

Dennis Keith Ray

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COMPLETE PORTFOLIO

SKILLS:

Community relations, public information, safety culture influence, stakeholder meeting coordination, risk management, program management, new project management, teaching, local agency partnership coordination, relationship building, government communications, executive leadership, OSHA regulations, FMCSA/USDOT regulations, emergency management, safety compliance, hazardous materials, safety assessments/audits, independent work ethic, employee communications, incident investigation, liaison (LNO) operations, community liaison techniques, verbal communication, public information, strategic planning, fire and life safety codes, hazard mitigation, communication skills, public speaking and presentations, social media technology and maximization, Total Case Incident Rates (TCIR) and Total Recordable Incident Rates (TRIR), situational leadership, health and safety initiatives, Learning Management Systems (LMS), OSHA reporting, policy development and implementation, Job Hazard Analysis (JHA), Job Safety Analysis (JSA), Safety Data Sheets (SDS)/Hazard Communications, teaching, Kaizan problem solving processes, safety committees, Experience Modification Ratings (EMR or MOD), National Fire Protection Association (NFPA) standards, resourcefulness, collaboration, conflict resolution, policy development and implementation, data-driven programs, organizational skills, critical thinking/problem solving, and employee coaching

Experience

SC State Fire, Superintendent/Assistant Chief

December 2017 – December 2022 *(retirement)*

Full-time position (37.5 hours/week) as the Assistant Fire Chief for South Carolina State Fire serving in the role of Superintendent of the South Carolina Fire Academy in Columbia, SC (www.statefire.llr.sc.gov). I was responsible for managing the daily operations of the South Carolina Fire Training Academy consisting of the training, curriculum, facilities, accreditation, and marketing program areas. I coordinated and provided analysis on financial and budget-related data in order to provide evaluations and reports to the State Fire Marshal appointed by the South Carolina Governor. I assisted in the development, writing, and management of state and FEMA grants for equipment, apparatus, and personnel. I served on several FEMA grant panels as a panelist grading FEMA AFG and FP&S grants. I have provided numerous training sessions with fire chiefs and grant writers for fire departments resulting in successful grant awards. I oversaw managers in each Academy program area that coordinates various delivery areas such as resident and regional training programs, reciprocity and equivalency processing, instructor development, EMS training, prop, training trailer, and apparatus maintenance, special projects and program marketing, and administrative support functions. I monitored program milestones that I developed as well as (cont.)

(cont.) activities by program areas to ensure sufficient progress was being accomplished. I provided technical guidance to program stakeholders both inside and outside of our agency to include Advisory Committee members, fire service associations, and emergency management partners. I also served as the State Emergency Operations Center ESF 4/9 Coordinator during small and large-scale state emergency activations. I performed risk assessments on facilities, equipment, and policies as well as incident investigations involving employees and customers. I performed successful team employee recruitment and retention activities. I coordinated large event public safety resource management involving high profile officials and numerous public safety agencies. I ensured our on-site dormitory, cafeteria, auditorium, classrooms, and facilities are maintained on proper operational order as well as response apparatus are prepared for training and off-site response as needed. I coordinated and provided oversight of capital renovation projects on campus involving engineering, procurement, finance, and building code officials. I coordinated all employee and facility safety programs. I provided campus security assessments and coordinated employees obtaining their electronic ID badges for building entry in secured facilities. I ensured the mission, vision, and core values of the organization were carried out by all employees while encouraging employee input for constant improvements in agency operations. I hosted and conducted numerous virtual and in-person training sessions with attendees from all aspects of public safety to include fire, law enforcement, EMS, emergency management and 911 communications.

All fire and rescue training programs are coordinated statewide through the SC Fire Academy for both accredited and non-accredited courses. All student transcripts are maintained at the SC Fire Academy. Resident classes on campus include municipal, industrial, and Aircraft Fire-Rescue (ARFF) training. Regional training courses are delivered locally in the seven (7) established SCFA training regions coordinated by seven (7) regional coordinators. I was in charge of overseeing all areas of instruction on the 208 acres on campus as well as the seven (7) training regions in the state. I worked very closely with the two other State Fire Program Areas of State Emergency Response (ERTF, US&R, and HART)) and the Office of the State Fire Marshal (OSFM). This position further developed and enhanced my career skills that include customer service, communication, technical proficiency, teamwork under stressful working conditions, professional representation of the agency, cooperation among inside and outside stakeholders, public speaking, teaching skills, collaboration, resourcefulness, and sound decision making. I **retired** after twenty-seven (27) years of paid South Carolina public service while in this position.

