

IGNITE, ADAPT, OVERCOME:

Leading in Today's Fire Service



FEB. 24-26
2026

Professional Development Conference @
<https://fcam.org/pdc/>



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WELCOME

“Ignite, Adapt, Overcome: Leading in Today’s Fire Service”

Welcome to the 2026 Fire Chiefs Association of Massachusetts Professional Development Conference! We are proud to bring together fire service leaders, instructors, and industry partners from across the Commonwealth and beyond for days of learning, networking, and collaboration. This year’s theme, “Ignite, Adapt, Overcome: Leading in Today’s Fire Service,” highlights the evolving challenges faced by fire departments and the resilience required of their leaders.

Through engaging seminars and workshops, participants will gain practical tools, strengthen leadership skills, and explore innovative ideas to take back to their departments and communities. The conference also offers exposure to current topics, resources, and our network of supporting vendors. On behalf of FCAM, we thank our attendees, speakers, and vendors for their dedication to advancing the fire service. We hope you enjoy your time in Worcester at the DCU Center and leave inspired, better equipped, and ready to lead in today’s dynamic fire service.

MAIN SEMINARS | FEBRUARY 24 - 26

Tuesday, 09:00 – 16:30 | Exhibit Hall | Sponsor:

EVERSOURCE

Lessons Learned From The Battlefield

Greg Stube, Special Forces Warrior, Author

In this powerful all-day seminar, Greg Stube draws on his extensive battlefield experiences to reveal timeless lessons in leadership, resilience, and teamwork. Attendees will explore how to make sound decisions under pressure, build trust within teams, and perform with confidence in high-stakes situations. He translates real combat experiences into practical tools for professional and personal growth, inspiring participants to lead with purpose and overcome adversity. Greg Stube enlisted in the U.S. Army in 1988 and served as a Green Beret Special Forces Medical Sergeant. He helped develop the Special Forces Advanced Urban Combat doctrine and was severely wounded during combat in Afghanistan, surviving 17 surgeries and a long recovery. Since retiring, Greg has hosted Coming Home with Greg Stube on NBC Sports and authored Conquer Anything. He is a sought-after speaker and leadership consultant for organizations including the FBI and the FBI National Academy.



JOIN US @ 16:30 TUESDAY
for Social Hour in Vendor Area
raffles ~ exhibits ~ networking ~ socializing

5 POLICY TRENDS

For Fire & EMS Leaders in 2026

Fire and EMS policies are constantly evolving. Is your agency keeping up? Lexipol's experts monitor legislation, regulations, and best practices to help agencies adapt.

Download our tip sheet to explore five key policy trends shaping fire and EMS in 2026.



DOWNLOAD NOW

Scan the QR code or visit
info.lexipol.com/FireEMSPolicyTrends

MAIN SEMINARS | FEBRUARY 24 - 26

Wednesday, 09:00 – 11:30 | Exhibit Hall | Sponsor: [nationalgrid](#)

Leading in Times of Uncertainty

Jeff Butler, Author, Strategist, Workplace/Tech Speaker

This seminar shares practical strategies to help leaders navigate change, build resilient teams, and sustain performance amid shifting priorities. Attendees learn to foster a growth mindset, encourage leadership at all levels, and create buy-in during transitions. The session explores enhancing communication, managing difficult conversations, and turning uncertainty into opportunity. Jeff Butler is a global workplace strategist who has worked with organizations across forty industries on four continents. He helps leaders manage change, reduce stress, and build thriving team cultures. Drawing on international experience, Jeff provides actionable tools to strengthen adaptability, communication, and confidence in uncertain times.



Wednesday, 13:00 – 16:30 | 3rd Floor | Sponsor:



Mastering the Fireground Command - Calm the Chaos!

Anthony Kastros, Battalion Chief (Ret.), Sacramento Metro FD

This dynamic workshop takes you inside the incident command post to experience real-world fireground operations. Using various resources, participants will learn how incident commanders make critical decisions and maintain situational awareness under pressure. Lessons from successes and challenges help improve strategy, tactics, and teamwork, with emphasis on modern fire behavior and construction. Anthony Kastros, a 33-year fire service veteran and retired Sacramento Metro Fire Battalion Chief, is the owner of Trainfirefighters.com and author of *Mastering the Fire Service Assessment Center* and *Mastering Fireground Command—Calming the Chaos!*. A national instructor and 2019 George D. Post Instructor of the Year, he teaches leadership, tactics, and command nationwide.



