

Anthony Rios, Ph.D.

Curriculum Vitae

Orlando, Florida

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OBJECTIVE

To combine my years of interdisciplinary public safety management experience with the rigors of academia to serve as an effective and accountable public servant, researcher, theorist, strategist, and educator of public policy.

Current Position

Harvard University, J. F. Kennedy School of Government

Executive Leadership in Public Policy Certificate

Deputy Fire Chief, Administration

Orange County Government

Fire Rescue Department

6590 Amory Court

Winter Park, Florida 32792

EDUCATION

ELPP Certificate in *Executive Leadership in Public Policy*, Harvard University, J.F. Kennedy School of Government, 2022-2025 – *Active*

Ph.D. *Public Affairs, Public Admin. and Policy*, University of Central Florida, 2022

MPA Master of *Public Administration*, University of Central Florida, 2015

CJE Certificate in *Criminal Justice Executive*, University of Central Florida, 2016

CRA Certificate in *Research Administration, Active*, University of Central Florida

BA Bachelor of Arts, *Public Administration*, University of Central Florida, 2012

▪ Minor: Emergency Management Administration

COM Certificate in *Organizational Management*, University of Central Florida, 2012

AA *Associate in Arts*, Valencia College, 2010

AS *Associate in Science*, Emergency Medical Services, Valencia College, 2008

Professional Development

- United Way Executive Leadership Committee, Chair, 2024
- Mayor's (Inaugural) Executive Leadership Program, Orange County Government, 2021
- Responder Forum, National Fire Protection Association, 2017
- Public Safety Leadership Development, Valencia College, 2015

Certifications

- Florida State Fire Officer
- Florida State Firefighter
- Florida State Paramedic
- Florida State Law Enforcement Officer
- Florida State Correctional Officer
- Certified Fire Safety Officer
- Central Florida Intelligence Officer
- Florida Fire College Advanced Public Information Officer
- Florida Fire College Basic Public Information Officer
- FEMA Operations Section Chief – All Hazards
- FEMA Planning Section Chief – All Hazards
- FEMA Logistics Section Chief – All Hazards
- Vehicle Machinery Rescue Technician / Instructor
- Rope Rescue Technician / Instructor
- International Police Mountain Bike Association – Medic
- Smoke Maze Instructor
- Pre-hospital Trauma Life Support Certification / Instructor
- Advanced Cardiac Life Support Certification / Instructor
- Basic Life Support Certification / Instructor

PUBLICATIONS

Professional

- Orange County Fire Rescue Strategic Business Plan - 2022
- Orange County Fire Rescue Standard of Cover - 2021
- Comprehensive Emergency Management Plan, Annex 4, 9, and 10
- Incident Command School Reference Textbook – Editor

Graduate Research – Non-Refereed/Academic

- The Third Side of America - 2020
- Criminal Justice Leadership and Ethics – 2020
- Communities and Hurricanes – 2019
- Page 15 Evaluation - 2019
- Evaluating Use of Force – 2018

- Mass Incarceration, 2018
- Rate of Crime and Funding – 2018
- The Forgotten Borough – 2017
- Response Times Policy Impact – 2017
- Turning Out Performance Measures – 2015
- Transport Sustainability – 2014

PROFESSIONAL CONFERENCES PRESENTATIONS

- Rios, A., “Response to Active Shooter Mass Casualty Incidents.” Using Big Data to Evaluate Public Sector, Public Administration Research Conference 2019
- Rios, A., “Strategic Thinking About Gaining Entry (STAGE).” A Return to Governance, Public Administration Research Conference 2018
- Rios, A., “Alternative Water Source.” FDIC 2018
- Rios, A., “White Paper to Civil Unrest” NFPA Responder Forum 2017

FIRE DEPARTMENT EXPERIENCE

02-22 to Present | Orange County Fire Rescue Department | Orlando, FL

Deputy Fire Chief, Administration | Executive Staff

- Serves as the Fire Chief in the absence of the Department Director.
- Acts alongside the Fire Chief as the representative head of the department when communicating with the community, governmental entities, and stakeholders.
- Assists the Fire Chief in providing department-wide leadership to over 1600 members.
- Leads the development of the department’s long- and short-term strategies.
- Manages the administrative structure for various divisions, including Human Resources, Fire Finance, Communications, Planning and Data Intelligence, Logistics, Office of Emergency Management, Office of the Fire Marshal, Safety and Wellness, and Internal Affairs.
- Maintains labor management relations.
- Negotiates and approves agreements and contracts for the department.
- Exercises independent judgment, wide-ranging impact of policy creation and implementation, and demonstrates the requirement of advanced leadership skills.

