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| Business Record 40 under 40 | January  2016 | |
| The Business Record is seeking nominations for its annual Forty under 40 awards. Candidates will be judged on both professional accomplishment and involvement with civic organizations. | | Nomination of John Halbrook |

40 under 40 selection committee

I may have been born in Des Moines, but I did not grow up here. I spent my youth in large cities around Washington D.C. and Chicago, but I came back to Iowa for my education. When I started my career in central Iowa I became a part of this community. I met the woman who would become my wife at a variety club fund raiser, and our courtship involved all of our favorite spots and events that Des Moines has to offer. When I proposed to her in the center of the Locust Street Bridge we talked about how we could live our lives anywhere in the world. Her as an attorney, and my career in public safety offered us the flexibility to live, work and enjoy any great city in this country. From the center of that bridge we were surrounded by the iconic images of Des Moines. The capitol with its gold dome represented my career as a civil servant. 801 grand with its large city skyline feel is where she now works. The growing entertainment districts and public space added a growing sense of culture and community to this great city. Each of these components reinforced to us that Des Moines, and the Greater Central Iowa community was the best possible place for us to start our careers, and to eventually raise our family. We have never regretted that decision, and we have loved every opportunity that we have had to contribute to the development of this great region. Over the years since the November day that started our engagement we have both grabbed onto this community with both hands and contributed to its growth and development in our own unique ways.

I started my career as an Emergency Medical Technician (EMT) with a large private ambulance service here in Des Moines. In that role I provided primary patient care to both emergency and non-emergency patients around the region. In this role I got to experience some of the best and the worst that exists in Iowa. This experience has helped shape my community involvement today. I quickly advanced my career by attending paramedic school at the University of Iowa, and then I was able to complete my Bachelor’s degree at Grandview. During that time I gained experience and skills. I became a field training officer helping new paramedics and EMTs gain the skills they needed to become quality healthcare providers. I was then promoted to the management team as the Education Director where I conducted both internal and external education programs along with other managerial duties including; discipline, file management, quality assurance, and other duties as needed for the company.

At this point in my life I was also an active volunteer with the Civil Air Patrol which is the civilian volunteer auxiliary of the United States Air force. I loved this organization with its dual mission of youth programming and emergency services. As a young volunteer I ran a local unit, and I was on the executive staff for week long youth training programs that helped middle school and high school aged cadets to develop leadership skills. Many of these cadets went on to become successful in their military and civilian careers. I was honored by one youth in this program who arranged for me to receive a mentor award presented on his behalf by the Air Force. He is now an attorney and advocate in our legal system. I also helped develop a state wide standardized training program for search and rescue volunteers. This program was so successful that it gained national attention. Another result of my efforts with this organization was a special recognition form General Ron Dardis who at the time was the commander of all National Guard forces in Iowa. He presented me and four other volunteers with an award called the Commanders Award for Public Service. This Department of Defense recognition is rare within the Civil air Patrol. My time volunteering shaped my career and guided me to my current work.

Today I work for the Iowa Department of Homeland Security and Emergency Management. This agency is responsible for preparing for and coordinating Iowa’s response to disasters and emergencies. The bulk of my work involves creating exercises in which elected and appointed leadership are required to respond to pretend threats to their communities. These exercises can be simple discussions, or they can be very elaborate real time full scale responses. In January of last year I was able to put these skills to work in a unique way. I was sent to the country of Kosovo to be a delegate of our sister state initiative. I was a part of a team with members of the Iowa National Guard who worked with their countries disaster response agencies to help them prepare for large scale emergencies in their country. In my work I also support other preparedness initiatives. I currently sit on a working group that is exploring how Iowa can be involved with the development of Unmanned Aerial Systems. Another project I have lead facilitated a state wide analysis of active shooter incidents across the state and nation. This working group identified areas where Iowa’s response system is strong, and areas where improvements are needed. These best practices are being shared across the industry to help improve our response to these events.

Along with my full time work I have also advanced my career by being a part of the development of the Johnston Fire Department. When I joined this department in 2004 it was an all-volunteer department with no staff. The very dedicated core of volunteers wanted to provide more for their city. This group started by having the department be reorganized under the city so that a career fire chief could be hired. From then on full time staff were added, upgrades were made to equipment and a higher training standard were enforced. We also built two fire stations and raised the professionalism and service of the department to be on par with any other fire department in the metro. During my time with the department I was placed on the promotion list and spent several years acting as a supervisor leading a team of responders to manage emergencies within the city. I also served as the president of the Firefighters association and worked with them through an identity and purpose change process resulting in the creation on a charitable non-profit organization that raises money and dedicates time to support causes within the community. I was honored as firefighter of the year in 2012 and I was inducted as a life member in 2015.

