

Jonathan W. Gaddy, MA, CLEM

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Emergency management and homeland security professional with experience at the local, state, and federal levels.

Emergency management operations – As Director of a county emergency management agency, represented local elected officials and supervised a team of a dozen emergency management personnel to implement a Congressionally-mandated WMD preparedness program serving over 118,000 citizens. Directed response and recovery operations for tornados, hurricanes, ice storms, snow storms, hazardous materials spills, and other human-caused events. Deployed for multiple federally-declared major disasters. Led interagency and inter-jurisdictional exercise design and evaluation teams which designed, developed, and oversaw numerous FEMA-evaluated WMD exercises, natural hazard exercise, training courses, workshops, and team development activities. Experience with disaster medical operations, damage assessment, debris removal, long term recovery, mass care, and other emergency functions. Certified in NIMS/ICS/NRF and very familiar with emergency management practice and theory. Previously certified Hazardous Materials Technician and National Registry of Emergency Medical Technicians (NREMT Basic).

Program and project management – Implemented “solutions-focused” program management approaches to coordinate operations with officials from local government, federal agencies, healthcare facilities, industry, businesses, the public, media, and NGO’s on an ongoing basis. Regularly engaged elected officials on policy choices and facilitated planning meetings, hot-washes, and after-action conferences to enhance training, identify opportunities, and foster networking, cooperative planning, and information sharing among partner government, private, and volunteer agencies. Supported the transition of a multi-million dollar public safety communications infrastructure from federally-funded status to local, independent ownership with a self-sustaining revenue stream. Supervised and managed numerous communications, professional services, information technology, and construction contract projects. Directed 24/7 all-hazards Emergency Operations Center (EOC) and multi-agency coordination center in support of the Congressionally-mandated Chemical Stockpile Emergency Preparedness Program (CSEPP), a DoD-driven, CBRNE-focused intergovernmental emergency management program.

Finance and administration – Managed 24-hour Emergency Operations Center to provide situational awareness, communications, coordination, and resource support to multiple jurisdictions and agencies. Coordinated consensus decision making among elected officials and responders. Responsible for administering a transition from a \$5 million+ federally-funded budget to a scaled-back operation sustainable with local revenues and a future annual budget near \$550k. Coordinated development of \$41 million annual operations budget. Supervised competitive purchasing and numerous contracts. Trained in county administration to coordinate budgeting and supporting the work of numerous departments under the direct guidance of elected officials. Routinely engaged local, state, and federal elected officials and VIP’s to obtain support for development of capabilities, emergency management plans and programs, communications infrastructure, and public involvement.

Education

Master of Arts, Security Studies (Homeland Defense and Security), Naval Postgraduate School, Monterey, CA (2016)

- Completed a well-received master’s thesis entitled “An Ontology of Power: Perception and Reality in Conflict” which analyzes the 2015 U.S. National Security Strategy (NSS) and proposes an alternative framework (strategic agency model) for the formulation of security strategy based on a critical analysis of the NSS and the application of social psychology, social constructionism, and phenomenology.

FEMA Emergency Management Executive Academy, Emergency Management Institute, Emmitsburg, MD (2016)

Bachelor of Science, Geography, Jacksonville State University, Jacksonville, AL (2010) (emergency management minor)

Emergency Medical Services (EMT-Basic) program, Gadsden State Community College, NREMT certification (2010)

Awards & Honors

Alabama Association of Emergency Managers, President’s Award (2016)

Leadership Calhoun County participant (2016)

Alabama Certified Local Emergency Manager (CLEM)

DHS/FEMA/Dept. of the Army CSEPP Program Manager’s Award for Superior Service (2011)

Service

Alabama State Service Commission (ServeAlabama), Governor's appointee (2017-2019)
Alabama Association of Emergency Managers, President (2017-18) and board member (2015-2018)
Alabama Emergency Management Advisory Council member (2015-16)
The Salvation Army, Anniston, Advisory Board member (2012-present)

Professional Activities

Published author on emergency management subjects addressing a variety of issues such as disaster risk reduction, the impact of the ongoing climate change and climate adaptation debate on emergency management in the US, human resources issues for local governments during disasters, and local-level emergency management operations.