Lugoff Fire Department, Fire Chief/CEO

June 2010 – November 2017

I served **full-time** (40 hours/week) as the career Fire Chief for the Lugoff Fire Department in Lugoff, SC (www.lugofffire.com). I was responsible for managing the daily operations of a combination (career/volunteer) fire department in the unincorporated community of Lugoff. I performed fire investigations, fire code inspections, civic group speaking events, wrote and managed numerous public safety grants, scheduled personnel assignments, managed firefighting buildings, apparatus, and equipment. I monitored department milestones that I developed as well as activities by shift personnel to ensure sufficient progress was being accomplished towards the mission. I wrote and managed local, state, and FEMA Grants for equipment and personnel during my tenure as Fire Chief. I managed the operating budget, managed debt-service revenues and payments, maintained building and equipment insurance, performed research and development functions, instructed firefighting tactics, methodology, and customer service tactics to staff. I coordinated and provided analysis on financial and (cont.)

(cont.) budget-related data in order to provide reports to the elected Board of Fire Commissioners as well as evaluated budget efficiency. I provided public information to local, state, and national news media, scheduled building and equipment repairs, performed all human resource functions for insurance and retirement, maintained training records, managed monthly board meetings, managed conflict and personnel issues, attended training conferences and in-service training, served on community event panels and committees, coordinated all employee safety programs, performed fire suppression and rescue functions, operated and pump fire apparatus, and performed other duties as needed for fire and rescue services in Lugoff. I performed successful team employee recruitment and retention activities. I coordinated large event public safety resource management involving high profile officials and numerous public safety agencies. During my tenure as Fire Chief, I served as the Chair of the South Carolina Firefighter's Association Member Benefit's Committee as an Executive Committee Member. I served as a Board Member of the South Carolina Association of Special Purpose Districts as well as Past President and Board Member of the Kershaw County Chamber of Commerce. The duties of this position and other professional responsibilities further developed and enhanced my career skills that include coordination with outside stakeholders, customer service, communication, technical proficiency, decision making under stressful working conditions, collaboration with employees, safety culture development and influence, professional representation of the department, public speaking, and public information (PIO).

SC Department of Public Safety, State Law Enforcement Liaison September 2007 - June 2010

I served **full-time** (37.5 hours/week) as the State Law Enforcement Liaison for the SC Office of Highway Safety (www.scdps.gov). I was responsible for managing the State Law Enforcement Network Program for the Law Enforcement Support Services Unit at the Office of Highway Safety. I actively recruited new law enforcement agencies to participate in our LEN's and statewide enforcement campaigns. I oversaw and managed the Law Enforcement Coordination Grant receiving and processing requests for payment and writing grant requests for federal funding through NHTSA. This grant involves 16 individual mini-grants to local law enforcement agencies statewide that must be managed and monitored to maintain proper audit requirements. I coordinated and provided analysis on financial and budget-related data in order to provide evaluations and reports to the South Carolina Department of Public Safety Director of Highway Safety. I served as the State Coordinator for the Drug Recognition Expert Program and the Standardized Field Sobriety Testing Program. I maintained officer certifications and training standards for these programs statewide. I traveled throughout the state promoting the LEN's and speaking routinely at LEN meetings and other events. I provided campus security assessments and coordinated employees obtaining their electronic ID badges for building entry in secured facilities. I served as Emcee for award banquets and press events promoting our highway safety campaigns. I traveled out of state representing the SC Department of Public Safety for traffic safety initiatives nationwide. I assisted the public as a certified Child Safety Seat Technician both in the office and at seat check events. I monitored program grant-specific milestones as well as activities by individual networks to ensure sufficient grant progress was being accomplished. I provided technical guidance to program stakeholders I answered numerous phone calls and questions regarding traffic safety issues from state and local law enforcement officials. I served on traffic safety panels and spoke at various educational institutions, conferences, and facilities for the promotion of traffic safety. The duties of this position and other professional responsibilities further developed and enhanced my career skills that include coordination with outside stakeholders, customer service, communication, collaboration with employees, safety initiatives, and public speaking.

