



# 2025 Annual EMSAAC CONFERENCE

*California Dreamin'*

*United in Our Mission*

Pre-Conference, May 27: California Screamin' - Your Disaster Medical Response



## May 28 & 29, 2025

Loews Coronado Hotel, San Diego

Presented by: EMS Administrators' Association of California  
Monitor the EMSAAC website for current information: [www.EMSAAC.org](http://www.EMSAAC.org)



# California Dreamin': United in Our Mission

The EMS Administrators' Association of California (EMSAAC) cordially invites California's EMS leaders and professionals to join us for the EMSAAC Annual Conference 2025 at the Loews Coronado Resort on the Coronado Peninsula in San Diego. EMSAAC continues to lead the way in creating conferences that are meaningful and exciting to attend.

This year's theme, California Dreamin': United in Our Mission, embodies the concept that regardless of our individual counties, provider agencies or hospitals, we are united in providing the highest quality of EMS care to our communities. The theme lays down the foundation for a broad variety of subject matter to interest all levels of prehospital care personnel and managers including ambulance providers, fire department personnel, military and law enforcement partners, LEMSA personnel, ED nurses, physicians, Public Health emergency preparedness and response coordinators and anyone that provides EMS to their community. The conference included lectures, panel discussions and opportunities to network with current leaders and innovators in EMS as well as previews new and upcoming equipment, products and services.

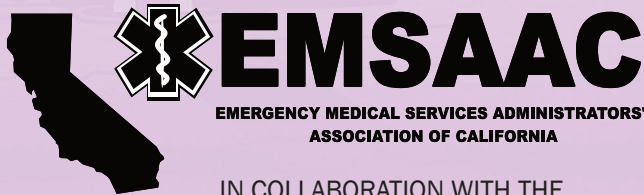
## About EMSAAC

EMSAAC is composed of administrators from 34 Local EMS Agencies (LEMSAs). These county-designated agencies are responsible for planning, coordinating, implementing, monitoring, and evaluating a local, integrated system of emergency medical services. The LEMSAs partner with the California EMS Authority to carry out applicable regulations and guidelines statewide.

## Continuing Education Credits

This conference has been planned and implemented to provide instructor-based continuing education for nurses and pre-hospital care professionals through the Orange County Emergency Medical Services Agency, a division of the Orange County Health Care Agency.

Provider is approved by the California Board of registered Nursing, BRN Provider #13945 for up to 11 contact hours. California EMS CE provided by the Orange County EMS Agency CEP#30-0001. Up to 11 hours of instructor-based CE will be issued to EMTs, paramedics and MICNs upon completion.



**EMERGENCY MEDICAL SERVICES ADMINISTRATORS' ASSOCIATION OF CALIFORNIA**

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## EMSAAC

**MAY 28 & MAY 29, 2025**

**PRE-CONFERENCE MAY 27**

**SEE PAGE 7 FOR ALL REGISTRATION**



# LOEWS

## CORONADO BAY

*Make your hotel reservations today!*

Loews Coronado Bay Resort  
4000 Lowes Coronado Bay Road, Coronado, California 92118  
Reservation Center: 1-800-235-6397 Hotel Direct: 619-424-4000  
Online: <https://www.loewshotels.com/coronado-bay-resort/group-emsaac-conference-2025>



### The Resort

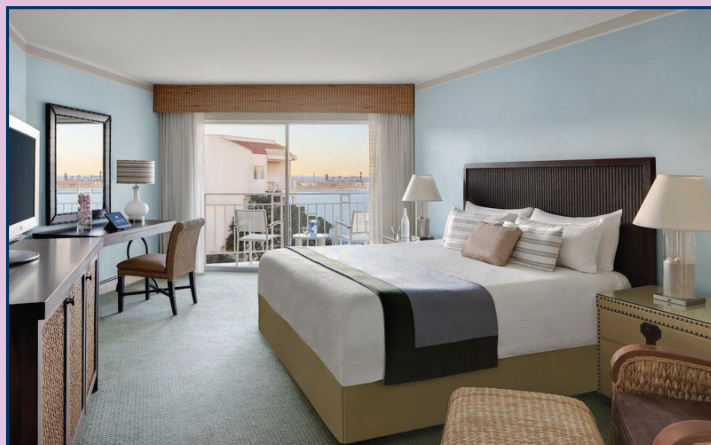
Centered between the Pacific Ocean and Coronado Bay, the resort epitomizes the true southern California lifestyle. Taking full advantage of the resort's waterfront location, the new redesign artfully combines San Diego's sun and surf with the casual charm of southern California. Relax by one of three pools, stroll down the pristine Silver Strand State Beach, pamper yourself at the Sea Spa, sailing or boating on the bay or just enjoy a glass of wine sitting at the outdoor fire feature watching the sunset. Other resort activities include three tennis courts, a full service marina, bike rentals and a fleet of gondolas. The ideal setting for families, the hotel has a children's pool and a kids club offering a range of activities, including scavenger hunts and magic tricks (surcharges). The Resort is a Four Diamond Award hotel and listed as one of the Top 10 Best Hotels in San Diego!

