

Licensed Texas Emergency Manager Work Group



Meeting Notes

Tuesday, Sep 24 – Wednesday, Sep 25, 2019

TX A&M Hotel and Conference Center

177 Joe Routh Blvd, College Station, TX

Attendees

Irish Hancock	Hank Lawson	Juan Ortiz	Robert Havens
Gabriela Stermolle	Mark Sloan	Jeff Saunders	Michelle Petraitis
Maribel Martinez	Francisco Sanchez	Ricardo Saldana	Michael Alanis
Robert Newsom	Andy Cardiel	Billy Delgado	Christopher Perkins
Kenny Merchant	Jeff Kelly	Andy Endsley	
David McCurdy	Carrie Reyes	Gary Webb	

Meeting Summary:

1. Last meeting was held on: August 21, 2019
2. Introductions
3. Review and approval of previous meeting's minutes

Notes

1. General Discussion:

- Mission statement: HB 2305 can give the mission. Do we expound upon that? Working group agrees that this is the task given. What is needed is something more concise than reading the bill.
 - o Motion made to use opening paragraph in subcommittee's recommendation (report) and to adopt into a mission statement. Strike the last sentence. ***TASK ITEM***
- Licensing vs. credentialing: Subcommittee discussed the issue. HB 2305 uses credentialing language. Conflict with the name of committee as Licensed Texas Emergency Management Committee.
 - o Licensing is required. Fees, criteria, etc.
 - o Credentialing is voluntary
 - o What is the intent of the bill? To have EMCs in the state fully qualified to be a Texas emergency manager. The recommendation of the committee is to ensure emergency management professionals (rural, urban, frontier) have the foundation and/or minimum skillset. The terminology the committee settled on is **skillset** not licensed or credentialed as it is too loaded an issue.
- Three recommendations:

- Intent of bill. TDEM needs to develop training that is necessary. Refer to recommendations from the LTEM subcommittee.
- Who should have an EMQ (EM Qualification). Should it be the entire staff?
- Who is on the 147- should be the person on that form
- Punitive actions if personnel do not complete on time
 - Committee agreed to table the discussion of punitive action if the requirements are not met within a certain timeframe as that responsibility will fall to Chief Kidd or the legislature, but to only give recommendations to TDEM if the person fails to meet the timeframe for obtaining the EMQ. Recommendation is to table the consequence discussion until it's established that the EMQs are developed.
- Piecemeal and evolution approach to the requirements. We cannot ask all EMCs to obtain all training in a short amount of time. The change has to be slow moving and sensitive to the fact that not all EM programs have large staff.
- Concern about the intent of the legislature:
 - Concern that the legislature is involved and the perception that emergency managers have failed.
 - Concern that the legislature will make the determinations.
 - The committee looks at where the initial failures occurred during Harvey.
 - The entire state is affected now not just the Harvey affected jurisdictions.
 - Qualifications need to be obtainable. There has to be a balance.
 - The door cannot be left open in regards to the legislature- there must be parameters developed by this committee. This committee has the ability to drive it.
 - The qualifications have to be achievable.
 - 147 question: This committee is looking at the EMC rather than the EMD in the community. Should the onus be on the EMD since they are the one appointing the EMCs? This can be a recommendation to the legislature- but may fall outside of the purview of this committee and its dedication to work with the EMCs.
 - Proposal to present to the legislature an option for licensing and credentialing both to offer clarification on the issue.
 - Project management, effective communication are some baseline recommendations
- Texas Professional Development Series concept proposal.
 - Will need its own sub- committee to flesh out.
 - Identifying who is/are the emergency manager personnel for a jurisdiction
 - Signed TDEM 147 is difficult to obtain from all around the state.
 - Basic level of planning:
 - Plan is for who is a signatory to a plan.
 - Who is on the profile is the level they are recognized at.



- Same on Hazard Mitigation Plan? Subcommittee stated no. Open for discussion.
- HMGP plans are tied to funding does it need to be tied to qualifications?
- Does not apply to being an emergency manager
- WebEOC- too specific.
- Exercise on STAR around the state.
 - Should that be in the basic plan?
 - Not every jurisdiction has access to NWS chat.
- Equivalencies and years in profession used to “test out” CEM and TEM considerations for parity.
- 4 year degrees
- CEM/TEM survey results
 - Money can be an issue for both certifications.
 - TEM does not require degree.
 - Online training is convenient. However, the benefits of face to face training is beneficial to the Texas specific aspect of emergency management.
 - Online fire academies and online peace officers training- but that it is not the bulk (Louie Havens) of what emergency management training is. TDEM used to teach the exercise design and evaluation course. Online or independent study courses impacts the preparedness and readiness in what is offered to emergency managers.
 - There can be a mixed bag especially when considering continuing education.
 - DCs used to teach courses around the state.
 - Bring more options to bring courses to the locals. Rural jurisdictions need the most.
 - Regional and frequent courses.
 - Low turn-out should not cancel courses. It should be irrespective of what is going on in the coastal areas.
- Should these recommendations apply to state entities?
 - Should TDEM develop a similar staff development plan to support the local jurisdictions?
 - Does EMD and EMC expand to state entities?
 - Break out recommendations for state employees, schools, hospitals etc. This group should focus on municipalities and counties initially.