Thursday, 09:00 – 12:00 | 3rd Floor | Sponsor:



Not Your Daddy's Fire Service

Dr. Nicole L. Sawyer, PsyD, Public Safety Mental Health Conslt.

Dr. Sawyer explores how generational differences, mental health awareness, and shifting cultural norms are redefining leadership in modern fire departments. Learn how to balance traditional fire service values with emotional intelligence, foster team resilience, and support members across all career stages. She examines the impact of trauma reactions, past leadership traditions, and evolving workplace expectations, providing strategies to improve recruitment, retention, and overall team performance. Nicole L. Sawyer, PsyD, is a licensed psychologist specializing in public safety consulting for all first responder agencies, and has spoken internationally, including as a keynote speaker at Fire-Rescue International 2025.





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- Electrical Safety Awareness
- Live Line Trailer Demonstration

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Ask at our booth or
visit us online:



CONTACT US

Jason Emery | Senior Specialist Emergency Preparedness, Gas
jason.emery@eversource.com
860-665-5642 Office | eversource.com

MECHANICS | FEBRUARY 24 - 26

Tues./Wed., 09:00 – 16:30 | Thurs. 07:45 - 12:00 | Room A

EVT F1 – Maintenance, Inspection & Testing of Fire Apparatus

Instructor: Jamey Gosz



Offered through the New England Fire Apparatus Maintenance Association (NEFAMA) and Fox Valley Technical College, EVT F1 is part of the Fire Apparatus Technician Certification Track. This 3-day program provides comprehensive instruction in the maintenance, inspection, and testing of fire apparatus as outlined in NFPA 1910. Days 1 and 2 will cover foundational instruction covering inspection standards, performance testing, and maintenance procedures, with test preparation exercises and hands-on applications designed to build technical confidence for the EVT F1 exam. Day 3 will be the EVT F1 Certification Test only starting at 8:00 sharp.

REQUIRED PRE-REGISTRATION FOR CERTIFICATION TEST:

You must register for the test separately at www.EVTCC.org no later than **45 days before the Conference**.

When registering for the test online, **use site code: MAWOR, date: 2/26/26 and time: 8:00 AM**

VENDOR AREA HOURS | TUES. 08:00 - 17:00 | WED. 08:00 - 13:00



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DISPATCHERS | FEBRUARY 24

Tuesday, 09:00 – 10:00 | Room B

Wait... What Did They Just Say? — A Dispatcher's Guide to Fire Lingo

Speaker: Chief David Hurlbut (Ret.), Sterling Fire Department



This lively session helps dispatchers better understand the fast-paced terminology of the fireground. Chief Hurlbut explains common fire service acronyms, tactical radio terms, and operational lingo used during emergencies, providing clarity and confidence for communications center staff. Attendees will gain a working knowledge of structure fire operations and command terminology, improving coordination between responders and dispatchers and strengthening overall emergency response efficiency. The seminar is ideal for both new and experienced telecommunicators who want to enhance communication accuracy and effectiveness. Chief Hurlbut brings over 40 years of front-line and leadership experience, offering insights drawn from decades of real-world emergency response.

Tuesday, 10:15 – 11:30 | Room B

MA State Fire Mobilization Plan: A Dispatcher's Perspective

Chief Hurlbut, State Coordinator for the Massachusetts State Fire Mobilization Plan, takes attendees behind the scenes of the program with a focus on the crucial role of dispatch centers. The session covers activation procedures, resource tracking, documentation, and communication strategies that support mutual aid and statewide coordination. Participants will review real-world examples of how proper planning and communication help ensure quick, safe, and organized deployment during large-scale incidents. This seminar empowers dispatchers to be a critical link in the mobilization chain, ensuring success during major events. His career includes leadership in large-scale incidents, giving attendees practical, proven strategies they can apply immediately.

Tuesday, 13:00 – 16:30 | Room B

Saving Lives on Both Sides of the Call!

