

CHAD COSTA

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A highly competent and proven Chief Officer with 26 years of fire experience. A distinguished record of leading firefighting teams, protecting communities, and collaborating with external fire and police units to develop public safety strategies. Boasts extensive fire safety and prevention knowledge, firefighting techniques, parameter planning, and methodology. Exhibits commendable leadership capabilities and the ability to motivate and manage teams to meet organizational objectives. Demonstrates proficiency in developing comprehensive policies, procedures, and negotiating agreements with external organizations. Adept at conducting inspections and overseeing administrative tasks. Vital board member for multiple community-based organizations, and a community pillar.

KEY QUALIFICATIONS

- Multiple Agency Experience
- Comprehensive Team Management
- Environmental Sustainability
- Recruitment, Retention & Diversity
- Team Acquisitions and Training
- Communication/Interpersonal Skills
- Community Engagement and Holistic Community Development

EXPERIENCE SNAPSHOT

- Consults for multiple community-based organizations, such as the startup tech company, Wildland Firefighting (Perimeter) agency.
- Serves as a vital and influential member of the Board of Directors for the Chamber of Commerce.
- Engaging speaker evidenced through presentations, exemplified at the Emergency Prep Help event, within the Petaluma community.
- Managed teams of up to 65 and a \$21M Budget.
- Invited to speak about leadership strategies at Firehouse Expo, 2021
- Published multiple leadership and fire service articles and podcasts.
- Engage with Executive City, Community, and Political Leaders with policy development and community sustainability.

PROFESSIONAL EXPERIENCE

PETALUMA FIRE DEPARTMENT | Petaluma, CA

2021 - Present

ASSISTANT FIRE CHIEF

Serving as Assistant Fire Chief, initiated a recruitment program for firefighters and had 35 applicants, which led to a dramatic expansion in staff growth. The department is fully staffed and boasts exceptionally high retention rates in part, to a positive work culture, reinforcement, and critical listening strengths. Leads a team of 65 direct reports and manages a departmental budget of \$21M.

- Work collaboratively internally and externally with City, Community, and Political stakeholders.
- Introduced the Paramedic Appreciation program titled, 'Code Save' to offer achievement recognition.
- Partnered with the Petaluma School Safety Committee in meetings to provide information and services focused on school safety requirements, with sound recommendations,
- Established the first Petaluma High School Career Camp and invited juniors and seniors to the station to learn about firefighting careers and other opportunities, which saw 35 attendees. Due to obvious interest, the department has made this a yearly event.
- Championed the Emergency Prep Help emergency tip training session for the elderly and served as an advisor and presenter, striving to serve at least 300 elderly residents annually in this essential training program.
- Holds a seat at the table with the Chamber of Commerce and community businesses, building strong relationships.
- Collaborated with the Fire Chief in a departmental analysis of staffing levels, standards of cover, fire prevention, faculty station compliance measures, and other viable improvements.
- Directs all designated improvements across funding, processes, and procedures, and modernization of the existing fire stations, and oversight of the planning and requirements for a fourth fire station, determined through evaluations and analysis.
- Leadership achievements included: President (Unit 10), City of Petaluma Fire/Police Managers: Advisor, Sonoma County SOP Committee: Co-Lead – Sonoma County Tablet Command Project: and service on the Sonoma County EMS Subcommittee.

PETALUMA FIRE DEPARTMENT | Petaluma,

2019 - 2021

CA BATTALION CHIEF

Communicated and negotiated agreements with surrounding fire departments to eliminate boundaries, so that the closest fire engine would be dispatched to calls for assistance regardless of the department contacted. This process improved previous local-only response calls to expand the borders and provide faster service, a critical achievement for the department and the organization.

- Integral participant in 2019 Russian River Flood Operations as Operations Section Chief with the Emergency Operations Center.
- Lead participant in the 'Target Solutions Electronic Narcotics and Apparatus Checks' program.
- Acknowledged with the 'Firefighter of the Year' award in 2019.

PETALUMA FIRE DEPARTMENT | Petaluma, CA

2014 - 2019

ACTING BATTALION CHIEF (2015 - 2019)**FIRE CAPTAIN (2014 - 2019)**

Managed three Captain-level direct reports and oversaw a team of 20, monitoring a \$100K budget, targeting technology and communications. Serving as a Fire Captain was chosen for an extensive training opportunity through the city of Petaluma, which is only awarded to one firefighter annually. This in-depth training offered exposure to multiple aspects of the city, such as nonprofits and city governmental agencies. It provided committee participation and critical interactions with experts on various levels. Led a team of five direct reports.

- Modernized and integrated a new technology and communication system across the organization, with faster data access, more efficient radio emergency response and interactions, and alerts for emergency response to a firefighter in distress.
- Served on the Active Shooter committee for the city and participated in active shooter policy development solutions designed to save lives and improve response times.

CAL FIRE - Incident Management Team 1 | Petaluma, CA

2022 - Present

OPERATIONS BRANCH DIRECTOR (Type 1, All Hazards, IMT)

- Directed all resources within a geographical area of a wildland fire or any other type-1 level all-risk emergency.
- Deployed to Maui to assist within their County EOC. (Health and Human Services/Medical Branch)
- One of only a handful of local government members within the Operations Section of the Six CalFire Type 1 IMTs.

USFS - CA Interagency Incident Management Team 5 | Petaluma, CA

2018 - 2021

OPERATIONS BRANCH DIRECTOR - DIVISION GROUP SUPERVISOR (Type 1, All Hazards, IMT)

- Managed all resources within a geographical area of a wildland fire or any other type-1 level all-risk emergency.
- Expertly and rapidly responded to multiple large wildland fires throughout the Western United States.

**ADDITIONAL CONTRIBUTIONS: IAFC - CalChiefs Operations Section - Norcal Fire Prevention Officers.
Fire Service Psychology Association**

Earlier Career:

Part-Time Dispatcher - REDCOM Fire/Medical Dispatch, Sonoma County, CA

Firefighter/Engineer/Fire Officer - Sonoma County Fire District, Sonoma, CA

Seasonal Firefighter (3 Seasons) - CalFire, Sonoma, Lake, and Napa Counties, CA

EDUCATION & CERTIFICATIONS

MASTER OF SCIENCE - Fire Executive Leadership (In progress - 2024)

Columbia Southern University

Executive Fire Officer - National Fire Academy

BACHELOR OF ARTS - Emergency Service Management - Homeland Security Certificate

Union Institute & University

ASSOCIATE OF ARTS - Fire Science - Fire Technology Certificate

Santa Rosa Junior College, Santa Rosa, CA

Accredited Chief Fire Officer - Center of Public Excellence

Chief Fire Officer (CPSE) | CSFM Chief Officer | CSFM Fire Officer | CSFM Executive Chief Officer 4A (Human Resources) |

CSFM Executive Chief Officer 4B (Community and Public Relations) | CSFM Executive Chief Officer 4E

(Health and Safety) | C.A. Class C Driver's License (Firefighter Endorsed) | Emergency Medical Technician | Santa Rosa Junior

College Firefighter 1 Academy | ICS 200, 300, 400, 700, 800 | CSFM Firefighter 1 & 2 | CSFM Volunteer Firefighter | Fire

Apparatus Driver/Operator 1 | Rescue Systems 1 and 2 | Fire Control 4 | Low Angle Rope Rescue | Trench Rescue

Confined Space Rescue Operations | Swift Water Rescue Technician | Auto Extrication | Hazardous Materials

First Responder Operations | Weapons of Mass Destruction