### Rates & Reservations

Please make your own reservations and be sure to request the EMSAAC Conference reduced rate of \$239 per night plus taxes. This low rate includes:

- Just 15-20 minutes from San Diego Airport
- Complimentary guestroom internet access
- Complimentary use of fitness center
- 15% discount off spa services from Sea Spa
- No resort fees
- Reduced parking rate of \$15/day (Valet at \$30/day)

A block of rooms will be held until April 23, 2025. After this date, reservations will be accepted on a space and rate available basis only. This conference rate will be honored 3 days before and 3 days after the conference dates, excluding suite rates, and subject to availability. Check-in time: 4pm



### Your Stay

Almost all of the 439 rooms have a water view, either bay or ocean views. The Amenities featured in guestrooms include air conditioning, minibars, and complimentary newspapers. Guestrooms have cable television with pay movies. Business-friendly amenities include multi-line phones, desks, and voice mail. Balconies are featured in all guestrooms. Bathrooms provide bathrobes and hair dryers.





# Conference Program

**DAY 1 - Wednesday, May 28, 2025**

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**7:00 am**

**Sunny California Registration and Jamming with Exhibitors**

Continental Breakfast in Exhibit Hall

**8:00 am - 8:05 am**

**California Welcome**

Jeff Fariss, EMSAAC President

**8:05 am - 8:15 am**

**Introduction to the Golden State**

Elizabeth Basnett, Director  
California EMS Authority

**8:15 am - 9:15 am**

**KEYNOTE SPEAKER**

**Freedom, Opportunity & Adventure:  
Organizational Culture in a Multi-Generational Workforce**

Jeff Butler, International TEDx Speaker

Modern day workplace has four generations working under one roof: Baby Boomers, Generation Xers, Millennials and now Generation Z. All work together to accomplish common organizational goals however, with differences in each of these generation's viewpoints, upbringings, culture, ideas, beliefs and experiences, it is likely to see some tiffs or clashes within the organization. This makes managing four different generations in the workplace an extremely difficult task to accomplish, though not impossible. Jeff, backed by a decade of psychological research, shares insights about motivations, differences, and communication styles of the four generations. You will learn how organizations across various industries are thriving with the multigenerational workforce and how yours can too, turning your multigenerational workforce into a competitive advantage.

**9:15 am - 10:00 am**

**Mission Through the Lens of Equity:**

**CARESTAR Foundation**

Tanir Ami, CEO

The CARESTAR Foundation provides grant funding for EMS-related programs and is committed to partnering with grantees to enable strong and meaningful work that transforms and enhances the field of emergency and prehospital care. The CEO will provide an overview of grant funding opportunities. The focus is primarily supporting local community organizations and/or collaboratives engaging residents who identify as Black, Indigenous, and/or people of color, whose voices add much-needed perspectives to the conversations and decisions that shape emergency and prehospital care response and delivery in California.

**10:00 am - 10:30 am**

**Good Vibrations – Break with Exhibitors**

**10:30 am - 11:30 am**

**Surfing Through the Choices: Collaborative Informed Decision Making in EMS**

Doug Wolfberg, EMS Attorney

Until EMS busts the myths about “patient abandonment,” we can't fully embrace true innovation and patient-centered care. Fear of liability for abandonment has driven many bad EMS policies, protocols and deployment decisions. Are EMS

practitioners required to transport every patient who wants it? What is the liability if a patient is released from EMS care despite their wishes? Is EMS required to continue care until someone of “equal or higher training” takes over? Led by one of the nation's most well-known and respected EMS attorneys, this session will look at the law of patient abandonment, and define what it is, and what it isn't – looking at specific EMS case studies. This presentation will bust many of the long-standing and deeply ingrained myths around patient abandonment, and demonstrate how misplaced fears of liability can stifle EMS innovation.

