

# **Firefighters' and Rescue Squad Workers' Pension Fund**

## **Advisory Panel**

### **Fire & Rescue Squad Association Recommendations**

Director of the Retirement Systems Division	Steve Toole, Chair
State Insurance Commissioner Designee	Rick McIntyre
Paid Firefighter	Kevin Gordon
Volunteer Firefighter	Dean Coward
Paid Rescue Squad Worker	Gary Whithman
Volunteer Rescue Squad Worker	Debbie Poe
Representative from the Public at Large	Johnson Tighman (Rescue) or Ken Mullen (Fire)

November 12, 2013

**NCSFA Officers**

*Tommy Cole*  
*President*

*Chief John Grimes*  
*1<sup>st</sup> Vice President*

*Chief Kevin Gordon*  
*2<sup>nd</sup> Vice President*

*Chief Brian Cox*  
*Piedmont Director*

*Deputy Chief*  
*Barry Overman*  
*Eastern Director*

*Chief Anthony Penland*  
*Western Director*

*Dean Coward, CPA*  
*Treasurer*

*Derrick Clouston*  
*Statistician*

*Chief Phil Welch*  
*Past President*

**NCSFA Office Staff**

*Timothy L. Bradley, FIFireE*  
*Executive Director*

*Edward P. Brinson*  
*Assistant Director*

*Kris Wyatt, IOM*  
*Marketing &*  
*Conference Manager*

*Amy McCall*  
*Accounting*  
*Administrator*

*Sandie Houck*  
*Administrative*  
*Assistant*

Mr. Steve Toole, Director

NC Retirement Systems

NC Treasurers Office, Albemarle Building

325 North Salisbury Street

Raleigh, NC 27603-1385

Dear Steve:

The North Carolina State Firemen's Association is appreciative of the working relationship between your office, our Board, and our membership across the State. Recently our Board reviewed the General Statutes for the newly created Firefighter's and Rescue Workers' Pension Fund Advisory Panel and appreciates the efforts made by you and your staff to improve our pension program. At the NCSFA Board meeting the board members elected to provide recommendations, or nominations, for three of the five appointments being considered by the Local Government Employee Retirement System's (LGERS) Board of Trustees. We have provided a primary and alternate nomination for their consideration in each position representing the fire service and public, and appreciate the opportunity to provide these recommendations. We would appreciate your forwarding it to the appropriate party.

**Paid Firefighter Nomination**

Primary -- Kevin Gordon, Chief of Training, Charlotte Fire Department (*also meets the requirement for one position to be a Trustee on the LGERS*)

Alternate -- Barry Overman, Chief of Inspections, Elizabeth City Fire Department

**Volunteer Firefighter Nomination**

Primary -- Dean Coward, Assistant Chief Balsam Fire Department

Alternate -- Derrick Clouston, Assistant Chief Eastside Fire Department

**Public at Large Nomination**

Primary -- Ken Mullens, Retired NCAFC Director

Alternate -- Paul Miller, Retired NCSFA Director

Please advise if we can provide further input or answer any questions. Thank you for the support of the State Treasurers Office regarding the NC Firefighter's and Rescue Workers' Pension Plan. I have attached resumes for each nominee.

Sincerely,

A handwritten signature in black ink that reads "Tim Bradley". The signature is fluid and cursive, with the first name "Tim" and last name "Bradley" clearly distinguishable.

Tim Bradley, CFO, EFO, FIFireE

Executive Director

cc. Board Members, NC State Firemen's Association

Attachments

**KEVIN S. GORDON**  
1310 Stony Point Road  
Shelby, North Carolina 28150  
(704) 995-3261

**OBJECTIVE**      LGERS Seat – Fire and Rescue Pension Fund Advisory Panel

**EDUCATION**    2012: Chief Training Officer – CPSE

2012: Institution for Fire Engineers – Grade of Member

2012-2013: In-progress -- Masters of Fire Protection and  
Administration

2009: Chief Fire Officer Designation – CPSE

2005: Executive Fire Officer Program – NFA

*Executive Development (2002)*

*Executive Analysis of Fire Service Operations in Emergency  
Management (2003)*

*Leading Community Risk Reduction (2003)*

*Executive Leadership (2004)*

2000: University of Maryland

*Fire Science, B.S.*

1997: Central Piedmont Community College

*Fire Protection Technology, A.A.S.*

1993 - 1998: National Fire Academy

*Community Fire Protection: Master Planning (1993)*

*Fire Command Operations (1994)*

*Leadership and Administration (1995)*

*Hazardous Materials Incident Management (1995)*

*Hazardous Materials Operating Site Practices (1996)*

*Fire Cause and Determination for Company Officer (1997)*

*Training Program Management (1998)*

*Fire Service Course Design (1998)*

1986: Burns High School - Graduated

**EMPLOYMENT EXPERIENCE**

1991 - Present	Charlotte Fire Department
2007 – Present	Chief of Training
2005 – 2007	Battalion Chief
1998 – 2005	Fire Captain
1991 - 1998	Firefighter
1994 - 1999	Cleveland County Emergency Management Fire Service Training Coordinator
1989 - Present	North Carolina Department of Community Colleges Fire / Rescue Instructor
1984 - Present	Waco Community Volunteer Fire Department
1991 – Present	Fire Chief
1989 – 1991	Assistant Fire Chief
1988 – 1989	Training Officer