- The personnel being hired will have these qualifications and will inform the type of personnel being hired around the state.
- Training:
 - Two levels of training: Basic and Progressive
 - Build the basic intermediate and advanced planning requirements and build training requirements around that.
 - Tiered approach.
 - Grandfathered in (whoever is in current EMC position)
 - Three hours in an elected officials training is not sufficient.
 - Orientation is not enough. Challenge to getting elected officials into training as it is.
 - Is legislating more training going to work?
 - The outcome of this group is going to affect Chp. 418.
 - Disaster management training from TDEM will that be what is required?
 - EMCs appointed by elected officials have to meet the qualifications.
 - Have to include this into law.
 - Does TDEM have the authority in 418 to license, credential and or qualify emergency management personnel around the state? This committee has the voice to determine what TDEM is going to offer. There will be changes but the basic levels will be static.
 - Look at LE as an example.
 - Basics and then incentivize and encourage others to obtain the levels.
 - Pathway needs to be developed to meet progressive.
 - Is there a way to achieve the progressive for the smaller jurisdictions?
 - Base criteria (Havens) before or within x number of days to achieve basic qualifications.
 - Sloan- achieve basics through ICS online.
- Model around Police/fire and paramedic – there is a risk to this model. It is a bias toward licensing. Also, it misses the overarching picture of emergency management and focuses on response only- leaving out other aspects of EM.
- Scrutiny into the profession may be overreach. Is this a matter of professional self-regulation? EM is closer to city managers than first responders
- EM having self-regulation is not the most effective model for where the current profession lies.
- EM does response well. Recovery and mitigation is what is lacking. Legislation is heavy on recovery acknowledging the failures in Harvey.
- Having some prerequisites in effect to prevent nepotism and other unqualified personnel from obtaining the job.
- Should there be an EM academy? Tabled discussion.
- Mindset of many elected officials- emergency management goes to the back unless there's a disaster.

Licensed Texas Emergency Manager Work Group



- Look at the training in a holistic way. Frame by Preparedness, Response, Recovery, Mitigation.
- Emphasize Texas specific. The state can develop what does not exist: "Texas Specific"
- Preparing Texas can track what is accomplished.
- Identifying which personnel EMD, EMC, EM personnel and break down by jurisdictional size. Have a shadow/field training component.
- TDEM can develop an intro to Texas EM Course.
- Include academia to support the training with a systematic approach.
- Codify the grandfather clause.
- Coursework identified on work group training document (Manny).
- PDS and APDS – which we can "Texify."
- Starting point – having PDS and APDS as a placeholder and have TDEM develop the "academy."
- Keep with the intent of the bill and emphasize the recovery component in the Basic category.
- Continuing education should be incorporated.
- Jurisdiction will decide to what level they are willing to accept an employee.
- CE requirement should be in intermediate/advanced level- will the jurisdiction that accepts the basic level strive for more than that?
- The basic level is the requirement. CE should be every year regardless of level. *** Committee AGREES*** 8 hours per year for all levels.
- Who is going to track it? Add a box to 147 or Preparing Texas.org for tracking(?)
- OTHER REQS:
 - o Formal education requirements
 - o FEMA higher education consortium developed recommendations for core competencies
 - o Wendy Walsh is POC for FEMA
 - o Texas needs to develop DSO training- T-600
 - o AA Degree equates to two years of experience 8 *** Committee vote***
 - o BS- 4 years
 - o MS- 6 years
 - o PhD- 8 years
 - o CEM/TEM equivalencies: ***Proposed*** 150 hours of credit for both applied toward intermediate or advanced. Basic remains the same. Discussion tabled until next meeting ***
 - o Timeline for employee to achieve basic. Committee recommendations:

- Rotating schedule for training provided by TDEM.
- Discussion on expanding the way line staff can achieve credit hours.
- The hours and training requirements from this committee are agreed to only apply to the emergency management personnel mentioned on the TDEM 147.
- Suggest that higher education subcommittee be established to flesh out emergency management degree programs.
- Suggestion to add a line on the TEM 147 for the purposes of this licensing/credentialing.
- Tabled until next meeting: CEMP (core emergency management program)
- Add line in Preparedness Update referring to LTEM progress.
- Add legislative updates on the 44 recommendations and identify all working groups.
- Communications plan for this process to allow input.
 - Develop roll out process, visibility.
- Recommendations due November 2020.
 - Middle of April 2020 final to present at TEMC 2020 and leave for open comment for 60 days.
- Official movement TAC, TML, CoH to be part of the committee. Council accepted. Motion passed.
- ACTION ITEM: Add agenda item that outside input is addressed by the committee at every subsequent meeting.
 - Only put e-mail addresses for contact information (work group members)
 - ***ACTION ITEM*** TDEM will provide synopsis of notes for public consumption.
- Motion passed to change name to "Emergency Management Professional Development Working Group."

Action Items:

1. Revise mission statement to align with subcommittee report.
2. See if TDEM-147 can be modified to include additional EM personnel.
3. Add LTEM/EMPD information to Preparedness Update
4. Add EMC feedback to monthly meeting agendas
5. Next meeting at College Station tentatively scheduled for Oct 29 – 30.

End of meeting