Along with public safety and emergency response initiatives I have also served as a volunteer to help other aspects of our community. As members of St. Paul’s Episcopal Church in down town Des Moines Christine and I have volunteered with our youth ministry providing parental involvement in Sunday school and church daycare services. These programs provide a welcoming environment for families of young children a safe and inclusive environment to worship.

Christine and I are huge fans of food and restaurant culture. We have been regular supporters of the Des Moines Area Community college’s Iowa Culinary Institute (ICI) which is a program that has s significant and direct impact on the constantly improving culinary profile of our community. One role that we have helped with is by supporting the friends of the French chef program. We have served on the board that raises funds to provide scholarships for aspiring chef’s to study in France. We have also hosted French chefs as they teach our students at the campus in Ankeny. All of these were very rewarding experiences. I look forward to seeing the impact these students will have on our community in the future.

Along with career development I have also been able to advance my formal education. In 2014 I completed a master’s degree in Public Administration from Drake. This program offered me the chance to meet and work with young energetic peers who are all making positive improvements in themselves and the community. For a culminating project I worked with five amazing women who helped me study opportunities in our metro in which our fire and EMS systems can share and collaborate on services. This paper has made its way through several communities’ leadership and I can only hope that shared systems will continue to make these communities more efficient in their delivery of emergency services.

I have lived in Iowa since the fall of 1997. In that time I have grown to love the opportunities that this state has provided for me. I know that I have made significant contributions to the communities that I have served, but I look forward to new opportunities to I am currently looking for a chance to support boards committees and commissions that are helping to advance our community to its next steps.

**Resume**

John S. Halbrook

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### Business Record 40 under 40

I'm a results driven aviation enthusiast whose career focuses on emergency management. As a planner for the State of Iowa I am one of the Department of Homeland Security and Emergency Management’s Exercise Training officers (ETO). I enjoy applying team coordination, new technology, and vision driven processes to my career and volunteer activities.

**Emergency Managem*e*nt**

**Homeland Security**

**Disaster Response**

**Emergency Medical Services**

**Management**

**Leadership Development**

**Strategic Planning**

**Incident Command**

**Team Leadership**

**Public Speaking**

**Group Facilitation**

**Non-Profit Development**

**Exercise development**

**Relationship development**

**Team Building**

**Social Media**

**Large Group Facilitation**

**Training**

#### PROFESSIONAL EXPERIENCE

**Iowa - Homeland Security Emergency Management 2008 to Present**

**Duty Officer/Exercise Training Officer (Full time, 40+hrs/Week)**

As an Exercise Training officer I help communities and partner agencies prepare for disasters by designing, developing and conducting training and exercise events using the HSEEP (Homeland Security Exercise Evaluation Program) Methodology.

* Serve as an on call duty officer for the Homeland Security Emergency Management Division
* Serve as an Operations officer during activations of the State Emergency Operations Center (SEOC)
* Collaborate with local state and federal program partners
* Lead and coordinate Exercise program strategic planning and development
* Develop and implement long term programs and system requirements
* Teach Intermediate, Advanced Incident Command, and NIMS courses
* Serve as an adjunct instructor for Emergency Management Training courses.
* Lead, facilitate and coordinate state wide Preparedness group committee meetings
* Review exercise After Action Review (AAR) for compliancy
* Provide subject matter expertise for planning and coordination of exercises
* Function as an exercise Evaluator/Controller
* Lead joint damage assessment teams with FEMA and SBA
* Utilize social media as a part of a Joint Information Center (JIC)
* Teach and coordinate Homeland Security Exercise Evaluation Program (HSEEP) classes

**Iowa Department of Public Health 2008**

**Automatic External Defibrillator Coordinator (Full time, 40hrs/Week)**

Working for the Emergency Medical Services Bureau of the Department of Public Health I managed the AED grant program. I also completed the implementation of the Capital Complex Public Access AED program. Other duties associated with this position included coordination of ongoing CPR classes for the Capitol Complex as well as a committee of building representatives who facilitated emergency preparedness for their building. I also deployed as a part of the public health response to the flooding of 2008.

* Manage AED program for capitol complex
* Conduct ongoing training for AED network
* Deploy with Public Health response teams
* Staff the IDPH Emergency Coordination Center
* Review and rank grant applicants
* Write and coordinate program contracts
* Research and write draft EMS rule for implementation by the Aero medial committee
* Prepare technical Reports

**Johnston Fire Department, Johnston IA**

**Firefighter Paramedic/Acting Officer (volunteer/Paid on Call/Part time) 2004 to 2014**

I served as an Acting officer, Firefighter Paramedic for the city of Johnston. In this role I managed a crew of two other firefighters who staff the station on a rotating basis. Under this staffing model I was responsible for the initial response to emergency situations within our district.   
  
I also served as the president of the Johnston Firefighters Association I worked with this team through an identity and purpose change process. At the end of this campaign we created new corporate governance structure, received federal tax exempt status as a 501c3 organization and took on both charitable and fundraising projects with great success.