**CERTIFICATIONS**

1989 – Present	North Carolina Certified – Instructor IV (NFPA 1041)
1989 – Present	North Carolina Certified – Firefighter II (NFPA 1001)
1991 – Present	North Carolina Emergency Medical Technician
1993 – Present	North Carolina Certified – Technical Rescuer (NFPA 1006)
1993 – Present	North Carolina Certified – Hazardous Materials Specialist
1994 – Present	North Carolina Code Officials – Fire Inspector III
1995 – Present	North Carolina Certified – Driver Operator (NFPA 1002)
2001 – Present	North Carolina Certified – Fire Officer IV (NFPA 1021)
2002 – Present	North Carolina Certified – Airport Firefighter (NFPA 1003)

**MEMBERSHIPS / AFFILIATIONS**

**2<sup>nd</sup> Vice President**, North Carolina State Firemen's Association

**Chairman**, North Carolina Fire and Rescue Commission's Certification Board

**Commissioner**, Cleveland County Rural Fire Commission

**Director**, North Carolina Association of Rescue and EMS

**Member**, Elizabeth Baptist Church

**Member**, Local Governmental Employees Retirement System

**Member**, North Carolina Fire and Rescue Commission

**Trustee**, Charlotte Firefighter's Retirement System

**International Fire Chief's Association**

*Southeastern Association of Fire Chiefs*

*Volunteer & Combination Officers Section*

**National Volunteer Fire Council**

**North Carolina Association of Fire Chiefs**

**North Carolina Association of Rescue and EMS**

**North Carolina Society of Fire and Rescue Instructors**

## **Treasurer**



### **Dean Coward**

**Balsam-Willets-Ochre Hill Volunteer Fire Department**

Dean has been a member of the Balsam-Willets-Ochre Hill VFD in Jackson County for 27 years and has been Assistant Chief since 1995. He is a Level II firefighter, medical first responder and also currently serves as chairman of the board of directors. He was elected treasurer of the Western North Carolina Association of Firefighters in 1987 and has served in that position since that time. Professionally, he is a graduate of Western Carolina University and has been a CPA for 28 years. He opened his own public practice in July, 1985 in Sylva, concentrating in the areas of tax, small business services and estate work.

Dean is a deacon at Balsam Baptist Church and an avid outdoorsman.

Kenneth G. Mullen  
4021 Benjamin Court  
Rocky Mount, North Carolina 27803  
Home: (252) 443-2754/Cell: (252) 382-2599

- Personal Information

- Native of Rocky Mount
- Birth date – April 21, 1954
- Married to the former Debbie Dorsey
- Two Children – Shannon and Travis
- Two Grandchildren – Madison and Camryn

- Fire Service Experience

- Firefighter – July 1974 to October 1976
- Fire Engineer – October 1976 to March 1982
- Captain, Supervisor of Training – March 1982 – July 1988
- District Chief of Training – July 1988 to July 1989
- Assistant Fire Chief – July 1989 to September 1998
- Fire Chief – September 1998 to October 2006 - Retired
- Executive Director of North Carolina Association of Fire Chiefs – September 2007 – September 2012 - Retired

- Education

- Graduate of Northern Nash Senior High School
- Associate Degree in Fire Science Technology from Wilson County Technical Institute
- 2000 Magna Cum Laude Graduate of Mount Olive College – Degree in Business Administration with a focus on Management and Organizational Development
- Graduate of the National Fire Academy's Executive Fire Officers Program, Emmitsburg, Maryland
- Graduate Institute of Government's Municipal Fire Administration Program, Chapel Hill, NC
- Graduate Institute of Government's Municipal Administration Program, Chapel Hill, NC
- Graduate of the North Carolina Fire College and Pump School
- Graduate of the North Carolina Rescue College



- Professional Achievement

- Who's Who Among American Junior College Students
- Outstanding Young Firefighter, Rocky Mount Jaycees 1984
- Outstanding Young Firefighter, North Carolina Jaycees 1985
- Who's Who Among Rising Young Americans, 1990
- North Carolina Career Fire Chief of the Year, 2006
- State of North Carolina Order of the Long Leaf Pine, 2012

- Professional Involvement

- Appointed Lead Instructor for Firefighting Skills at NC Fire College, 1984-1993
- Appointed to the Committees to develop Standards for North Carolina Fire Service Instructors and Firefighter Certification
- Advisory Board Member and Instructor for North Carolina's Unified Command and Control Program
- Advisory Board Member for Wilson Technical Community College's Fire Science Program and Nash Community College's Emergency Preparedness Program
- Fire Science Joint Curriculum Advisory Board for Fayetteville State University
- Development Committee for the North Carolina Executive Fire Officer's Development Program
- Governor's Appointee to the Member North Carolina Code Qualifications Board - 2007 - Present
- Member - Advisory Board UNC Jaycee Burn Center