Tracy Eldridge, Founder, On Scene First; Public Safety Trainer



This thought-provoking presentation explores the importance of mental health and wellness among first responders. Drawing on her 25+ years of experience in public safety - from dispatch to fire/EMS - Tracey Eldridge shares insight into the realities of PTSD, burnout, and secondary trauma. Learn practical tools to identify early warning signs, access support, and prioritize self-care without stigma. Tracy's message is both motivational and educational, encouraging attendees to take care of themselves as fiercely as they care of others—saving lives on both sides of the call. You will leave inspired to build resilient, healthy teams while fostering a culture that values mental well-being.

REGISTER & INFO: <https://fcam.org/pdc/>

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ADMINISTRATIVE ASSISTANTS | FEBRUARY 25

Wednesday, 09:00 - 09:45 | Room B

Massachusetts Procurement Guidelines

Jeffrey Shapiro, Inspector General's Office

Public procurement laws ensure that the public's money is spent transparently, competitively, and fairly. These principles are critical to maintaining the public's trust. Inspector General Jeffrey Shapiro will discuss the importance of following the law and his advocacy for common sense changes to the law. He will also share his efforts to ensure that municipalities and their agencies receive the support and training they need to comply with the law and make participants aware of the resources the OIG offers.

Wednesday, 09:45 - 10:45 | Room B

Injured On-Duty Claims

Jonathan Finn, AAI, CPIA, Manager & Senior Account Executive, Risk Strategies

Jonathan Finn provides an informative overview of the injured-on-duty (IOD) process, highlighting steps departments can take to streamline reporting, documentation, and communication between all involved parties. This session explores medical coordination, claim tracking, and strategies for returning personnel to work safely and efficiently. Real examples and practical guidance ensure leaders leave prepared to manage IOD claims confidently.

Wednesday, 11:00 – 12:00 | Room B

Software Updates & AI in the Administrative World

Alan Sirois, Fire Chief, Agawam Fire Department

Technology is changing the way fire departments operate—especially in administration. This seminar introduces new software tools and artificial intelligence applications that improve efficiency, automate repetitive tasks, and enhance data-driven decision-making. Attendees will explore how AI can support scheduling, recordkeeping, and communication while maintaining data privacy and security. This forward-thinking session offers a glimpse into the near future of fire service administration and digital transformation.

Wednesday, 13:00 – 16:00 | Room B

Contracts, Records Retention and FOIA Requirements

Attorneys Kate Federoff and Elizabeth Lyon

Join us for a clear and practical overview of key legal responsibilities in municipal operations. This session covers contract essentials, procurement rules and common contracting issues. Attorneys Federoff and Lyon will also explain FOIA requirements—what's public, how to respond, and what exemptions apply—along with records retention laws and best practices for managing documents effectively. Perfect for administration staff looking to strengthen transparency and compliance.

2026 PDC CONFERENCE SCHEDULE

FEB 24



MAIN | EXHIBIT HALL



MECHANICS | 3rd FLOOR - ROOM A



DISPATCHERS | 3rd FLOOR - ROOM B

| | | | |
|---------------|--|---|--|
| 07:30 - 09:00 | REGISTRATION , COFFEE & PASTRIES VENDOR AREA OPEN | | |
| 09:00 - 10:00 | Greg Stube Lessons Learned in the Battlefield | EVT-F1 NEFAMA | David Hulbut What Did They Just Say? |
| 10:10 - 10:30 | BREAK | BREAK | BREAK |
| 10:30 - 11:30 | Greg Stube Lessons Learned in the Battlefield | EVT-F1 NEFAMA | 10:15 - 11:30 David Hurlbut State Mobilization Plan |
| 11:30 - 12:00 | BREAK + Reset room for lunch, Vendor area open | BREAK + Reset room for lunch, Vendor area open | BREAK + Reset room for lunch, Vendor area open |
| 12:00 - 13:00 | LUNCH | LUNCH | LUNCH |
| 13:00 - 14:45 | Greg Stube Lessons Learned in the Battlefield | EVT-F1 NEFAMA | Tracey Eldridge Both Sides of the Call |
| 14:45 - 15:15 | BREAK | BREAK | BREAK |
| 15:15 - 16:30 | Greg Stube Lessons Learned in the Battlefield | EVT-F1 NEFAMA | Tracey Eldridge Both Sides of the Call |
| 16:30 - 17:30 | SOCIAL HOUR WITH VENDORS | SOCIAL HOUR WITH VENDORS | SOCIAL HOUR WITH VENDORS |

