillsborough Community College - Tampa, FL.**

**A.S. Fire Science / EMS (August 1997-December 2000)**

\* Completion of State of Florida Firefighter Certification

\* Completion of State of Florida Paramedic Certification

\* Completion of Executive Fire Officer Program

**National Fire Academy – Emmitsburg, Maryland**

**Executive Fire Officer Program (October 2005 –July 2009)**

\* Completed

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Professional Experience  
and Accomplishments:

**Clearwater Fire & Rescue, Fire Chief**

**Fire Chief (October 2016 - Present)**

Restructured Department

Completed Departmental Organizational Study

**Clearwater Fire & Rescue, Division Chief of Emergency Management**

**Division Chief of Emergency Management (March 2014 – October 2016)**

Accreditation Manager for Clearwater Fire & Rescue's recent successful Accreditation visit – Status still pending from CPSE.

Facilitated Clearwater Community Rating System Emergency Management portion increasing points assessed from 53 to 205 (400% increase).

Facilitated ISO Inspection for Clearwater Fire & Rescue to achieve ISO of 1.

**Tampa Fire Rescue, Assistant Fire Chief**

**Chief of Operations (June 2006 – January 2014)**

Chief of Operations (2<sup>nd</sup> in charge) consisting of 21 Engines, 5 Ladders, & 15 Rescues. Duties include management of 628 personnel, budget, planning of training and company drills, labor management issues, short and long term planning, and incident management support.

Accreditation Manager for Tampa Fire Rescue's successful Accreditation process.

Developed Incident Management Teams to support combat operations.

Authored and awarded DHS Grants - '2008 SAFER' Grant for 36 firefighter positions.  
- '2010 SAFER' Grant for 21 firefighter positions.  
- Fire Station Construction Grant for \$1.6 million.

Developed and instituted all Operational Plans for Superbowl XLIII.

Authored and awarded DHS Fire Station Construction Grant for \$1.6 million.

Departmental Oversight of ISO Inspection which maintained rating of 3 after 44 years.

Developed Fire / Haz Mat / Life Safety Operational Plans for Republican National Convention.

Chairman of Local Emergency Planning Council for Florida District #8.

**Tampa Fire Rescue, Special Operations**

**Division Chief (June 2005 – June 2006)**

Chief in charge of all Special Operations Companies: Marine Units, Water Rescue Team, Dive Team, Urban Search and Rescue Team, Hazardous Materials Team, and Offshore Marine Firefighting Team. Duties include management of over 120 personnel; developing SOG's for Special Operations, planning of training and company drills, budgeting through internal and external sources, and developing working relationships with outside entities.

Planning Chair for Tampa Bay UASI Grant (\$8.5 Million)

Developed first offshore fire fighting team with U.S. Coast Guard for vessel fires in International Water.

Task Force Leader for 2 USAR Teams working in the Biloxi, MS. area after Hurricane Katrina.

## **Tampa Fire Rescue**

### **Firefighter – District Chief (April 1984-June 2005)**

Performed at various progressive levels in fire service response from firefighter to Chief in charge of a geographical area consisting of 5 Engines, 1 Ladder, & 3 Rescues to include Special Operations Companies: Marine Units, Water Rescue Team, Dive Team, and Critical Care Transport Unit. Duties include management of personnel, Work Management Program, planning of training and company drills, and incident management.

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#### **Military Service:**

**United States Air Force – MacDill AFB, Tampa, FL.**

**Aircraft Firefighting and Rescue / Structural Firefighter (July 1979 – July 1983)**

\* Honorable Discharge at Rank of Staff Sergeant

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#### **Professional Certifications:**

**State of Florida Certified:** - Firefighter

- Paramedic

**Center for Public Safety:** - Chief Fire Officer

- Accreditation Manager

**FEMA:**

- Advanced Professional Series for Emergency Management

- ICS 100, 200, 300, 400, 700, 800

**Additional:**

- Hazard Materials Technician

- Technical Rescue Technician

- Tactical Medic

- Other various available upon request

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#### **Leadership Style:**

The following are my professional beliefs and principles which I consider to be important to fully understand my management style.

1. It is important to understand that every organization has a mission. People perform the mission, so that makes people the most important asset to the organization. It is necessary that the people within the organization understand the mission and are able to perform at a high level. It is my job to ensure that this is done.

2. Credibility is a must! To be effective at managing and leading an organization, one must have the respect and trust of their subordinates, peers and supervisors. This is gained by honesty, fairness and being just.

3. Policies and Procedures are needed in all organizations. Standard policies and procedures relieve tension, save time, promote equability, and provide a foundation for quickly integrating new personnel into the organization. They need to be enforceable and enforced.

4. Information is important. It promotes understanding, fosters teamwork, and can provide a sense of urgency when needed. Furthermore when it is disseminated by managers it prevents hard feeling and rumor mills from forming. It is important that a manager not only disseminate information but be willing and available to receive it from his employees as well. Information should be both up and down in the hierarchy of the organization.

5. A leader must still lead and be accountable to the organization.

The bottom line is that it is my responsibility as a manager and leader to uphold and enforce the policies and procedures of the organization. In addition I will create and foster an environment that allows for the employees to complete the mission.