Pine Grove Fire Department, Volunteer Firefighter

August 1992 - Present

I currently serve as a **volunteer** firefighter for Pine Grove Volunteer Fire Department near my residence in Lugoff (www.kershaw.sc.gov). I was previously responsible, as a Lieutenant, Captain, and Training Officer, for supervising numerous volunteer firefighters on fire and rescue scenes from both Pine Grove and aid departments as well as part-time employees that serve as Engineers at the department. I respond to fire and rescue incidents to provide fire suppression and rescue operations with current equipment and technical skills. I command incidents both non-emergent and emergent that range from structural fires to hazardous material responses to vehicle crashes. I also have written numerous state and federal grants awarded to our volunteer department for over 1 million dollars and manage the same. I assist our current training staff with training our personnel and I assist the Fire Chief in procuring and obtaining firefighting equipment. I have a good rapport with equipment and training vendors, department leaders, and instructors throughout the nation. I maintain the working condition of all firefighting equipment and complete maintenance reports each month. I complete the NFIRS fire response reports after calls for service and I attend numerous training seminars and classes each year. I have attended and taught at numerous Fire Service training classes, seminars, and events. I have attained many Fire Service certifications that include the NFPA Firefighter II Certification as well as many other certifications in fire and life safety utilizing my vacation leave time as a volunteer. I have achieved the status of "Firefighter of the Year" within the department as well as with the county.

Camden Fire Department, Volunteer Firefighter

May 2007 – June 2010

I served as a **volunteer** firefighter responsible for responding to emergency calls for service to assist the career firefighters in the department (www.cityofcamden.org). I responded to primarily structural fires with fire involvement. I trained each month on firefighting and rescue techniques as well as attended numerous training seminars and classes throughout the year. I emceed the annual "Fire Fest" event in Camden and assisted in coordination efforts. I attended monthly staff meetings at the department and provided input for current issues facing the department. I achieved the status of "Volunteer Firefighter of the Year" with the Camden Fire Department.

SC Department of Public Safety, State Transport Police Officer

February, 2000 – September 2007

I was responsible, **full-time** (37.5 hours/week), for enforcing all federal laws concerning commercial transportation of products, passengers, and hazardous materials on the highways of South Carolina (www.scdps.sc.gov). I also enforced state statutes concerning criminal and traffic laws such as size, weight, speed, and safety on motor vehicles. I was responsible for not only issuing citations for violations, but also for the prosecution and disposition of cases made. During my career with the Transport Police, I received numerous letters of accomplishment for high enforcement activity, State Officer of the Quarter, State Officer of the Year, State Grand Inspection Champion, Physical Fitness Awards, and several Safe State Driving awards. I served as a certified instructor teaching firearms, driving, defensive tactics, traffic stop procedures, hazardous materials recognition, and field training. I was a certified Glock Armorer, Firearms Instructor, Driving Instructor, Field Training Officer, NCIC Instructor, Defensive Tactics/PPCT Instructor, Knife Defense Instructor, Lidar and Radar Operator, and Datamaster Operator. I was selected to serve on the Colonel's Advisory Committee as well as the Department's Strategic Planning Committee.

Camden Police Department, Police Officer**June, 1999 - January, 2000**

I patrolled the highways **full-time** (40 hours/week) in the city limits of Camden as a certified law enforcement officer enforcing state and local criminal, civil, and traffic laws (www.cityofcamden.org). I responded to domestic dispute situations to suggest conflict resolution, performed property and welfare checks, negotiated tense disputes between persons, investigated motor vehicle accidents, (cont.)

performed community relations functions, and provided security for city businesses upon request. I instructed the NCIC class to commissioned officers as well as civilian personnel. My employment with the Camden Police Department began my career in actual field law enforcement developing a solid foundation in community relations and job functions that prepared me for the promotion to the State Transport Police.

Kershaw County E911 Dispatch, Training Officer/Supervisor**March, 1996 - June, 1999**

I worked **full-time** (40 hours/week) as a telecommunications specialist at the E911 center in Camden performing the job duties of taking calls for emergency and non-emergency service, documenting each call into the computer system, and dispatching each call to the appropriate agency for Kershaw County (www.kershaw.sc.gov). These agencies included fire, EMS, Sheriff, City Police, utilities, and other county agencies. I was required to receive, evaluate, and respond to critical life threatening and tense emergency calls for service each shift. I was responsible for supervising three other employees until I was promoted to training officer. As training officer, I instructed the NCIC course to our personnel as well as commissioned law enforcement personnel, provided on-the-job training to all new hires, created and implemented a training program for the department, and represented Kershaw County at numerous training conventions throughout the nation. I began my career in 911 as a communications operator, was promoted to shift supervisor, promoted to training officer, and later was appointed by the County Administrator as Safety Committee Chairman while continuing the training program. I also received the county employee of the year award.