FEB 25



MAIN | 3rd FLOOR BALLROOM



MECHANICS | 3rd FLOOR - ROOM A



ADMINS. | 3rd FLOOR - ROOM B

| | | | |
|---------------|--|---|---|
| 08:00 - 09:00 | REGISTRATION , COFFEE & PASTRIES Vendor Area Open | | Times for Admin. Seminars: |
| 09:00 - 10:00 | Jeff Butler Leading in Times of Uncertainty | EVT-F1 NEFAMA | 09:00 - 09:45 Jeffrey Shapiro Massachusetts Procurement Guidelines |
| 10:10 - 10:30 | BREAK | BREAK | 09:45 - 10:45 Jonathan Finn Injured on Duty Claims |
| 10:30 - 11:30 | Jeff Butler Leading in Times of Uncertainty | EVT-F1 NEFAMA | 10:45 - 11:00 BREAK |
| 11:30 - 12:00 | BREAK + Reset room for lunch, Vendor area open | BREAK + Reset room for lunch, Vendor area open | 11:00 - 12:00 Alan Sirois AI in Administration |
| 12:00 - 13:00 | LUNCH Vendor area closes at 13:00 | LUNCH | LUNCH |
| 13:00 - 14:45 | Anthony Kastros Calming the Chaos! | EVT-F1 NEFAMA | 13:00 - 16:00 Federoff & Lydon Contracts, Records and FOIA |
| 14:45 - 15:15 | BREAK | BREAK | |
| 15:15 - 16:30 | Anthony Kastros Calming the Chaos! | EVT-F1 NEFAMA | |

