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EMERGENCY SERVICES & SAFETY EXPERTISE HIGHLIGHTS

- ◆ **Industry leader** in emergency planning, preparedness, and response.
- ◆ **Extensive experience** in planning and preparedness for municipalities, universities, states, private sector, and foreign nations such as Croatia and Kenya.
- ◆ **Former Director of Emergency Management** for the City of St. Paul, Minnesota.
- ◆ **Hands-on emergency response experience** reacting to tornados, floods, medical emergencies, fires, rescues, major planned events, and other crisis situations.
- ◆ **Collaboratively drafted the National and International Standards** dealing with emergency preparedness and response.
- ◆ **Contributing author** to 3 textbooks and extensive teaching experience.
- ◆ Winner of 15+ local, national, and international safety-related merit awards

AREAS OF EXPERTISE

Emergency Management | Response Protocols | Crisis Leadership | Incident Management
Emergency Preparedness | Public Safety | Resource Deployment | Event Preparation | Emergency Response
After Action Review | OSHA | Workplace Safety | Incident Investigation | Disaster | Incident Management
Crisis Management | Emergency Procedures | Special Event Emergency Plans | Incident Command System
Failure to Plan | Evacuation | Hazard Analysis | Negligence | Emergency Services

EMERGENCY SERVICES & SAFETY PROFESSIONAL EXPERIENCE

Owner & Principal Consultant

2005 – Present

Larkin & Associates, LLC

Provides subject matter expertise and consultation to public and private organizations in emergency preparedness, safety and emergency response, and public safety administration.

Consulting Clients and Projects include:

- ◆ **ARMADA Ltd.** 2013 – Present
 - **Subject Matter Expert** for state and local Emergency Management projects, including Emergency Management Accreditation standards implementation, policy and procedure development, and assessment preparation support.
 - Additional projects include planning and training support; Mass Casualty/Mass Fatality Planning support.
- ◆ **Minnesota Judicial Branch** 2020 – 2021
 - **Interim Emergency Management Analyst.** Through the State Court Administrator's Office, provided advice and counsel to the Minnesota Judicial Branch, Chief Justice of the Minnesota Supreme Court, and Minnesota Judicial Council regarding Emergency Management.
 - Provided coordination with Minnesota State Patrol and Capitol Security for special event and security situations at the Minnesota State Capitol Complex that involved the Minnesota Judicial Center.
- ◆ **Saint Catherine University** 2017 – 2021
 - **Principal Consultant** for the development, preparation, training and implementation of Saint Catherine University's Comprehensive Emergency Management Policy Statement of the Board of Trustees, Office of the University President, and university departments.
 - Collaboratively prepared, reviewed, and adopted the Comprehensive Emergency Operations Plan.

- ◆ **Innovative Emergency Management (IEM), Inc.** *Aug-Oct, 2007 & Jun, 2019*
 - **Senior Consultant & Subject Matter Expert** in development and review of national Comprehensive Preparedness Guides for Federal Department of Homeland Security (DHS) on developing local Emergency Operations Plans. Reviewed Technical Assistance Program Instructor's Guide for development of Regional Response Team plans prior to publication by DHS.
 - **Facilitator & Subject Matter Expert (Emergency Management)** for the Dallas/Fort Worth/Arlington Urban Area Complex Coordinated Terrorist Attack Tabletop Exercise.
- ◆ **Emergency Management Accreditation Program (EMAP)** *2004 – 2019*
 - **Emergency Management Plan and Program Compliance Reviewer & Assessor** for over twelve public and private sector programs since 2004. Included multiple states, counties, cities, and private sector entities and "pilot programs" in Emergency Management compliance.
 - **Past Chair of the Standards Committee**, which is responsible for development of the Emergency Management Standard by EMAP. *(2013 & 2019 Standard Cycle)*
- ◆ **British Overseas Territories of Turks & Caicos, Anguilla, and Montserrat** *Mar, 2015*
 - **On-site Assessor** of National Disaster Management Programs for compliance with accreditation standards.
- ◆ **MAC Consulting Services, Inc.** *Jan – Sept 2012*
 - **Subject Matter Expert** for the Center for Homeland Defense and Security (CHDS) for supporting the Mobile Education Team (MET) Program. Served on an education team providing guidance to the Tampa Bay Area Executive Leadership Group prior to the 2012 Republican National Convention.
- ◆ **Republic of Kenya** *Jun, 2011*
 - **Development Facilitator** of the official National Disaster Implementation Management Plan. Supported US Department of Defense Africa Command, Combatant Command.
- ◆ **Pennsylvania Emergency Management** *2007 – 2008*
 - **Assessment Team Leader** of statewide Homeland Security & Emergency Management capability assessments.
- ◆ **Metro Region Joint Powers – Homeland Security and Emergency Management** *Apr-Nov, 2007*
 - **Principal Consultant** for the Twin Cities Metropolitan Region Pilot Capabilities Assessment, conducted in co-operation with Minnesota Division of Homeland Security and Emergency Management, and Federal Department of Homeland Security (DHS).
- ◆ **City of Minneapolis, Minnesota Emergency Management Department** *Aug, 2007*
 - **Advisor to the City of Minneapolis Emergency Management Director** for the Interstate 35W bridge collapse.
- ◆ **Winona County (MN) Emergency Management** *Aug-Oct, 2007*
 - **Emergency Management Advisor** for Southeast Minnesota Floods (Presidential Disaster Declaration #1717),
 - Served as **Emergency Operations Center (EOC) Advisor and Disaster Recovery Center Site Manager**.
 - Provided direction and coordination for volunteer and donated goods management, FEMA Individual Assistance operation and county recovery planning.
- ◆ **City of Hastings, Minnesota** *Mar, 2006*
 - **Facilitator** for the National Incident Management System (NIMS), Incident Command System training for city emergency responders and civilian staff.
- ◆ **Dakota County, Minnesota** *Nov, 2005 & Aug- Oct, 2007*
 - Exercise design, planning, and facilitation for Dakota County Incident Management Team (Type 4 IMT).
 - Principal Consultant for County Emergency Operations Plan update.