**11:30 am - 12:15 pm**

**Up & Down California: Improving EMS Care for Sexual Assault Survivors**

Zita Konik, MD & Naila Francies  
Alameda County EMS Agency

The California Penal Code authorizes each county to establish an interagency Sexual Assault Response Team (SART) Program. The speakers will discuss the newest innovations and best practices of these teams and how EMS integrates to provide sensitive care to victims and survivors of sexual assault as a component of the SART.

**12:15 am - 1:30 pm**

**California Stoked – Lunch/Visiting Exhibitors**

**1:30 pm - 2:30 pm**

**Redefining Leadership in the Sunkist State**

Jeff Butler, International TEDx Speaker

Have you ever wondered why some employees continue to underperform while others become rock stars? Or better yet, is it possible to turn new hires into a linchpin team consistently? Imagine being able to lay out a roadmap for employees so that they are able to maximize their leadership ability without having to micromanage them. With a path where employees feel empowered and want to contribute versus being obligated to by their overbearing boss, Jeff reveals the roadmap that the most disruptive companies in the world are leveraging to maximize their employees leadership abilities. More specifically, how do they create a team where leadership is encouraged and cultivated to the point where an entire organization benefits. Some strategies are commonplace like strong management systems, but others are obscure requiring a leader to truly understand how the mind works in order to unlock their employee's potential.

**2:30 pm - 3:00 pm**

**California Feelin' – Break with Exhibitors**

**3:00 pm - 4:30 pm**

**California Grown – Research Panel**

**Moderators:**

Karl Sporer, MD, Napa County EMS Agency  
Nichole Bosson, MD, LA County EMS Agency

Organized by EMDAC, each year rave reviews are received for a panel of different researchers in the field of EMS. They present data, trials or published papers keeping the audience abreast of the newest innovations and thinking backed by evidence-based foundations.

**1) Naloxone Treatment in Out of Hospital Cardiac Arrest**

David Dillion, MD, PhD  
UC San Francisco



## 2) Impact of Diversion Policies on APOT

Jennifer Farah, MD

UCSD and Chula Vista Fire Department

## 3) Pediatric Behavioral Emergencies

Kenshata Watkins, MD

UC San Francisco

**4:30 pm - 4:45 pm**

### California Sunset – Day’s Wrap Up

**5:30 pm - 6:30 pm**

### President’s Reception – Everybody is a Star!

Exhibit Hall (light hors d’oeuvres)



# Conference Program

## DAY 2 - Thursday May 29, 2025

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**8:00 am**

### Surfing with the Exhibitors

Continental Breakfast in Exhibit Hall

**8:30 am - 8:45 am**

### Welcome Back & EMS Leadership Awards

Shaun Vincent, EMSAAC President-Elect

Dustin Ballard, EMDAC

**8:45 am - 9:45 am**

### KEYNOTE SPEAKER

#### Legacy of Freedom House

John Moon, Former Freedom House Paramedic & Assistant Chief of Pittsburg EMS

Founded in 1967 in a predominantly Black neighborhood and staffed entirely by Black paramedics, the Freedom House Ambulance Service set the standard for ambulance services and helped establish the training program and procedures for modern EMS systems. The legacy of Freedom House lives on in the training that today’s first responders receive and the high quality of medical care that they give their patients. By refusing the status quo and raising the standard of care in their own community, the Black paramedics raised the standard of care for all. As an EMT leader, Chief Moon will share the legacy of Freedom House.

**9:45 am - 10:30 am**

### La La Land – Break with Exhibitors

**10:30 am - 11:30 am**

### California Dreams - or Nightmares? Busting the Myths about Patient Abandonment

Doug Wolfberg, EMS Attorney

Too many EMS systems focus on the binary choice of “treat and transport” or “patient refusals.” The reality is that EMS practitioners have an ongoing duty to ensure that they help patients make informed decisions in every phase of the EMS-patient interaction. Decisions on whether to accept treatments or interventions, on whether or not to be transported, and the choice of destination, are all clinically significant patient care choices that require the informed decisions of the patient or the patient’s legally responsible decision maker. EMS diversifies into much more than a simple “treat and transport model,” modalities like telehealth, community paramedicine and transport to alternate destinations require a collaborative approach to patient decision making and, in some cases, the involvement of advanced practitioners in

the patient consent process. This session will help EMS leaders reframe their thinking as EMS moves beyond “patient refusals” and into the new era of “collaborative informed decision making” in EMS.