04-19 to Present | Orange County Fire Rescue Department | Orlando, FL

Division Chief, Planning and Technical Services | Senior Command Staff

- Exercised independent judgment, wide-ranging impact of decisions, and demonstrates the requirement of advanced technical, managerial, and leadership skills.
- Served as management lead in labor collective bargaining negotiations.

- Provided strategy for diversity recruitment and retention.
- Developed and consulted on Department Policies, Rules, and Operational Procedures.
- Monitored department growth trends and established recommendations for service delivery, including land acquisition.
- Provided senior leadership to the Office of the Fire Marshal and Community Risk Reduction Services.
- Provided senior leadership to the Strategic Planning and Technical Services sections.
- Provided leadership analysis to manage the Department's 9-1-1 Computer Aided Dispatch systems.
- Provided oversight to the Office of Public Information.
- Oversaw the design and interpretation of metadata analysis to guide policy decisions.
- Provided strategic direction in managing the Department's re-accreditation and ISO PPC.
- Analyzed computing requirements through job performance and develops programs to enhance department operational efficiency and effectiveness.
- Served as the Incident Commander for Fire Rescue large-scale emergency response.

11-14 to 04-19 | Orange County Fire Rescue Department | Orlando, FL

Division Chief, Infrastructure & Asset Management | Senior Command Staff

- Developed and consulted on Department Policies, Rules, and Operational Procedures.
- Served as the contract administrator for purchase and service contracts to ensure specifications throughout the term.
- Financial management of greater than 300 million dollars in real property.
- Evaluated logistical sustainability by identifying and resolving problems and managing risk.
- Exercised independent judgment, wide-ranging impact of decisions, and demonstrated the requirement of advanced technical, managerial, and leadership skills.
- Project management to include quality construction of fire facilities.
- Procurement management of personal safety equipment, workplace supplies, and pre-hospital medications.
- Served as management in labor collective bargaining negotiations.
- Acted as the hiring/discharge authority.

04-14 to 11-14 | Orange County Fire Rescue Department | Orlando, FL

Assistant Chief, Operations, Administration

- Served as the Incident Commander for Fire Rescue responses.
- Managed human resources as required for emergency preparedness and response.
- Assisted the Division Chief of Operations in overseeing the operations of greater than 1200 members of the Department.
- Analyzed job performance and developed programs to enhance operational efficiency and effectiveness.
- Conducted employee investigations, pre-determination hearings, and grievances.

- Exercised independent judgment and wide-ranging impact of decisions and demonstrated the requirement of advanced technical, managerial, and leadership skills.
- Authority to hire/discharge employees.

10-13 to 04-14 | Orange County Fire Rescue Department | Orlando, FL

Assistant Chief, Emergency Medical Services Administration

- Served as the Incident Commander for Fire Rescue responses.
- Managed human resources as required for emergency medical preparedness and response to include the medical credentialing of over 1200 uniformed personnel.
- Reviewed and developed operational procedures related to EMS principles, laws, techniques, and regulations.
- Financial decision-making of EMS procurement.
- Planned and implemented strategies through data analysis and quality assurance.
- Served as the liaison with regional healthcare partners.
- Tracked and provided continuing education by developing programs to address state and national certification requirements.
- Prioritized focus on quality assurance with emphasis on early preventative problem resolution.
- Conducted employee investigations, pre-determination hearings, and grievances.
- Authority to hire/discharge employees.