Emergency Preparedness Coordinator (Part-Time)

2018 – Present

Hennepin County Emergency Management Department

- ◆ Serve as a Senior Advisor to the Director for Quality and Standards, as well as an Operations Officer in the Emergency Management Incident Command System organization, coordinating with local Public Safety Agencies, regional entities such as the County Medical Examiner and Regional EMS Agencies.
- ◆ Perform work involving planning, coordinating, and administering emergency preparedness programs.
- ◆ Research and develop reports and studies on various aspects of emergency management including hazard analysis, and industry standards.

Director- Department of Emergency Management

2008 – 2018

City of Saint Paul, Minnesota

- ◆ Developed, managed, and executed strategic direction and response protocols for emergency management, hazard mitigation, and protection of the City of Saint Paul, the 66th largest U.S. city.
- ◆ Managed a financial portfolio and multiple sources of funds of \$11.5M+. Multiple Federal and State grant programs. Several audits with No Adverse Findings.
- ◆ Served as Chief Adviser to executive leadership and represented St. Paul in all emergency management matters. Organized and managed deployments of city resources to national disasters around the country.

Key Accomplishments:

- Elevated STP's Emergency Management Programs from 'not meeting requirements' in 2006 to being one of only a dozen local jurisdictions accredited by the Emergency Management Accreditation Program.
- Successfully managed coordination of multi-agency EOC operations for several high-profile events/incidents, including Women's March on Washington (in MN), 5 Red Bull Crashed Ice World Championships, Black Lives Matter demonstrations, and multiple dignitary visits including former President Obama and VP Joe Biden.
- Served as Co-Chair of Consequence Management Committee for the 2008 Republican National Convention, the first National Special Security Event (NSSE) held in Minnesota.
- Provided subject matter expertise to MN National Guard's Partnership for Peace program with Croatia and helped establish a civilian-to-civilian program. Awarded an Honor by the Chief of Defense on behalf of the Croatian President.

Urban Area Security Initiative (UASI) Coordinator &

2006 – 2007

Terrorism Response Planner: Homeland Security Branch

Minnesota Department of Public Safety, Division of Homeland Security & Emergency Management

- ◆ State of Minnesota, Department of Public Safety representative for the Urban Area Security Initiative (UASI) program. Supported local units of government in terrorism planning, based on the statewide terrorism strategy and planning guides.
- ◆ Provided guidance and input for State of Minnesota and Twin Cities Urban Area Homeland Security Program Strategy development, Program Assessment & Strategic Planning. Included coordination and submission of Department of Homeland Security grant applications, investment justifications, capabilities assessment.
- ◆ Provided support for local and state responders to plan, train, and prepare for a terrorism threat. Provide guidance to local officials for homeland security related information sharing.
- ◆ Served as the State of Minnesota representative to the Metropolitan Medical Response System, planning for major medical response and mass casualty incidents, focusing on systems planning and capacity building.

