

DESMOND G. FULTON

PROFILE

Firefighting professional with nearly 25 years of public safety experience in planning, organizing, implementing, and supporting operational and administrative functions. In-depth knowledge of fire administration, budget management, rescue and emergency services, technical rescue theories, and policies and procedures relating to all hazards management. Astute communicator who values relationships with internal and external stakeholders. A loyal and selfless leader who cares deeply about people and is committed to the community he serves.

EXPERIENCE

Chief of Fire, Denver Fire Department, October 2020 – Present

Proudly lead the 1,085 uniformed members and 54 professional staff of the Denver Fire Department. Contract management and oversight of fire protection and emergency medical services for additional municipalities including the cities of Englewood, Sheridan, Glendale, and Skyline. Responsible for a \$192.8 million budget, and fiscal management of appropriated general funds, grants, and special revenues. Support the Mayor's initiatives with a focus on department policies/mission, safety/well-being of our firefighters. Committed to race, social justice, and the creation of a pathway to equity. Ensuring that all Denver Firefighters provide our community emergency response with integrity, compassion, and preparedness.

- Through a collaborative process, successfully navigated the implementation of a hybrid medical care system, ensuring better patient care. Significant changes include a dedicated Medical Director representing the Department of Safety (Denver Fire), and the roll-out of full scope Basic Life Support (BLS) practices, including the implementation of I.V. therapy and the successful use of advanced airways. Built a Colorado State approved training facility to better serve our firefighters' needs including E.M.T. certification, continuing education and ensuring a sustainable stream-lined education program.
- Recognizing the need to streamline the fire protection building plan approval process, an external audit was initiated. Through collaboration and enhancements of common nationwide practices, successfully mitigated the backlog of 2.0 billion dollars in building plan review to less than 500 million all while cutting the wait times by 75%. This success led to Technical Advisory Board /DEN innovator of the year award.
- The United States Fire Service is a predominant male workforce, with only 3.7% being of identified female gender. Recognizing the need to be a more diversified department that better mirrors the communities we serve; over a 3-year period, we were able to more than double the number of female fire recruits. Raising our ranks of women firefighters from 3.8% to nearly 8%.
- Successfully navigated the arduous process of department accreditation through Center for Public Safety Excellence (CPSE), all while maintain an ISO #1 rating. Of over 27,000 fire departments across the country, Denver Fire is 1 of 116 that are an ISO #1 and CPSE Accredited. This ranks Denver Fire with the very best in the country.

Deputy Chief, Denver Fire Department, March 2020 – October 2020

Manage 6 Divisions and oversee daily operations, including city-wide staffing and management of 39 firehouses, and 65 emergency response companies within the city as well as DEN. Draft, implement, and maintain department policies, directives, and structural operating guidelines. Ensure the safety and well-being of our firefighters through the management of our Total Wellness Program. Act as liaison with other agencies and Mayor's team to lead DFD response to ensure a positive outcome for internal and external customers.

- Serve as Incident Action Plan Commander during COVID-19 pandemic with command of daily operations.
- Oversight Coordinator and Administrator for unified command with D.P.D. during protest honoring George Floyd. Ensuring a unified approach with a focused goal of community outreach and healing, safety, and wellbeing of uniformed personnel.
- Denver Fire representative to the City and County of Denver's Equity, Diversity, and Inclusivity Team (EDI).
- Appointed by Mayor Michael B. Hancock to the Mayor's Office of Equity Reconciliation Task Force Team. One of 50 appointed leaders focused on tackling the public health crisis of racism.

Division Chief of Safety & Training, Denver Fire Department, April 2018 - March 2020

Manage recruitment and outreach. Oversee Fire Academy operations and new hire EMS training. Monitor safety concerns and implement plans and processes for employee and resident safety. Liaison with Colorado Metropolitan Certification Board regarding firefighter certifications and testing standards. Manage training records and all department training related needs. Lead Director and manager of the DFD Wellness Program

- Implemented new safety training that lowered the number of training related injuries and resulted in a steady decline of work shifts missed due to training related injuries.
- Helped develop and implement new wellness initiatives and programs with a focus on physical and behavioral wellness which resulted in more healthy and fit firefighters.
- Participating member of the DFD Wellness Committee focusing on employee mental and physical wellness.

Division Chief of Administration, Denver Fire Department, May 2015 – March 2018

Lead division including management of the Fire Investigation Unit, daily staffing, discipline, policy development and communication, worker's compensation, promotional exam processes and new hire rules. Act as liaison with Risk Management and Denver Civil Service.

- In response to the unfortunate prevalence of cancer illness and deaths in the fire service, I lead the development of the nation's first Cancer Resource Guidebook, which has proven instrumental in helping affected members and their families cope with serious illness.
- Implemented the first discipline matrix of its kind for the DFD.
- Enhanced DFD's investigatory abilities with its first and only certified arson detecting K-9.
- Organized the development of many new department policies, including a progressive maternity policy that respects the needs of our women firefighters throughout maternity.
- Led the implementation of a Youth Leadership Summer Camp for young men and women with a focus on empowerment and relationship-building with young boys and girls of color.
- Created the Career Apprentice Program (CAP), which enables recruiters to attract, mentor, and successfully hire a diverse group of motivated applicants with a focus on public service and community engagement.