08-10 to 10-13 | Orange County Fire Rescue Department | Orlando, FL

Battalion Chief | Interim Assistant Chief, Field Services

- Responsible for ensuring personnel assigned to the shift adhered to County and Department policies, rules, and standard operating procedures.
- Provided day-to-day training and career enhancement for employees.
- Served as the liaison between the Fire Rescue Department, citizens of Orange County, and local, state, and national organizations.
- Participated in developing goals and objectives for station personnel and monitored progress toward achieving positive results.
- Observed performance of assigned officers to conduct performance appraisals.
- Conducted investigations into accidents or incidents involving personnel, citizen concerns, and equipment loss.
- Served as the liaison to the Emergency Operations Center during an emergency activation.

07-08 to 08-10 | Orange County Fire Rescue Department | Orlando, FL

Public Information Officer | Assigned to the Office of the Fire Chief

- Served as the liaison between the Fire Rescue Department, citizens of Orange County, and local, state, and national organizations.

- Performed work under the general direction of the Fire Chief with considerable independence requiring the exercise of discretion, sound judgment, and initiative.
- Acted as an integral function of Command Staff as defined by NIMS-ICS.
- Organized, planned, and prepared a budget for the section.
- Delivered high-level customer service to internal and external clients.
- Coordinated and created innovative public relations activities in schools and community affairs.
- Promoted the image of the Fire Department as a public safety provider in the community.

09-07 to 07-08 | Orange County Fire Rescue Department | Orlando, FL

Lieutenant Paramedic II, Operations

- Responded to emergency incidents and provided emergency and non-emergency services. Delivered front-line fire and medical emergency services to the citizens and visitors of Orange County.
- Delivered high-energy customer service to Orange County residents and visitors.
- Maintained a safe work environment for staff, where training, wellness, and readiness were paramount.
- Instructed student paramedics in an innovative “in-house” paramedic program.

08-05 to 09-07 | Orange County Fire Rescue Department | Orlando, FL

Engineer Paramedic II, Operations

- Responded to specialized functions in the protection of life and preservation of property.
- Selected the appropriate route to an alarm scene and safely operated the apparatus.
- Operated fire suppression and rescue equipment with the most appropriate techniques and procedures to minimize risk to life and property loss.
- Served as an Acting Lieutenant.

11-00 to 08-05 | Orange County Fire Rescue Department | Orlando, FL

Firefighter/ Paramedic II, Operations

- Delivered front-line firefighting, advanced medical care, and emergency transport of patients to the hospital.
- Medical care involved advanced patient assessment, critical cardiac care, and medication administration.
- Participated in public relations activities, such as school and safety demonstrations, to promote the image of the Department.

AWARDS

- Graduating Honors, University of Central Florida -Magna Cum Laude –2010 to 2015

- President's List, Valencia College - Honors - 2008-2009
- Five Unit Citations
- Meritorious Award
- Community Service Awards
- Letters of Commendation from the Fire Chief's Office
- Emergency Deployment Ribbons

COMMUNITY SERVICE AND GROUPS

- Pi Alpha Honors Society
- Micro Economic Strategic Community Planning Committee
- Community Efficacy Values Committee
- Pine Castle Masonic Lodge No. 368
- International Association of Fire Chiefs
- State of Florida Fire Chiefs Association
- Central Florida Fire Chief Association

SKILLS

- **Leadership:** Experience in fostering an employee-centric culture through programs that enhance collaboration, promote inclusivity, and align with the organization's mission.
- **Administration:** Experienced in assessing organizational challenges and managing projects, including developing project plans, overseeing timelines, and controlling budgets.
- **Statistical Analysis:** Skilled in using STATA and SPSS for advanced multivariate data analysis, including survey design, dataset management, and statistical testing to drive data-informed decisions.
- **Group Dynamics:** Organizational planning through formal committees, group leadership, directing and setting group goals and objectives, and principled on team achievement.
- **Governmental Relations:** Experienced in organizational efficiency, skilled at presenting complex issues and fostering collaboration among governmental entities to develop solutions and enhance communication, while ensuring compliance with regulatory standards.

INTERESTS

- Spending time with family, community service, and academic research.