Emergency Preparedness Director – Fire Captain

2001-2005

Emergency Medical Services Manager – Fire Captain

2001-2005

Fire Marshal – Fire Captain

2001-2005

Firefighter/Paramedic

1990- 2005

City of Burnsville Fire Department

EMERGENCY MANAGEMENT

- ◆ Directed and implemented Emergency Management program with all city departments.
- ◆ Coordinated over \$5 million in disaster assistance to the City of Burnsville between 1998 & 2004.
- ◆ Served as City of Burnsville Emergency Manager and Emergency Operations Center (EOC) Manager during community emergencies, including 4 Presidential Disaster declarations.
- ◆ Acted as the City of Burnsville's point of contact and media contact for all Emergency Management issues.
- ◆ As a member of Dakota County Domestic Preparedness Committee, applied for, planned, and coordinated Homeland Security grant and State funds. Implemented county-wide policy and procedures.

EMERGENCY MEDICAL SERVICES MANAGEMENT

- ◆ Managed and directed Emergency Medical Services (advanced life support ambulance operations) with over \$1 million in revenue to the city. Supervised department EMS billing and revenue management.
- ◆ Assisted with preparation/implementation of operating and capital budgets in emergency medical services.
- ◆ Provided leadership and direction for department Medical Protocols and operations guidelines.
- ◆ Liaison with medical community including Department Medical Director, Dakota County Public Health, and State of Minnesota Emergency Medical Services Regulatory Board (EMSRB).

FIRE MARSHAL / FIREFIGHTER RESPONSIBILITIES

- ◆ Managed policy development and implementation relating to Fire Prevention, Protective Inspections and Code Compliance, Public Education and Fire Investigation.
- ◆ Department contact for all legal and risk management inquiries, including criminal referrals and civil litigation.
- ◆ Functioned as Incident Commander for fire and emergency incidents directing fire and rescue personnel.
- ◆ Two Fire Department Meritorious Action Awards for actions on duty.

Acting District Chief	2001 – 2004
Fire Captain	1999 – 2004
Fire Fighter	1988 – 2005
<i>City of Bloomington Fire Department</i>	

- ◆ Designated as District Chief in charge of two stations. Provided operational supervision and fire command situations. Responsible for fire and emergency operations.
- ◆ Functioned as Incident Commander for fire and emergency incidents directing fire and rescue personnel.
- ◆ Served as Hazardous Materials Team specialist and training assistant.
- ◆ Supervised 20-25 firefighters. Responsible for training, direction, and supervision in emergency and non-emergency situations; as well as responsibility for department facilities and equipment.

Hazardous Materials Specialist, Tactical Paramedic (SWAT, Bomb Squad)	1988-2004
Emergency Medical Technician- Paramedic	1985-2004
Emergency Medical Technician- Basic	1984-1985
<i>Allina Medical Transportation (Formerly HealthOne, MedPlus)</i>	

EDUCATION

Master of Arts - Public Safety Administration.

Saint Mary's University of MN – Twin Cities Campus. 2006

Bachelor of Arts - Magna cum Laude-

Organizational Management and Communication.

Concordia University. 2004

CERTIFICATIONS & CERTIFICATES**Certified Emergency Manager (CEM®)**

International Association of Emergency Managers (IAEM). (Tested and Peer-Reviewed Education, Training, and Professional Contributions Portfolio). Issued 2018, Expires 2023.

Certified Emergency Manager

US Federal Emergency Management Agency (FEMA) and State of Minnesota Department of Public Safety - Division of Homeland Security and Emergency Management. Professional Development Series (PDS). Certificate of Completion. Issued March 1, 2000. No expiration.

US Federal Emergency Management Agency (FEMA) and State of Minnesota Department of Public Safety - Division of Homeland Security and Emergency Management. Issued Jan 1998, No expiration.

Certified Business Continuity Management System (BCMS) Auditor

International Center for Organizational Resiliency (ICOR). Credential ID BCMS – 5671570257042, Issued 8/29/2012 (Tested/ANSI Accredited). No expiration.

ISO 22301 Lead Auditor

International Center for Organizational Resiliency (ICOR). Credential ID BCMS – 5671579257042 Issued 8/29/2012 (Tested/ANSI Accredited). No expiration.

Auditing BCM Programs for PS-Prep Certification (BCM 5000)

International Center for Organizational Resiliency (ICOR). 8/24/2012 (Tested). No expiration.