Burns Security, Security Officer**October, 1994 – March, 1996**

I worked **part-time** (20 hours/week) as a Security Officer for Burns Security assigned to the Kennicott Ridgeway Gold Mine in Ridgeway, SC (*Burns Security is no longer in business*). This was my first career that involved public safety and provided my initial foundation that I would build upon the rest of my career. This position involved providing perimeter security patrols, employee security access screening and permitting, employee access controls to work areas, wildlife control in dangerous areas of the site, medical responses, decontamination procedures, and coordinating dignitary events on site involving numerous public safety agencies. I also provided high-level security functions involving the movement of gold from the secured vault area until the gold was off site. I performed limited tours of the mine to restricted access members of the public approved by the mine executives.

Basic Education

Columbia Southern University (Orange Beach, AL) (extensive experience slowed degree)

Bachelor/ Fire Science-Incomplete to date (16 hours remaining-online)

Midland's Technical College (Columbia, SC) **1994 - 1996**

Associate Degree/Criminal Justice (cont.)

SC Criminal Justice Academy (Columbia, SC) **1999**

Basic Law Enforcement Certification (Class 1 with honors/fitness award)

Lugoff-Elgin High School (Lugoff, SC) **1994**

Diploma (with honors)

Professional Experience

Combination Fire Department Chief Leadership Skills

Volunteer Firefighter Recruitment and Retention

Fire Origin and Cause/Incendiary Investigations

Policy Creation/Implementation

Apparatus Maintenance Coordination

Apparatus Design/Manufacturing/Specifications

Procurement Procedures

Budget Creation/Submission/Adoption/Implementation

Incident Command

Joint Emergency Operations (multi-agency, mutual aid)

Fire/Rescue Equipment Acquisition

Public Speaking/Community Relations

Public Safety Synergy

Career Staffing Coordination

Strategic Planning

Conflict Management

Aquatic Fire/Rescue Operations

FILOT Rules/Budgetary Rules

Grant Writing/Management (over 2 Million Dollars in Grant Funding to date)

Grant Review/Grading (FEMA Grant Review Panelist)

Duty Delegation

Continuing Education Training/Skill Updates

Emergency Management/Preparedness

Statewide Firefighter Mobilization

Firefighting Explorer/Junior Firefighter Programs/Competitions

(cont.)

(cont.)

Executive Committee Responsibilities

Hazardous Material Response/Regulations

Commercial Vehicle Operations/Inspections/Response

Medical First-Responder Protocols

800 MHz Radio Communications/Interoperability

ISO Grading Schedule/Preparations

Word Processing

Social Media in Public Safety

Highway Safety for Emergency Responders

Program Management

Managerial Evaluation and Review

Event Emcee

New Fire Chief Training

Leadership Training

Lecturer

Agency Assessments

Fire Apparatus Design and Specifications

Conference Booth Staffing

Promotional Assessments

Associational Executive Leadership

Risk Surveys

Risk Management

Statewide Firefighter Training Director

Music and Narration Vocals

Keynote Speaker

Certifications/Certificates

IFSA Firefighter I and II Certification

Certified Public Information Officer (PIO)

POV Driver Awareness

Emergency Vehicle Driver Training

FEMA NIMS IS700

Medical First Responder Certified/CPR/First Aid/AED

ICS 100, 200, 300, 400

Advanced Auto Extrication

SC Fire Academy Basic Firefighter 1152

Wildland Firefighting

NFA Incident Safety Officer

Fire Service Orientation

Emergency Medical Dispatcher

SC Fire Academy Incident Concepts

(cont.)

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SC Fire Academy Interior Firefighter
SC Fire Academy Incident Command
SC Fire Academy Hazardous Material Operations
SC Fire Academy Flammable Liquids and Gases
Basic Auto Extrication
Arson Detection for the First Responder
NFA Fire Service Supervision: Increasing Personal Effectiveness
NFA New Fire Chief: Challenging Issues
NFA New Fire Chief: Contemporary Issues
NFA New Fire Chief: Administrative Issues
NFA Executive Skills: Facilitating Adaptive Change
NFA Executive Skills: Exercising Leadership Ethically
NFA Executive Skills: Exercising Leadership Within Communities
NFA Executive Skills: Managing and Leading Change
USFA Type 3 All Hazards Incident Management Team