- Community Involvement

- Member of Englewood Baptist Church -- Serve as Deacon in Family Ministry
- Past Involvement with the Rocky Mount/Nash County Chapter of the American Red Cross
  - Board of Directors
  - Blood Committee
  - Disaster Team
  - Executive Board of Directors
  - Publicity Chairman
- Co-Chair Inaugural Red Cross Heroes Campaign Rocky Mount Area - 2005
- United Way Appropriations Committee
- Past Member of City of Rocky Mount Youth Sports Advisory Council
- Former Junior League Baseball Coach

# Debra Poe

P.O. Box 672  
Jefferson, NC 28640

Phone: 336-246-2768  
Fax: 336-846-9808  
E-mail: brmtmedic11@yahoo.com

## Education

1978-1981 Wilkes Community College  
Wilkesboro, NC 28697

Accounting and Business Administration Degree

- January 1994 Emergency Medical Technician
- January 1995 Emergency Medical Technician Intermediate
- May 1997 to Date Emergency Medical Technician Paramedic
- November 2005 Certified Rescue Technician
- September 2007 Certified Agricultural Rescue Technician
- 1997 to Date Certified Pediatric Advanced Life Support/PALS
- 1997 to Date Certified Basic Life Support/ITLS
- 1997 to Date Certified Advanced Life Support/ACLS
- 2006 Certified Incident Command System 100, 200, 700, 800
- 2003 Certified Haz-Mat Operations Level
- 2004 Certified Trench Rescue
- 2006 Certified Structural Collapse
- 2005 Graduate Level Mountain Rescue

## Work Experience

1979-1980 Cecil Barnes CPA; Bookkeeper  
1981-1988 Cathy Howell Accountant; Bookkeeper  
1989-1994 Professional Business Services; Accountant/Owner  
1995- To Date Blue Ridge Medical Transport; Assistant Director

## Volunteer Experience

1994 became member of Ashe County Rescue Squad and NC Association of Rescue & EMS.  
1999 to Date Treasurer and Accountant of Ashe County Rescue Squad  
1990 to 2008 NC Association of Rescue & EMS Secretary of Area VIII

## Professional Memberships

North Carolina Association of EMS Administrators  
North Carolina Association of Rescue and EMS

**State  
Appointments**

2012 – Present North Carolina Fire and Rescue Pension Fund Board

**Awards Received**

North Carolina Association of Rescue and EMS Secretary of the Year  
1996, 1998, 1999, 2000, 2004, & 2008.

Awarded Lifetime Membership in the North Carolina Association Rescue &  
EMS in 2007. Only two women in the State have ever received this award.

EMS Region D Council of Government Member of the Year for 2000-  
2001.

# Charles Gary Whitman

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381 Clubhouse Drive  
Dunn, NC 28334  
Phone: 910-892-8558  
Cell: 910-237-1776  
E-mail: drschief@nc.rr.com

## **Education**

1976-1979 Dunn High School  
1979-1980 NC State University  
1980-1982 Johnston Community College, AAS, Business Administration  
1992 UNC-Charlotte, EMS Management Institute

## **Certifications & Licenses**

Emergency Medical Technician - Paramedic  
Firefighter I & II  
Rescue Technician  
Licensed NC General Contractor  
Licensed NC Real Estate Broker

## **Work Experience**

1998-Present, Director/President  
Dunn Emergency Services, Inc.  
Responsible for the management of all aspects of the organization including budget preparation and management, human resources, purchasing, accounts receivable and accounts payable. Dunn Emergency Services, Inc. provides Fire, Fire Inspection, Rescue, EMS, Paramedic, and community education services to the City of Dunn and the Averasboro Township.

2000-Present, Member/Manager  
W&S Property Development Co., LLC  
Founding partner of a General Contracting Firm concentrating on New Residential Construction. Responsible for operational activities and oversight of construction activities. Responsible for developing and planning strategies for the successful construction of projects.

1996-1998, President  
Raven Management Corporation  
CEO of a government contracting company specializing in providing Security services for government installations. Performed all personnel related functions including hiring, training, equipping, oversight, and termination. Responsible for accounts receivable, accounts payable, and payroll.

1992-1996, Chief  
Dunn Rescue Squad, Inc.  
Responsible for the management of all aspects of the organization including budget preparation and management, human resources, purchasing, accounts receivable and accounts payable.

1992-1992, Paramedic / BLS Supervisor  
Cumberland County EMS  
Perform work as a Paramedic to include: patient assessment, treatment, and transportation. Developed a Division to perform Non-Emergency Transport Services within the Department.

## **Organizations & Affiliations**

Past Commander - North Carolina Association of Rescue and EMS  
Past President - North Carolina Association of Rescue and EMS Chief's  
NC Association of Rescue and EMS - Life Membership  
NC State Firemen's Association-Member  
NC State Fire Chief's Association-Member  
NC EMS Administrators Association-Member