OSHA Training Institute Great Lakes Education Center

Eastern Michigan University

1. **OSHA 7500 - Introduction to Safety & Health Management.** 1 day, 4/5/2022
2. **OSHA 7105 - Evacuation and Emergency Planning.** 1 day, 4/1/2022
3. **OSHA 7505 - Incident (Accident) Investigation.** 2 days, 2/24/2022

OSHA Training Institute National Safety Education Center

MN Safety Council/Northern Illinois University

1. **OSHA 510 - Occupational Safety and Health Standards for the Construction Industry.** 4 days, 3/24/2022
2. **OSHA 511 - Occupational Safety and Health Standards for General Industry.** 4 days, 2/10/2022

Business Continuity Management Systems (BCMS)

Disaster Recovery Institute International (DRII). Successful Qualifying Examination, 4/22/2005

TEACHING EXPERIENCE**Adjunct Assistant Professor - Graduate Certificate in Public Safety Administration****2006 – 2007**

Hamline University, Graduate School of Management

- ◆ Taught graduate level public safety administration certificate programs, assisted with coordination for recruitment, program design and curriculum development.
- ◆ Developed Graduate School of Management Applied Research Project guidelines for Public Safety programs

Adjunct Assistant Professor - Public Safety Administration Degree Program**2006 – 2008****Public Safety Degree Program Advisory Committee Member**

Saint Mary's University, Graduate School of Management – Twin Cities Campus

- ◆ Taught graduate level public safety administration courses.
- ◆ Assisted with coordination for recruitment, program design and curriculum development.
- ◆ Provided program input and guidance as member of Master of Arts Degree Program Advisory Committee.

Adjunct Faculty - Minneapolis Community and Technical College**2006 – 2008**

- ◆ Developed curriculum and deliver under-graduate homeland security and emergency management courses.
- ◆ Courses delivered – Introductory Homeland Security and Emergency Management, Hazardous Materials.

Adjunct Faculty - Hennepin Technical College**1998 – 2008****Hennepin Technical College Fire and Emergency Services Programs Advisory Board Member**

- ◆ Delivered under-graduate level fire service courses, concentrating in management and leadership, fire service administration, emergency management, and homeland security.

Adjunct Faculty - Texas Engineering and Extension (TEEX), Texas A & M University**2005 – 2006**

- ◆ Delivered specialized homeland security and weapons of mass destruction courses for national homeland security consortium provider.

Minnesota Incident Management System - State Department of Public Safety**1997 – 2003**

- ◆ Conducted Instructor Trainer courses and operations level courses throughout Minnesota in National Incident Management System on behalf of State Department of Public Safety.

INVITED LECTURES & PRESENTATIONS

1. **Homeland Security and Crisis Management.** Critical Infrastructure Protection. Panelist, Croatian Ministry of Defense, hosted by the Minister of Defense. Zagreb, Croatia. September 18, 2019.
2. **International Cooperation in Critical Infrastructure Protection –Perspective of a US CIP Practitioner.** Invited presentation and Panel Member. International Conference “Public and Private Security Companies in Critical Infrastructure Protection”, Zagreb, Croatia. Sponsored by RACVIAC – SE Europe Centre for Security Cooperation, the Croatian Institute for Urban Security and Croatian security magazine Zastita. September 28, 2018.
3. **Feeling all COOP’ed Up? – One City’s experience in Completing Continuity of Operations Plans.** Association of MN Emergency Managers (AMEM) 58th Annual Conference. September 17, 2018.
4. **Big Data and Homeland Security.** Summer School Course offering, “Utilizing Big Data for the Social and Policy Sciences. Sponsored by the University of Split, University of Zagreb, George Mason University, and Mississippi State University. June 2017.
5. **Full-Scale International Emergency Response Exercise – MUSAR.** Earthquake Mass Casualty Incident. Exercise Observer/Evaluator for Fire, Rescue, EMS Operations. Part of the European Union Civil Protection Mechanism. Croatian National Protection and Rescue Directorate. Istria, Croatia. April 20-23, 2017.
6. **Twin Cities Critical Infrastructure Assessment and Protection.** Crisis Management Days. Ninth International Scientific Conference. University of Velika Gorica. Split, Croatia. April 12-13, 2016.
7. **Defense Support to Civilian Authorities in Disaster.** *Vigilant Guard 2015.* Hosted Croatian Emergency Services delegation (National Protection and Rescue Directorate, Emergency Communications), Private Sector Coordination, Defense Support to Civil Authorities). August 2015.
8. **Education as Differentiation.** Crisis Management Days. Eighth International Scientific Conference. University of Velika Gorica. Split, Croatia. May 14-15, 2015.
9. **International Emergency Response Exercise - MURA 2015.** Defense Support to Civilian Authorities in Disaster. Exercise Observer for Multi-National River Flooding Exercise. European Mechanism for Civil Protection. Coordination of Aid Across Borders for Flooding Disasters. May 16-17, 2015.
10. **Critical Infrastructure Protection training.** Civilian to Civilian Support – National and Local Govt, Workshop on CIKR Protection Principles, *Twin Cities Region Critical Infrastructure Protection Program.* Zagreb, Croatia. January 2015.
11. **Tabletop Exercise Invited Presenter – KLOREX.** Case Review of Anhydrous Ammonia Leak. Military Specialized unit to support civilian responders in Hazardous Materials Incident. April 2014.
12. **Emergency Management for GIS Professionals.** MetroGIS Emergency Preparedness (EP) Workgroup and the Governor’s Council on Geographic Information. New Brighton, MN. April 25, 2005.
13. **Pursuing Quality in Emergency Medical Services.** Research and Scholarship Symposium, Concordia University. Saint Paul, MN. April 28, 2004.
14. **International Corporate Emergency Response Exercise - "Dragonfly".** Major Aircraft Crash Accident, Exercise Referee for Emergency Response Operations. Northwest Airlines. Hong Kong, PRC. June 2000.