Elected by peers to serve as President of the Alabama Association of Emergency Managers. Activities during the four-year (2015-18) term include work toward adoption of statewide emergency management program standards, working with partners make statewide emergency management training programs more effective and efficient, developing guidance and policy related to numerous state- and federal-level emergency management issues, and educating local, state, and federal elected officials and emergency management practitioners about key concerns.

Completed FEMA's Emergency Management Executive Academy (Cohort IV, 2016), a graduate-level executive education program focusing on strategy, leadership, and emerging issues in emergency management and homeland security. Completed a capstone project which studied the viability of applying high reliability organization (HRO) theory to emergency management and disaster response operations during catastrophic events.

Appointed to the Alabama Emergency Management Advisory Council by the Executive Director of the Association of County Commissions of Alabama to advise and assist the Alabama Emergency Management Agency (state) in carrying out its mission and the development of emergency management programmatic guidance.

Appointed to Public Safety/Emergency Issues Policy Team, Association of County Commissions of Alabama, (2013/14), to work on legislative priorities.

Worked as a member of the DHS/FEMA Chemical Stockpile Emergency Preparedness Program (CSEPP) Closeout National Integrated Process Team (IPT) to improve FEMA's programmatic closeout and transition planning guidance for post-federal sustainment (2009-2011).

Served as a member of the FCC Communications Security, Reliability, and Interoperability Council (CSRIC) IV, Alerting Sub Group, and worked with telecommunications industry and emergency management representatives from around the country to improve Wireless Emergency Alert (WEA) capabilities and develop recommendations for enhanced geo-targeting and crowd-sourcing capabilities in wireless emergency management public alerting platforms. (2015-2016)

Employment History

Oct 2011- Current: Director, Calhoun County Emergency Management Agency, Jacksonville, AL

Director of county emergency management organization coordinating disaster preparedness, mitigation, response, and recovery activities for 118,000 residents, seven municipalities, and two military installations. County-designated Homeland Security programs point-of-contact. Managed numerous grants, preparedness programs and activities, and outreach to local partners and stakeholders. Supervised team of emergency management officers, interns, and volunteers.

Previous posts held:

- Aug 2010-Oct 2011: EMA Operations Manager
Supervised 24/7 watch center and staff in support of federally-mandated CBRNE program, including IT administration and grants management duties.
- Jan 2009- Aug 2010: CSEPP Planner
Designed training exercises and coordinated healthcare facility preparedness for CBRNE threats.

- Sep 2007 - Jan 2009: EOC Hazard Analyst

Provided communications, coordination, and resources to support first responders. Completed routine preparations for protective action measures related to potential release of WMD agents.

Jun 2010-Current: Communications Officer, AL-1 DMAT, Dept. of Health & Human Services ASPR/NDMS

As part of DMIS/EMR Tier II/III instructor cadre, Program Development Branch, provided multi-agency training and federal exercise events for federal ESF-8 medical emergency response information systems under HHS and Veterans Administration. Coordinated communications and supported logistics for a federal disaster medical team.

Publications

Gaddy, Jonathan W., Elizabeth Clark, and Jeffrey R. Ryan. "How Does Climate Adaptation Affect Emergency Management?" *Journal of Homeland Security and Emergency Management* 11, no. 2 (June 19, 2014).

Mann, Stacey C., and Jonathan W. Gaddy. "Managing Human Capital in Times of Crisis: The Role of Employees in Disaster Management." In *The Future of Disaster Management in the U.S.: Rethinking Legislation, Policy, and Finance*. American Society for Public Administration. Routledge, 2016.

Gaddy, Jonathan W. "Leveraging Volunteer and Donated Resources with Logistics Support Teams." *International Association of Emergency Managers (IAEM) Bulletin* 33, no. 8. (August 2016).