Assistant Chief of Operations, Denver Fire Department, June 2014 – April 2015

Manage some of the busiest fire company districts, including fire engines and trucks, district personnel, emergency scenes and operations, training, and monitoring of communications and safety.

- Fostered a work environment that placed increased value on diversity and inclusion.
- Empowered and mentored future leaders of the Denver Fire Department.
- Helped develop new Department Standard Operating Guidelines.
- Built on a vast knowledge of technical rescue emergency scene philosophies and how to command these low volume, high-risk types of emergency calls.

Captain, Recruitment, Denver Fire Department, August 2012 – June 2014

Developed and implemented a robust recruitment platform that enabled the Denver Fire Department to more than double the number of female and minority applicants. Due to the implementation of these innovative strategies, the Denver Fire Department experienced, many successes relating to the diversification of its employees.

- Created the DFD Mentorship Program guaranteeing highly coveted testing positions to qualified motivated individuals with a focus on leadership within public safety
- Collaborated with the Denver Civil Service Commission (CSC) identifying and changing (CSC) rules that could potentially have unintended consequence impacting the recruitment and hiring of people of color.
- Partnered with Human Rights & Community Partnerships (HRCP), and numerous Mayoral Commissions to promote and assist the DFD with its recruitment and diversification efforts.
- Implemented new advertisement strategies, community partnerships, and internally focused programs dedicate to a unified mission and goal; making the Denver Fire Department as inclusive as the citizens it protects and serves.

Captain, Hazmat Operations, Denver Fire Department, August 2011 – July 2012

Managed Fire Station 6 which was nationally recognized as a 30-person emergency hazmat team, ensuring training and preparation of all technicians and firefighter and resident safety at all hazmat emergency incidents.

- Developed cutting-edge hazmat awareness and training practices, including a collaborative training program with numerous federal agencies such as the FBI and ATF.
- Formulated and implemented a safety and wellness driven program for the tracking and gathering of qualitative data relating to firefighter hazmat physicals based on a needs assessment.

Lieutenant, Operations/Training, Denver Fire Department, August 2006 – August 2011

Communication and management of firefighters, engineers, and technicians, including strategy and tactics on fireground, company training, and tactical operations. Embraced future leaders and fostered a culture of value and appreciation with a focus on servant leadership.

- Mentored and trained new hire applicants on basic and advanced skills of firefighting and technical rescue methodologies.
- Managed day to day operations, lead daily training on DFD company standards, ensured the wellness and fitness of my team.

Firefighter/Technician, Denver Fire Department, September 1998 – July 2006

Served the citizens of the City and County of Denver in the capacity of a professionally trained firefighter. Dedicated to the fire prevention, mitigation, and service to the community.

EDUCATION

2017-2018 – International Association of Fire Chiefs
Fire Officer Leadership Certification
Executive Officer Leadership Certification

2010 – Command & Control of Large Area Incidents
National Fire Academy

January 1995, 18 credit hours
Fire Science, Red Rocks Community College

May 1995, 6 credit hours
Metropolitan State University of Denver

May 1989 – May 1994, 124 credit hours
Sociology Major, University of Northern Colorado

CERTIFICATIONS

- FF-1
- FF-2
- Hazmat Operations
- Hazmat Technician
- Technical Rescue Specialist (SCT)
- Swiftwater Technician I and II
- EMT -ID. 0006942
- FEMA IS – 100, 200, 700, 300
- CMCB – FI, FO1, FO2, FE1, FE2
- ODP 103
- IAFF Executive Fire Officer
- CPSE Chief Fire Officer

BOARDS & ORGANIZATIONS

- Colorado Department of Public Safety Appointed Colorado Fire Commission
- Colorado Metro Chiefs Vice President
- Colorado Metropolitan Certification Board, Vice Chair/Secretary
- Mayoral appointee to Denver Latino Commission
- Founding member of LIFT Latino Giving Circle
- Member of Local 858 Executive Board
- Mayoral appointee to Denver Firefighters Deferred Compensation Board
- Colorado USAR team (COTF-1)
- DFD Honor Guard
- DFD Awards Committee Chair
- DFD Wellness Committee Chair
- DFD Public Safety Cadet Coordinator
- Local 858 Safety Committee Chair
- Fire Rescue Magazine contributing writer
- Denver Fire representative to city's new Equity, Diversity & Inclusion Initiative
- Denver Fire Administration Local 858 Labor Management Committee
- International Association of Fire Chiefs
- Metropolitan Fire Chiefs Association
- National Fire Protection Association
- The Denver Post Viva Colorado Latino Leader
- Mayor's Office of Equity Reconciliation Taskforce representative
- Old Hire Firefighters Pension Board