SELECTED TRAINING & EXERCISES CREATED/DELIVERED

South Central Kansas Homeland Security Region III Mass Casualty Exercise

Major Emergency Response Group (MERGe) and Disaster Medical Support Unit (DMSU).

Harvey County, Newton, Kansas. October 31 – November 2, 2019.

- ◆ Provided full development of exercise materials, managed exercise delivery team consisting of nine exercise facilitators/subject matter experts. Mass Casualty Response with specific focus on response to Active Shooter scenario in school environment. Multi-discipline participants from school, law enforcement, fire, and EMS.
- ◆ Managed the conduct of all three exercise days, involving ninety-eight emergency response personnel from fifteen agencies, fifty school personnel, and forty-seven actors/role players. Collected and analyzed feedback data from participants and authored After Action Report.

State of Kansas All-Hazard Incident Management Team Field Exercise

Windy City Kansas. State of Kansas All-Hazard Incident Management Team, Kansas Department of Emergency Management (KDEM), the City of Ottawa, and Franklin County, Kansas. October 22-24, 2019.

- ◆ Provided full development of exercise materials, managed team of six facilitators/evaluators, conduct of exercise, collected, and analyzed feedback data from participants, and authored After Action Report for a Major Functional Exercise running 3-days, involving approximately sixty participants.

Palm Beach County Volunteer Reception and Donations Management Functional Exercise

Palm Beach County Emergency Management. Palm Beach County, Florida. May 31, 2019.

- ◆ Provided full development of exercise materials, managed the exercise delivery team consisting of four exercise personnel and fifty-one different role player profiles.
- ◆ Managed the conduct of exercise play, orientation to the participants/role players, collected and analyzed feedback data from participants, and authored After Action Report. Exercise involved validating emergency response plans, policies, and procedures relating to VRC operations and Donation Management Center support after a major incident in Palm Beach County. Sixty-two participants and six partner agencies.

State of Kansas All-Hazard Incident Management Team Field Exercise.

Andover Vortex. Tornado Response Exercise.

State of Kansas All-Hazard Incident Management Team, Kansas Department of Emergency Management (KDEM), and Butler County, Kansas. Crisis City Training Complex in Salina, Kansas. March 26-28, 2019.

- ◆ Project Management from design to implementation for a major field operational deployment exercise running three consecutive days. Exercise play involved two teams, each operating for one-and-a-half day Operational Periods spanning three days, including response to approximately sixty situation injects.
- ◆ Thirty-five participants from the Kansas All-Hazards Incident Management Team split into two operational teams, thirteen support personnel from seven agencies, and eleven members of the Exercise Team.

Emergency Operations Plan (EOP) Workshop - CMS Emergency Preparedness Rule

Southwest MN Healthcare Coalition. November 14, 2018 – Redwood Falls, MN and May 9, 2019 – Hendricks, MN.

Iowa Incident Management Team Full-Scale Exercise 2018

KOSSUTH COUNTY TORNADO. Kossuth County, City of Algona, Iowa. June 22-23, 2018.

- ◆ Provided Exercise Design and Evaluation materials for state-level exercise of incident management capabilities. Author of the exercise manual and After-Action-Report.

Multi-Hazard Safety Program for Schools (Emergency Management Institute G-364)

- ◆ Five deliveries across multiple sites in the state of MN. May 3-5, 2005 and January-April 2006.

Carver County Risk and Emergency Management – Incident Management Instructor

- ◆ MN IMS, 8-hour Operational. December 2003.

Washington County Public Health – Incident Management Instructor

- ◆ MNIMS 4-hour Awareness, 8-hour Operational, seven offerings. June – October 2003.