Federal Disaster Declaration Responses and Federal-Level Exercises

- Hurricane Matthew, 2016 – Deployed via EMAC to provide Public Assistance damage assessment support for South Carolina Emergency Management Division. Worked with FEMA, state and local officials to provide PA program information and initiate disaster recovery programs. (DR-4286)
- South Carolina Flooding, 2015 – Deployed via EMAC to function to provide state FEMA Public Assistance (PA) program support for South Carolina Emergency Management Division (SCEMD). Provided just-in-time PA training to local elected and appointed officials, conducted joint FEMA-State Preliminary Damage Assessments (PDA) to activate federal support and assistance to affected communities, and acted as PA subject matter expert liaison for affected local governments. (DR-4241)
- FEMA Integrated Emergency Management Course (IEMC), 2015 – Oversaw development and implementation of an innovative 4-day emergency management training course and disaster exercise for 73 Calhoun County, AL participants on-site at FEMA's Emergency Management Institute (EMI) in Emmitsburg, MD. This IEMC was a first-of-its-kind implementation which involved four EOC's operating simultaneously, numerous disaster and hazard scenarios, and 24 separate exercise master scenario event lists. Evaluations by course participants after the course/exercise demonstrated that this was the most highly rated IEMC delivery to date, and FEMA course managers stated that the course would be used as the 'new standard' and a model for future IEMC course deliveries.
- Tampa Veterans Administration FCC Exercise 2015 – Deployed as part of two-person NDMS JPATS team coordinating ESF-8 patient movement reception via National Guard C-130 airlift and Patient Reception Area (PRA)/Federal Coordinating Center (FCC) operations, in partnership with local emergency management, hospital, and EMS agencies (Tampa, FL)
- National Level Exercise 2014 / HHS Noble Lifesaver / CAPSTONE – Deployed as part of NDMS JPATS team coordinating disaster patient movement and medical transport across 5 states on the west coast by Wyoming Air National Guard 187th Aeromedical Evacuation Squadron in close coordination with squadron command and senior NCO's (Cheyenne, WY)
- National Level Exercise 2011 / HHS Noble Lifesaver Exercise – Provided NDMS Joint Patient Assessment and Tracking System (JPATS) training for Veterans Administration emergency response team in support of VA Federal Coordinating Center (FCC) responsibilities; supported FCC operations as on-site JPATS SME for reception of ESF-8 patient movement mission conducted by military airlift (Des Moines, IA)
- April 27 Tornado Outbreak, 2011 – Managed EOC and recovery operations for EF-4 tornado response, 9 fatalities, initiated long term recovery planning and coordinated public assistance response (DR-1971)

- Hurricane Gustav, 2008 – EOC support for mass care operations serving out-of-state evacuees (DR-1789)
- Hurricane Katrina, 2005 – Supported emergency management logistics for sheltering of out-of-state evacuees and reconfiguring of former military housing complex (DR-1605)
- FEMA- and Army-evaluated CSEPP exercises, 2008, 2009, 2010, and 2011.

Presentations and Panels

Gaddy, Jonathan W., “Integrated Logistics Support for Local Emergencies,” Alabama Association of Emergency Managers Summer Conference; Guntersville, Alabama; June 12, 2013.

Gaddy, Jonathan W., and Tammy A. W. Bain, “Making Your Plans Operational,” State of Alabama Governor’s Preparedness Conference; Montgomery, Alabama; April 2, 2014.

Panelist, “Practice Challenges - Research Opportunities: Defining an Agenda,” Jacksonville State University, Emergency Management Department, Annual Doctoral Program Seminar, with Lucien Canton, Alessandra Jerolleman, and Maria Vorel; Jacksonville, Alabama; August 19, 2015.

Gaddy, Jonathan W., and Anita McBurnett, “Update from the Emergency Management Advisory Council,” (Formulating a strategic vision for emergency management in Alabama), Association of County Commissions of Alabama 87th Annual Convention; Orange Beach, Alabama; August 20, 2015.

Gaddy, Jonathan W. “Engaging across Silos: Leadership through Teamwork,” Central Alabama Integrated Warning Team Workshop (NWS Birmingham); Clanton, Alabama; June 7, 2016.

Special Project Grants

Islam, T. (Principal), Ryan, J. R. (Co-Principal), Jonathan Gaddy (Co-Principal), Jon Mason (Co-Principal), "Comprehensive Natural Hazards Literacy Program to Foster Community Resilience in the State of Alabama," Submitted to NOAA, Federal, \$499,909.00 (Grant not awarded)

Reviewer

Journal of Homeland Security and Emergency Management

Teaching Interests

Emergency management and homeland security

Leadership in local government

Public sector financial and human resource implications of disaster

Natural and technological hazards

Science and technology applications in government