Previous Certifications:

NCIC Instructor
E911 Telecommunications Specialist
Communications Training Officer
Radar/Speed Measurement
CVSA North American Standard Level One Inspector
CVSA Hazardous Material Packaging
CVSA Hazardous Material Bulk Packaging
US DOT FMCSA Motorcoach Inspector Certification
US DOT TSI Transportation of Hazardous Materials
SC Department of Public Safety Advanced Hazardous Materials Enforcement
Glock Firearms Armorer
SC Department of Public Safety Driving Instructor
SC Department of Public Safety Basic Instructor
SC Department of Public Safety Field Training Officer
SC Department of Public Safety Firearms Instructor
SC Department of Public Safety Defensive Tactics Instructor/PPCT
SC Department of Public Safety Spontaneous Knife Defense Instructor
Certified Child Passenger Safety Seat Technician

Other Training Completed (not all-inclusive to date)

Chief Fire Officer
Confined Space Rescue
Tank Truck Emergencies
Pump Operations/Water Shuttle Operations
(cont.)

(cont.)

Workplace Accident Investigation
Business Communications
ISO Rating Schedule
Trial Advocacy
SkyWarn Weather Course
Firefighting in Single Family Dwellings
Tactical Considerations
Initial Size-UP for First Due Company Officers
Air Management for the Firefighter
Training Today's Fire Service
Residential Firefighting Tactics
Pride and Ownership-Love For the Job
When To Say "No"-Fire Attack
Building Collapse
Advanced Auto Extrication
Five Alarm Leadership
Fire Chief's Academy
Fire Investigations
Best Driver Practices For Fire Apparatus
Leading the Volunteer Firefighter
Railroad Emergencies (CSX/AMTRAK)
Identity Theft
Proactive Project Management
Conflict Resolution
Employee Communications
Media Interviews
Social Media
Ethics in Public Service
Data-Driven Reporting
Effective Communication in the Workplace
SC Department of Public Safety Officer Survival School
SC Commission on Prosecution Court Preparation
"Rising from the Ashes": Positive outlook during adversity
Workplace Time Management
Advanced PIO-Weapons of Mass Destruction
Situational Awareness
Active Shooter Response
Media Relations in Rural Firefighting Operations

Professional Affiliations

Past Chairman: SC Firefighter's Association Member Benefits Committee (State Executive Committee Member)
Past President: Kershaw County Chamber of Commerce (Board Member-Executive Committee Member)
Executive Committee Member: SC Preventive Radiological and Nuclear Detection Committee
Past Board Member/Council Representative: SC Association of Special Purpose Districts Board of Directors
Member: International Association of Fire Chiefs/ Southeastern Association of Fire Chiefs
Kershaw County Local Emergency Preparedness Committee (LEPC)
Member: SC Chapter of the International Association of Arson Investigators
Member: SC State Firefighter's Association
Member: SC State Firefighter's Association Fire and Life Safety Section
Member: SC State Firefighter's Association Officers Section
Member: SC State Association of Fire Chiefs
Past Member: Community Action for a Safer Tomorrow (CAST) – county DUI reduction efforts
Past Member: SC Association of Special Purpose Districts
Past Member: SC State Firefighter's Association Insurance Committee/Trustee
Past Secretary: North American Fire Training Directors (NAFTD)

Personal Affiliations

Christian
Deacon, Adult Sunday School Teacher, AWANA Ministry Commander, Choir Member: Pine Grove Baptist Church Lugoff, SC
Southern Gospel Singer: New Life Trio Lugoff, SC
Member: Lugoff-Elgin Camp for the Gideon Ministry: Certified Speaker
Married (Amber), Father (Ansley: 15 years old)
Owner: Palmetto Executive Services, LLC Consulting

Awards

SC State Grand Champion-SC State Transport Police
SC Officer of the Year-SC State Transport Police
Officer of the Quarter-SC State Transport Police
Silver Foot Physical Fitness Award-SC State Transport Police
Safe Driver Award-SC State Transport Police-SC Office of Highway Safety
Golden Brick Road Completion Award-Physical Fitness-SC Criminal Justice Academy
Kershaw County Firefighter of the Year (2 times)
Pine Grove Firefighter of the Year (2 times)
Camden Firefighter of the Year
Presidential Service Award: Kershaw County Chamber of Commerce
State Fire Retirement Belt/Honorary Memorial Brick: SC State Fire
SC Firefighter's Association Hall of Fame Inductee: 2023