Northwest Airlines –International Full Scale Emergency Response Aircraft Exercise “*Operation Dragonfly.*” Accident Site Coordinator Referee. June 2000, Hong Kong, PRC.

Catastrophic Exercise (CATEX). Lead Evaluator- Fire Response/Hazardous Materials training. Minneapolis, May 1999.

SELECTED ADDITIONAL TRAINING & CERTIFICATIONS

1. **National Fire Protection Association.** *NFPA Emergency Evacuation Training.* 1 day. January 2013.
2. **Riverland Community College & Southeast Minnesota Fire Chiefs Association.** *Select Public Safety Executive Development Course. Public Safety Executive Development Certificate.* March 2000 – March 2002.
3. **United States Fire Administration (USFA), National Fire Academy.**
 - 3.1. *All-Hazards IMT Planning Section Chief position training.* P440. Seattle, WA. Jun 4-7, 2007.
 - 3.2. *All-Hazards Incident Management Team.* O305, Mar 26, 2007 – Apr 1, 2007.
 - 3.3. *ICS 300, Intermediate ICS for Expanding Incidents for Operational First Responders.* H465, Jan 8-12, 2007.
 - 3.4. *ICS 400, Advanced ICS for Command and General Staff, Complex Incidents and MACS for Operational First Responders.* H467, Jan 8-12, 2007.
 - 3.5. *USFA/NHTSA NIMS Train-the-Trainer Program.* T414. Sept 26-Oct 1, 2005.
 - 3.6. *Introduction to Unified Command for Multi-Agency & Catastrophic Incidents Train-the-Trainer.* T415. Sept 29-30, 2005.
 - 3.7. *NIMS Incident Command System for the Fire Service Train-the-Trainer.* T796. Sept 27-28, 2005.
 - 3.8. *NIMS Incident Command System for Emergency Medical Services Train-the-Trainer.* T164. Sept 26-27, 2005.
 - 3.9. *Leading Community Risk Reduction.* R280. Sept 8-19, 2003.
 - 3.10. *Executive Development.* R123. Aug 5-16, 2002.
 - 3.11. *Principles of Building Construction: Non-Combustible.* Apr 2001.
 - 3.12. *Emergency Response to Terrorism: Basic Concepts.* H531, Apr 4-5, 1998.
 - 3.13. *Executive Analysis of Fire Service Operations in Emergency Management.* R306. Aug 23-Sept 3, 1999.
 - 3.14. *Emergency Response to Terrorism Self-Study.* Q534. Jun 12, 1998.
 - 3.15. *Hazardous Materials Incident Management.* R243. Feb 15-20, 1998.
 - 3.16. *Incident Command System for Emergency Medical Services.* Mar 1996.
 - 3.17. *Fire Service Planning Concepts for the 21st Century.* R802. Dec 1-6, 1996.
4. **US Department of Homeland Security, Federal Emergency Management Agency (FEMA), Emergency Management Institute (EMI).**
 - 4.1. *Instructor Exam for ICS 300.* IT-300. Jun 5, 2019.
 - 4.2. *Instructor Exam for ICS 400.* IT-400. Jun 5, 2019.
 - 4.3. *Virtual TTX Series – Tornado Focus.* V0005. Jan 22, 2014.
 - 4.4. *NIMS ICS All-Hazards Supply Unit Leader.* L0970. Nov 16-18, 2013.
 - 4.5. *NIMS ICS All-Hazards Resources Unit Leader.* L0965. Sept 25-27, 2013.
 - 4.6. *NIMS ICS All-Hazards Operations Section Chief.* L0958. Sept 9-12, 2013.
 - 4.7. *NIMS ICS All-Hazards Safety Officer.* L0954. Jul 15-18, 2013.
 - 4.8. *NIMS ICS All-Hazards Incident Commander.* L0950. Apr 15-18, 2013.
 - 4.9. *NIMS ICS All-Hazards Situation Unit Leader.* L0964. Mar 4-8, 2013.
 - 4.10. *Integrated Emergency Management Course: Preparing the Whole Community for a Complex Coordinated Attack.* L0912. Apr 10-13, 2017.
 - 4.11. *Incident Command System Train-the-Trainer.* L0449. Jun 13-17, 2016.
 - 4.12. *Integrated Emergency Management Course: Community Specific Saint Paul, MN.* E0930. Jul 21-24, 2014.
 - 4.13. *Exercise Evaluation and Improvement Planning.* E0131. Mar 31-Apr 3, 2014.
 - 4.14. *Introduction to Incident Command System ICS-100.* IS-00100b. May 28, 2013.
 - 4.15. *ICS for Single Resources and Initial Action Incident, ICS 200.* IS-00200b. May 28, 2013.
 - 4.16. *Integrated Emergency Management Course: Community Specific Ramsey County, MN.* E0930. Apr 22-25, 2013.
 - 4.17. *Incident Command System Train-the-Trainer.* L0449. Saint Paul, MN. Dec 5-8, 2006.
 - 4.18. *NIMS Resource Management.* IS-703. Sept 5, 2006. *National Incident Management System (NIMS), An Introduction.* IS-00700. Nov 30, 2004.
 - 4.19. *Multi-Hazard Emergency Planning for Schools Workshop.* Dec 2000.
 - 4.20. *Multi-Hazard Programs for Schools Instructor-Trainer.* Jul 1999.

