

WILLIAM “BILL” GODFREY

CHIEF EXECUTIVE OFFICER



PERSONAL PROFILE

WILLIAM “BILL” GODFREY retired as Chief of the Deltona (FL) Fire Department after 25 years in the fire service. He has served the last 10 years as CEO for C3 Pathways, a police/fire/ems training group specializing in Active Shooter Incident Management. Bill has an MBA with additional degrees in public administration and EMS management. He is a paramedic and fire instructor III.

Bill is an instructor and curriculum developer for several DHS-certified national curricula, including Active Shooter Incident Management, Active Threat Integrated Response Course, and Complex Coordinated Attacks. He is the lead instructor for the Active Shooter Incident Management (ASIM) course. Along with the C3 team, Bill has delivered more than 40 ASIM classes across the USA, trained more than 2,000 responders, and conducted hundreds of active shooter exercise scenarios. Bill is a frequent national speaker, researcher (PI), innovator, and participant in numerous national active shooter groups.



EXPERIENCE

C3 Pathways, Inc.

Oviedo, Florida, 2004 - Current

CEO, INSTRUCTOR

Bill manages and directs the training and exercise practice of the C3 Pathways team in addition to serving as a lead instructor. Bill also directs the technology and software development team in simulator and simulation development used by C3 instructors and clients. Bill is an expert in Active Shooter/Hostile Event incident management, complex emergency response, and information technology, bringing incredible innovation and value to the industry.

www.c3pathways.com

Dept. of Homeland Security

Washington, DC, 2006 - Current

SUBJECT MATTER EXPERT IV

(Contracted through Lafayette Group Inc.)
Bill served several DHS branches evaluating, exercising, and improving radio interoperability and computer interoperability. Bill directed application development integrating state and local communication preparedness into the national response interoperability plan.

www.lafayettegroup.com

Orange County Fire Rescue

Winter Park, FL, 1999 - 2006

DEPUTY CHIEF

During his tenure, Bill directed the EMS, Information Technology, and Training Divisions. Implementing numerous innovative programs that became national trends, Bill forever improved readiness and service delivery garnering the Department recognition and many awards.

www.ocfrd.com

City of Deltona

Deltona, FL, 2007- 2008 (Ret.)

FIRE CHIEF

Bill served as Fire Chief for Deltona's population of 100,000 residents. Bill implemented new budget processes, capital improvement planning, response analysis, labor relations, Incident Management training, and embarked on a massive station maintenance and renovation effort before retiring from active duty in the fire service.

www.deltonafl.gov

City of Stuart

Stuart, FL, 1992 - 1998

DIVISION CHIEF

Bill served as the EMS Division Chief having the unique experience of starting EMS from scratch in this traditional fire department only system. He nurtured and grew the system implementing many incredible EMS practice innovations that went on to become national standards.

www.cityofstuart.com

“One of the most innovative and effective industry leaders. Focused on making things better.”

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KNOWLEDGE & SKILLS

Fire, EMS, and Emergency Response	★★★★★	25+ years fire and EMS progressive experience from Firefighter/Paramedic to Fire Chief. Training and instructional expert with speciality in Active Shooter response.
Incident Management	★★★★★	Expert in NIMS, ICS, and Unified Command. Type I-IV incident management experience. Highly experienced coaching incident commanders for improvement.
Training and Instruction	★★★★★	25+ years teaching and training. Developed numerous training curriculums and methods including pioneering incident management training using simulation.
Disaster Exercises (HSEEP)	★★★★★	Broad experience designing, directing, and evaluating disaster exercises across public safety, transit, industry, and power. Pioneered use of simulation in exercises.
Multiplayer Simulation (Systems, 2D and 3D)	★★★★★	9+ years developing and using simulations and serious games to conduct high-fidelity real-time multiplayer live action training utilizing 2D and 3D systems.
Information Technology / Software Developer	★★★★★	10+ years developing software architecture, systems, design tools, client-server applications, user interfaces, and feedback systems for use in professional training.

SPECIALITIES

- ★ NIMS/ICS
- ★ Mass Casualty Incidents
- ★ Professional Speaker
- ★ Instructor III
- ★ Fire Dynamics
- ★ Firefighter / Paramedic (FL)
- ★ Exercise Design and Evaluation
- ★ Homeland Security Exercise and Evaluation Program (HSEEP)
- ★ Emergency Management
- ★ eLearning Developer
- ★ Multiplayer Simulation (2D and 3D)
- ★ Programming (PHP, AS3, JS, C#)
- ★ Software and Database Developer

ACCOMPLISHMENTS

NIMS Certifications

IS-100, 200, 300, 400, 700,
701, 775, 800, 801, 806
Instructor qualified in all

Hurricane Deployments

Planning Manager
Planning Manager and USAR
deployments including Katrina.

National Conference Faculty

2005-2014 FDIC, 2003-2014 FRE
Regular speaker and instructor at Fire
Dept Instructors Conference (FDIC)
and Fire Rescue East (FRE), as well as
numerous other conference engagements.

Pilot (SEL) / Aviation

S-217, S-270, Air Crew Core Curriculum

Command Training Simulator

Multiplayer Incident Management Training
Line supervisor to executive leaders and
Unified Command. Included fire, MCI, active
shooter, law enforcement, terrorism, transit,
transportation, and natural disasters.

Exercise Designer, Director

HSEEP, IS-120, IS-130, IS-139

Published Author

2009 tsc Relationship (1st Ed)
Numerous magazine articles
and other publications.

Published Research

2000, 2001
Two original research projects; one
peer-reviewed paper published