* Manage and oversee a staff of two additional firefighters during scheduled shifts
* Provide onsite incident management during the initial stages of emergency situations.
* Serve as the on call Duty officer coordinating emergency responses throughout the city of Johnston
* Conduct patient care at the paramedic level as a part of an ambulance crew
* Serve as the president of the Johnston Firefighters Association.
* Manage the strategic planning and reorganization of the firefighters association.
* Function as a fire fighter, paramedic, engineer, or senior fire fighter during response to emergency situations
* Plan, develop, and conduct continuing education and training programs
* Participate in committees and attend appropriate classes, seminars, and meetings.
* Participate in exercises, drills, and training simulations
* Work in hazardous environment with stressful sights, sounds, and smells

**Midwest Ambulance, Des Moines IA 2005-2007**

# Education director (Full time, 40+hrs/Week)

Midwest Ambulance is a large private ambulance service providing EMS support to communities, health care institutions, and private residents throughout central Iowa. As the Education Director I researched, and developed, and conducted several education centered programs as needed for the company including:

* Planned and implemented continuing education programs
* Conduct employee discipline as needed
* Participate in the hiring and termination of employees
* Promoted local state and federal training programs
* Assisted other supervisors by instructing employees, and answering questions
* Coordinated on scene emergency operations
* Provided input on appointments, promotions, performance and reassignments
* Worked with multiple county/city departments as a part of the Polk County EMS directors, and its education committee.
* Conducted new employee training
* Participated in table top, functional, and full scale exercises
* Reviewed medical records
* Inspected materials under consideration for acquisition and recommended actions
* Developed and analyzed department budget
* Developed and update performance statistics used to direct emergency response
* Perform supervisory duties in the absence of an operations manager
* Conducted investigations and disciplinary actions as directed by the Chief of Operations
* Coordinated quality improvement committee, which assured compliance with state policies, procedures, and patient care standards
* Recommended policies and procedures for carrying out assigned programs
* Represented agency at state and local coordination and planning meetings
* Developed and maintained regional work plans and progress reports
* Researched, studied, and conducted field trials, made recommendations, and implemented the purchase of health care equipment
* Worked 24 hour, day, and on call shifts as needed
* Conducted external education programs to customers and clients
* Developed, monitored and secured department budget
* Conducted training in the National Incident Management System (NIMS)
* Conducted training in the Incident Command System (ICS)
* Implemented emergency management resource typing requirements

**Ankeny Fire Department, Ankeny IA**  **Summer 2005**

# Intern (Part Time 10-20 hrs/week)

As an intern through Grandview College I was employed by the Ankeny Iowa Fire Department. The priorities of this internship were to evaluate, design, and implement a pre-incident planning program for large commercial and educational structures within this community. Along with creating this program I was able to coordinate a grant application which resulted in the award of GIS software, and funding to send GIS staff to external training and conference.   
  
As a result of this program my internship was extended from a three month summer program through December when I was hired full time by Midwest Ambulance.

**Story County Medical Center, Nevada IA**  **2004 to 2005**

# Paramedic (Full time 24 on 48 off Schedule)

* Provide Primary Patient Care on Paramedic level Ambulance
* Conduct medical procedures within the hospital
* Assist with primary patient care in the emergency room
* Work with local first responder agency to ensure ongoing education

## EDUCATION

MPA – Drake University 2014

BA – Grandview University 2005

Paramedic – University of Iowa 2002

**Honors and Achievements**

Iowa National Guard

Commanders award for public service

Johnston Fire Department

Life Member 2015

Firefighter of the year 2012

Des Moines Register

“You should get to know John Halbrook” Write up

Boy Scouts of America

Eagle Scout

Civil Air Patrol

Meritorious Service Medal

Life Saving Award

Commanders Commendation (with silver clasp)

Wing Staff Member of the Year Award

**Publications/Social Media Presence**

*Emergency Medical Services Magazine* 2004

“Does Caring Mean Transporting”

Iowa DOT Aviation Calendar 2005

*Fire House Magazine* (Web Site)

Photo documentary of Urbandale, IA fire fighter funeral

*Des Moines Register*

Photos of funeral for Clive fire fighter

LinkedIn - <http://www.linkedin.com/in/johnhalbrook>

Facebook - <https://www.facebook.com/john.halbrook.7>

Twitter - <https://twitter.com/isuhawkeye>

**References**

Mr. Nick Critelli – (515) 243-3122

[Nick@critellilaw.com](mailto:Nick@critellilaw.com)

Nick is a long time friend and mentor who has provided personal and professional support for several years.

Captain Tim Nemmers – (515) 314-3993

[tnemrod@me.com](mailto:tnemrod@me.com)

Tim is a supervisor on the Johnston Fire Department. He can speak to my work product and program development efforts within the fire department.

Additional references available upon request.