**11:30 am - 12:30 am**

### Earth, Wind and Fire: How Climate Change Affects EMS?

Michael Wysesession, PhD

As a leading professor of Earth and Planetary Sciences, Dr. Wysesession will explain the science behind the increasing trends of climate- and weather-related disasters impacting California and how the state and its EMS professionals can better prepare for the unpredictable future occurrences of earthquakes and heat-related illnesses in California. As an author and co-author, Michael has made many contributions to geoscience education and literacy and is a recipient of several scientific awards so join EMSAAC as he shares his knowledge of climate change.

**12:30 am – 1:45 pm**

### Sun, Surf & Savor – Lunch & Final Visit with Exhibitors

**1:15 pm – 2:45 pm**

### Lights, Action, Cameras: Implementing EMS Body-Worn Cameras

Chris Keller

New Orleans EMS

Body-worn cameras (BWCs) are a controversial topic in EMS, even though they are standard practice in police departments. Currently, only a few EMS agencies around the world utilize this technology. However, with the rise in assaults and battery against EMS personnel across the nation, the discussion around BWCs has become increasingly relevant for prehospital providers. BWCs offer real-time access to evolving situations and opportunities for later review. They enhance provider and patient safety, improve quality assurance and education, and facilitate online medical direction through telemedicine. Chris will describe the development and implementation of a BWC program within a mid-size urban EMS system and review the logistical, legal, ethical, and operational considerations. He will share their experiences with community education and engagement regarding the BWC program, highlighting how it has contributed to administrative and educational compliance within our department. He will also demonstrate how an EMS-based BWC program can provide an extra layer of protection for your agency’s employees and their patients.

**2:45 pm – 3:00 pm**

### Rollin’ Through – Stretch Break

**3:00 pm – 4:00 pm**

### Rush Hour Every Hour: APOT and How to Implement Redesign

- Gregory Kann, MD, Sacramento County EMS Agency
- Joe Rudnicki, Sacramento Metro Fire
- Kimberly Adams, RN, Kaiser Roseville

Ambulance wait times have long been a problem in California – no matter if you are in the north or south. Despite best practices, toolkits and legislation, the overcrowding problems and delays continue. Working with hospitals and providers, this is how Sacramento EMS and its partners collaborated to redesign APOT processes and will share their best approach

**4:00 pm**

### Viva (Long Live) California

Final Raffles & Wrap Up



# Keynote Speakers



**Jeff Butler, International TEDx Speaker** – Jeff Butler is an author and workplace strategist who explores human behavior within the working world. His experience spans over 40 industries in four continents on how different cultures and employees interact with each other. He studies common threads of behavior in industries such as IT professionals, underground utility workers, police officers to clothing retail chains and others. In addition, Jeff has also worked with companies like Google, Amazon, John Deere and Coldwell Banker. As a researcher and practitioner, he runs a consulting company and a tech company, TrinityFix, where he is able to test his ideas in different workplace environments. His ideas have made it to TEDx twice and he has appeared in dozens of media outlets including two books on human behavior: *The Authentic Workplace* and *The Key To The New You*. Currently, he lives in Dallas, Texas as an out of place Californian.



**John Moon, Former Freedom House Paramedic & retired Assistant Chief of Pittsburgh EMS** – John was raised in Pittsburgh’s Hill District and joined Freedom House, America’s First Emergency Medical Service, in 1972. He continued to work in emergency medicine for more than five decades and now works to preserve Freedom House legacy and mentor the next generation of emergency and community responders in Pittsburgh.



# Faculty

**Kimberley Adams, RN**

EMS Manager  
Roseville Medical Center - Kaiser Permanente  
Roseville, California

**Tanir Ami**

CEO  
CARESTAR Foundation  
Berkeley, California

**Dustin Ballard, MD**

Medical Director  
Marin County EMS Agency  
Immediate Past President, EMDAC  
San Rafael, California

**Elizabeth Basnett**

Director  
EMS Authority  
Assistant Secretary, Cal HHS  
Sacramento, California

**Nichole Bosson, MD, MPH, FAEMS**

Medical Director, LA County EMS Agency  
Director, EMS Fellowship  
Harbor-UCLA Medical Center  
Santa Fe Springs, California

**David Dillion, MD, PhD**

Assistant Professor, UC Davis  
Emergency Physician, UC Davis  
Sacramento, California

**Jennifer Farah, MD**

Medical Director, UCSD Base Hospital  
Medical Director, Chula Vista Fire Department  
San Diego, California