5. **US Department of Homeland Security, Center for Domestic Preparedness (CDP).**
 - 5.1. *Instructor-Training Certification Course*. Feb 2005.
 - 5.2. *WMD General Instructor Course*. Feb 2005.
 - 5.3. *WMD Hazardous Materials Technician - Live nerve agent incident response training*. Jun 2001.
6. **US Department of Justice, Office of Domestic Preparedness**
 - 6.1. *Prevention and Response to Suicide Bombing Incidents Training*. New Mexico Tech. Mar 2005.
 - 6.2. *Response to Terrorism Incidents Instructor*. Apr 1998.
 - 6.3. *Domestic Preparedness Instructor:*
 - First Responder Awareness
 - First Responder Operations
 - Haz-Mat Technician
 - Incident Command
7. **Texas A&M.** *Weapons of Mass Destruction: Incident Management/Unified Command*. Dec 1999.
8. **Hennepin Technical College.** *Hazardous Materials Specialist*. 210 Hours, Tested. Jun 1991.
9. **National Registry of Emergency Medical Technicians**
 - 9.1. *Emergency Medical Technician – Basic*. Issued 1984-1985 (Upgraded)
 - 9.2. *Emergency Medical Technician – Paramedic*. Continuous Registration 1985 – 3/2004.
10. **Minnesota Emergency Medical Services Regulatory Board (EMSRB)**
 - 10.1. *Emergency Medical Technician – Paramedic*. Credential ID #226571. Continuous Registration 1985-3/2018.
 - 10.2. *Advanced Examiner*. Credential ID MDH #26571. 1/26/1996-3/31/1998.
 - 10.3. *Emergency Medical Technician – Basic*. Credential ID #226571. Issued 1984-1985 (Upgraded) & 3/2022-3/2024 (Downgraded).
11. **American Heart Association.** *Certified Basic Life Support (CPR and AED)*. (Card #215417076330). Issued 10/26/21 – Expires 10/2023.

PUBLICATIONS

1. Lazari, A., & Mikac, R. (Eds.). (2022). *The External Dimension of the European Union's Critical Infrastructure Protection Programme: From Neighbouring Frameworks to Transatlantic Cooperation (1st ed.)*. CRC Press. (Expected release June 2022). (Textbook Chapter Co-Author).
2. Mirevska, Marina; Mileski, Toni; Mikac, Robert (Eds.). (2019). *Critical Infrastructure: Concept and security challenges*. Skopje: Friedrich Ebert Stiftung - Office Skopje. (Textbook Chapter Contributor).
3. Mikac, Robert; Cesarec, Ivana; Larkin, Richard. (2018). *Critical Infrastructure: The Platforms for A Successful Development of Nations Security*. Zagreb: Jesenski and Turk. (Textbook Co-Author).
4. Larkin, R. *Emergency management implications in large-scale criminal search cases involving military support*. Authored article for the MN Fire Chief Association (MSFCA) Magazine and the International Association of Emergency Managers (IAEM) Bulletin (July 2005). Minnesota Fire Chief Vol 41 (6). July/August 2005.
5. Textbook reviewer: Carter, H. & Rausch, M. (2004). *Fire Service Administration*. Barnett Publishing, NY.
6. Larkin, R. (2003). *Evaluating a quality improvement program for the emergency medical service in the Burnsville Fire Department*. National Fire Academy: Emmitsburg, MD.
7. *Emergency/Disaster Preparedness: A Planning Guide for Schools*. Minnesota Department of Children Families and Learning; Minnesota Department of Public Safety, Division of Emergency Management. Contributing author and Committee member. November 1999.

NATIONAL & INTERNATIONAL CONSENSUS STANDARDS

Emergency Management Accreditation Program (EMAP)

2003-2018

1. **Volunteer Assessor** – Conduct on-site and remote program assessments, applying the *Emergency Management Standard by EMAP*. Assigned as a Primary assessor and Secondary Assessor for selected standards, based on qualifications. 2004-2018.
2. **Assessment Team Leader** – Led teams of assessors in program assessments for standardized assessments and pilot projects. Oversaw the proper application of the standards by assessors during and following the assessments, as well as reviewed and approved written assessment findings in the Assessment Final Report for the EMAP Commission. 2011-2018.
3. **Standards Sub-Committee Chair** – Facilitated and led the committee that developed the *Emergency Management Standard by EMAP, 2016 Standard edition*, over a 3-year cycle, resulting in the recommendation for adoption of the Emergency Management Standard by EMAP by the EMAP Commission. 2015-2108.
4. **Technical Committee** – Member of the Technical Committee which recommends the final adoption of the *Emergency Management Standard by EMAP*. 2015-2018.

National Fire Protection Association (NFPA) - Technical Committee on Emergency Management and Business Continuity. *NFPA 1600: Standard on Continuity, Emergency, and Crisis Management*. Committee Member. 2011-2016.

ISO/TC 292/WG 3: United States Technical Advisory Group to International Standards Organization (ISO)/Technical Committee 292, Security and Resilience.

1. Member, Working Group– Emergency Management. U.S. Technical Advisory Group (TAG) to ISO, 2013-2014.
2. *ISO Standard 22325: Security and Resilience. Emergency Management - Guidelines for Capability Assessment*. ISO 22325:2016(E). First Edition Standard Published 2016.
3. *ISO Standard 22320: Societal Security - Emergency Management - Requirements for Incident Response*. ISO 22320:2018(E). Second Edition Standard Published 2018.

PROFESSIONAL ORGANIZATIONS & SOCIETIES

Association of Minnesota Emergency Managers (AMEM)

- ◆ Member, September 1997 - Present
- ◆ Past President, September 2017 - September 2018
- ◆ President, September 2016 - September 2017
- ◆ First Vice-President, September 2015 - September 2016
- ◆ Second Vice-President, September 2014 - September 2015
- ◆ Metro Region (R6) Representative
- ◆ Budget Chair, Nominations Chair, Conference Chair, Government Affairs Committee

Metropolitan Emergency Managers Association

- ◆ Member, 1997 - Present
- ◆ President, 2001/2002
- ◆ Vice-President, 2000/2001

Institute for Security Policies. Zagreb, Croatia. Associate Member, 2017 - Present

International Association of Emergency Managers (IAEM)

- ◆ Member, October 2006-October 2008 and October 2016 - Present
- ◆ Region 5 State Representative for Minnesota, 2019 – 2021

Minnesota Safety Council. Member

National Safety Council. Member

National Homeland Security Association (NHSA) Board of Directors.

- ◆ Member and Conference Committee, 2011 - 2016

Urban Area Security Initiative (UASI) National Conference –2007, 2008, & 2009

- ◆ *Conference Facilitator/Track Leader*

Minnesota State Fire Chief's Association (MSFCA).

- ◆ *Past Member*
- ◆ *Emergency Management Committee, Member & Committee Chair*

AWARDS & RECOGNITION

Minnesota National Guard, Adjutant General – *Recognition Award*, Beyond the Yellow Ribbon Employer Support of the Guard and Reserve. 2018.

Minnesota National Guard, 133rd Airlift Wing – *Recognition Award*, Beyond the Yellow Ribbon. 2015.

Republic of Croatia - *Order of the Croatian Interlace*, awarded "on behalf of the President of the Republic for advancement of progress and reputation of Croatia and the welfare of its citizens." Awarded by Croatian Chief of Defense, 2017.

Burnsville Fire Department - *Meritorious Action Awards*, two citations for actions on duty.

Dakota County EMS Council - *EMS Leadership Award*. December, 2004.

Minnesota Department - Veterans of Foreign Wars (VFW) - *Firefighter Gold Medal Award recipient*, Finalist for National Award. June, 2004.

Minnesota Department of Public Safety - *Outstanding Emergency Management Official*. March, 2003.

Association of Minnesota Emergency Managers - *Outstanding Non-Director Award*. September, 2000.

Minnesota Department of Public Safety – *Outstanding Partnership Award*. March, 2000.

Association of Minnesota Emergency Managers - *Presidents Award and Two Service Awards* (1999 and 2018).

Bloomington Rescue Squad - *Service Award*.

Bloomington Police Department - *Citizens Commendation Medal*.

Metropolitan Emergency Managers Association – *Recognition Award*. 1998.