2026 PDC CONFERENCE SCHEDULE



FEB 26

MAIN | 3rd FLOOR BALLROOM

08:00 - 09:00

REGISTRATION
BUFFET BREAKFAST

09:00 - 12:00

Dr. Nicole Sawyer
Not Your Daddy's Fire Service

12:00

CLOSING



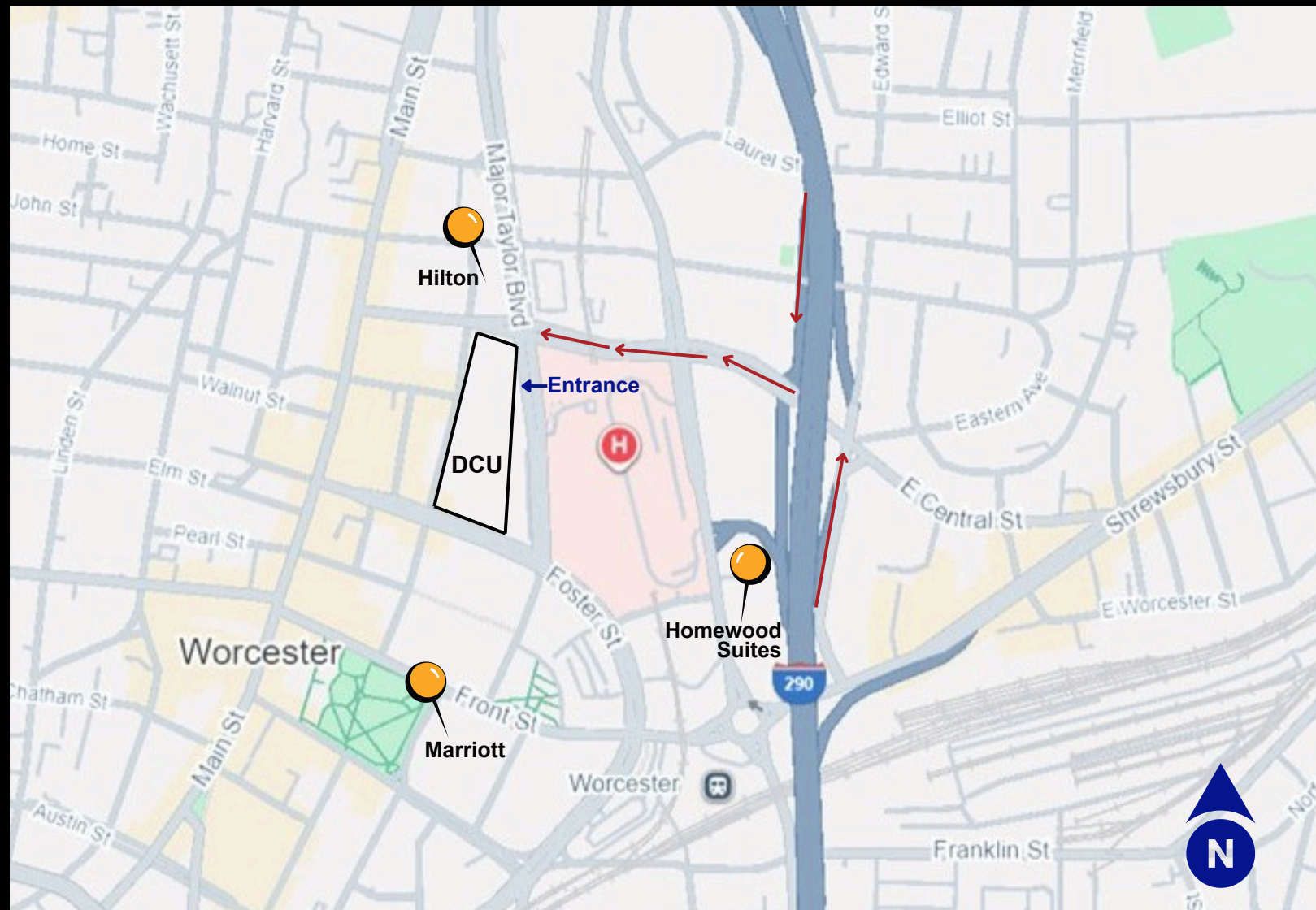
MECHANICS | 3rd FLOOR - ROOM A

Arrive in room by 07:45

EVT-FI TEST



<https://conventioncenter.dcucenter.com/venue-info/parking-directions/>



STAYING OVERNIGHT



Hilton Garden Inn

35 Major Taylor Blvd, Worcester, MA, 01604

(508) 753 - 5700

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AC Hotels Marriott

125 Front St., Worcester, MA 01604

(774) 420 - 7555

Single & Double Rooms - \$209/room only



Homewood Suites by Hilton

1 Washington Square, Worcester, MA 01604

(508) 755 - 1234

Single & Double Rooms - \$199/room only

- Hotels shown above have limited blocks of rooms available at special Conference rates.
- Rates shown are for room only; taxes & hotel fees are extra.
- Check with each hotel for parking costs and other amenities.
- Each hotel is within walking distance of the DCU Center.
- To secure group rate, you **must book via FCAM** website: <https://fcam.org/pdc/#hotel>

<https://conventioncenter.dcucenter.com/venue-info/parking-directions/>

CONFERENCE PACKAGES

| | |
|--------------------------------|---|
| Full 3-Day Package | All Seminars, continental breakfasts, lunches, access to vendor area & Tuesday evening's social hour at the end of day. |
| Tues., Feb. 24 All Day | Seminars, continental breakfast, lunch, access to vendor area & social hour at the end of day. |
| Wed., Feb. 25 All Day | Seminars, continental breakfast, lunch & access to vendor area. |
| Thurs., Feb. 26 All Day | Seminar, buffet breakfast. |

PRICING & REGISTRATION

| Classes/Tracks | FCAM Members | Non-Members |
|--|--------------------|--------------------|
| Full 3-Day Package | \$450/per attendee | \$550/per attendee |
| Single Day Rate | \$175/per attendee | \$200/per attendee |
| Mechanics Only 3-Day Package | \$500/per attendee | \$500/per attendee |
| Dispatchers | \$175/per attendee | \$200/per attendee |
| Administrative Assistants | | \$100/per attendee |
| FCAM Retiree only; single day rate incl. breakfast & lunch | | \$100/per day |
| Single Day - Exhibit Area Only; <i>No Breakfast or Lunch</i> | | \$20/per person |

Go to: <https://fcam.org/pdc/> **OR** scan the QR Code:

- Registration **online only** via link above or QR code.
- Once on the FCAM website, register in the portal.
- Choose preferred payment method when in the portal.
- Pay only via credit card **or** request invoice in the portal.
- Questions? Email: fcampdc@gmail.com
- Federal Tax ID#: 04-2635753



Register by 1/30/2026 @ 17:00 | NO refunds after Feb. 1, 2026



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