**Jeff Fariss**

EMS Director  
Kern County EMS Agency  
President, EMSAAC  
Bakersfield, California

**Naila Francies**

EMS Coordinator  
Alameda County EMS Agency  
San Leandro, California

**Gregory Kann, MD**

EMS Medical Director  
Sacramento County EMS Agency  
Sacramento, California

**Christopher Keller**

Deputy Chief of Operations  
New Orleans EMS  
New Orleans, Louisiana

**Zita Konik, MD**

EMS Medical Director  
Alameda County EMS Agency  
President, EMDAC  
San Leandro, California

**Joe Rudnicki**

EMS Division Chief  
Sacramento Metro Fire  
Sacramento, California

**Karl Sporer, MD**

EMS Medical Director  
Napa County EMS Agency  
Napa, California

**Shaun Vincent**

EMS Administrator  
Napa County EMS Agency  
President-Elect, EMSAAC  
Napa, California

**Kenshata Watkins, MD**

Pediatric Emergency Care  
UCSF Benioff Children’s Hospital  
Oakland, California

**Doug Wolfberg**

Founding Partner  
Page, Wolfberg & Wirth  
Mechanicsburg, Pennsylvania

**Michael Wyession**

Professor of Geophysics  
Executive Director, Center for Teaching and Learning  
Washington University in St. Louis  
St. Louis, Missouri



# CONFERENCE REGISTRATION

May 28 & 29, 2025

On Coronado Island

All registrations are taken ONLINE only at [emsaac.org](https://www.emsaac.org)

Payments can be made by credit card, PayPal or through a PO or check. Confirmation and W-9 available on the website. Registration fees include all conference materials and food & beverage for breakfast and lunches.

<b>EARLY Conference Registration</b> – if payment <b>received before midnight (MN) May 7</b> NOTE: The first 50 paid registrations will be entered into a raffle for a special door prize.	\$450
Late or onsite Registration – received after MN May 7	\$525
Virtual Registration – Zoom platform	\$350
Disaster Pre-Conference including lunch (separate registration) <b>May 27, 11: am – 4:30 pm</b>	\$150

**Pre-Conference**  
**May 27, 2025**  
**11 am – 4:30 pm**



**Your Disaster**  
**Medical**  
**Response**

## **From California Screamin' to California Dreamin': Transforming Crisis into Capability** **Where Challenges Meet Solutions**

California's emergency response landscape is undergoing a rapid transformation, driven by the increasing frequency of natural disasters, evolving public health challenges, and the swift pace of technological advancements. This shift presents both significant challenges and unique opportunities for growth and innovation within our emergency response community.

This pre-conference session is designed to highlight cutting-edge strategies for resilience and transformative leadership practices that are reshaping daily operations and long-term planning. By drawing on real-world examples and evidence-based solutions, participants will gain practical insights and tools to enhance the adaptability and strength of emergency response systems across the state.

Featuring leaders from all sectors of emergency management, this session will showcase individuals who have not only navigated the urgent needs of healthcare emergency preparedness and response but have also pioneered forward-thinking, impactful solutions to many of the challenges we face in building community resilience.

Building on EMSAAC's three-decade legacy of fortifying California's emergency medical services, this session aims to bridge the gap between current challenges and future possibilities. We will move beyond conventional methods, exploring innovative solutions that foster greater collaboration and unity within our diverse emergency response community. This event promises to be a catalyst for reimagining emergency response in California and beyond.

### **Faculty:**

#### **Dr. Shruti Dhapodkar**

Director  
Department Emergency Management  
County of San Mateo

#### **Bruce Barton**

Director  
Emergency Management Department  
County of Riverside

#### **Tameka Bowden**

Medical Reserve Corps Program  
Region IX MRC Liaison  
Office of the Administration for Strategic  
Preparedness and Response (ASPR)

#### **Traci Holt**

EMS/MRC Program Administrator  
Ventura County EMS Agency

#### **Adriane Gil-Stefansen**

Deputy EMS Administrator  
Ventura County EMS Agency

#### **Daniel Maguire**

Disaster Response and Recovery Officer  
Ventura County Human Services Agency



# Sponsors & Exhibitors

Many generous sponsors and exhibitors make the EMSAAC Conference possible. The conference is an outstanding opportunity to see the latest and greatest new EMS tools and applications as well as to meet the representatives and directly discuss material needs. The following is a list of sponsors and exhibitors to date; others will be joining this distinguished group:

