

JOHN K. MURPHY

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John K. Murphy, JD, PA-C, MS, EFO retired as a Deputy Fire Chief after 32 years of career fire department service, is a practicing attorney with a focus is on employment practices liability, Fire and EMS training safety, employment policy and practices, forensic evaluation on fire and EMS operations, internal investigations, subject matter expert in pre-hospital EMS and Fire Operations and consulting on risk management for private and public entities. He is a Physician's Assistant and has been a practicing physicians' assistant since 1977 with a focus in urgent, emergency, pre-hospital medical care and occupational medicine. He was a US Navy Corpsman.

Murphy's past fire and emergency medical experience has been as a Paramedic/Firefighter; Paramedic Program Director, Chief Fire Officer, Chief of Training, Emergency Operations Chief, Health and Safety Officer and Fire Chief.

PROFESSIONAL EXPERIENCE

Attorney, Educator and Counselor of Law

2002 - Present

Murphy Law Group

General practice law office providing services for: Estate Planning, probate, Business, Incorporations/LLC; Motor Vehicle Insurance mediation; uncontested dissolutions; labor and employment law issues. Provides legal consultation to Fire Districts and Fire Departments on issues affecting the Department, District, Chief, Commissioners and elected Officials.

M2 Consulting & Resource Group, Inc – Vice President

2002 - Present

Mr. Murphy is a practicing attorney, whose focus is on employment practices liability, training safety, employment policy and practices, forensic evaluation on fire and EMS operations, internal investigations, subject matter expert in pre-hospital EMS and Fire Operations and consulting on risk management for private and public entities. Provides litigation support to consulting attorneys.

Fire Department – Fire Chief Officer

Deputy Fire Chief – Eastside Fire & Rescue, Issaquah Washington

1988 - 2007

Fire Chief – City of Sammamish (WA)

2000 - 2007

Key Responsibilities

- All phases of Fire Department operation to include budget management, personnel management, hiring and retention; Policy Review and development; internal investigations; emergency response program development & management, disaster planning and response, Firefighter and EMS training; Fleet Maintenance, IT and Telephonic communications.
- Incident Command – all hazardous response programs to include Special Operations, Fire & EMS
- Chief of Training,

- Health and Safety Officer
- Community Education/PIO
- Recruitment, Hiring and Retention

Fire Department – Provider & Director: Fire and Emergency Medical Services

Key Responsibilities

- Development, implementation and management of Fire Department based paramedic programs serving communities of 5K to 250K; two military bases and numerous remote island locations.
- Health and Safety Officer
- EMS and Fire Training
- Firefighter and Paramedic (EMT-P)

Lakewood Fire Department, Tacoma, Washington 1984 – 1988

- Lieutenant, Medical Services Officer (EMT-P)

Anacortes Fire Department, Anacortes, Washington 1980 – 1984

- Assistant Fire Chief/Medical Services Officer (EMT-P)

Tumwater Fire Department, Tumwater Washington 1977 – 1979

- Firefighter/Paramedic (EMT-P)

Lacey Fire Department, Lacy Washington 1974 – 1976

- Firefighter/Paramedic (EMT-P)

Physicians Assistant 1977 – Present

Physicians Assistant: Emergency Department and Urgent Care Center.

- Licensed medical practitioner with a focus on Emergency Care, Urgent Care, Family Practice and Occupational Medicine
 - Boeing – Occupational Medicine
 - Group Health/Kaiser – Several Washington State locations
 - Northwest Emergency Physicians – Kent, Washington
 - Family Practice Center – Anacortes Washington
 - Island Hospital Emergency Room – Anacortes, Washington
- ACLS/BCLS Certification – Current
- Basic CPR and AED - Current
- DEA License - Current

CEO, National Traffic Safety Institute 2007 - 2009

A national corporation providing safety education and driver education training from nine (9) regional offices located in New York, Florida, Arizona, Texas, California and Washington State with a staff of 142 full and part time employees and 1150 affiliate instructors and organizations.

University of Florida 2014 – Present

Distance learning instructor in the Fire and Emergency Services program

EDUCATION

Seattle University School of Law

- Juris Doctor

Central Washington University, Ellensburg, Washington

- Masters of Science, Health Education

Central Washington University, Ellensburg, Washington

- Bachelor of Science, Health Education/Paramedicine

Dispute Resolution Center, Snohomish, Washington

- Mediation Training

National Fire Academy, Emmitsburg Maryland

- Executive Fire Officer Program Graduate

University of Utah, Salt Lake City, Utah

- Physicians Assistant Program (MEDEX Class VII)

South Puget Sound Community College, Olympia, Washington

- Paramedic Training with Medic One, Seattle Fire Department(WA)

U.S. Navy

- Hospital Corpsman

PROFESSIONAL LICENSING

Attorney and Counselor of Law

- ❖ State of Washington 2002 – present

Attorney and Counselor of Law

- ❖ State of New York 2012 – present

Attorney at Law, United States District Court

- ❖ Western District of Washington 2005- present

Physicians Assistant (PAC)

- ❖ State of Washington, 1977 - present

BOARDS & MEMBERSHIPS (partial listing)

Member, National Society of Executive Fire Officers (EFO)

Member, International Society of Fire Service Instructors (ISFSI)

- Legal Counsel and member

Member, International Association of Fire Chiefs (IAFC)

- Past Member, Emergency Medical Services Section
- Past Member, IAFC Human Relations Committee

Member, Washington State Bar Association

Member, King County Bar Association

Member, New York Bar Association

Member, United States District Court, Western District of Washington

Past Member, Board of Trustees, Overlake Hospital

- A community not-for-profit hospital serving the community needs of 300,000
- Secretary and Member of the Executive Board

CONFERENCES, EDUCATIONAL SESSIONS, PRESENTATIONS, ARTICLES, BOOKS AND BLOGS

Publications

Author - Legal, Political and Regulatory Environment of EMS © 2015

Pearson Education Inc. ISBN 978-0-13-503603-7

Contributing Author - Cooling the Flames: Verbal De-escalation of Mentally Ill and Aggressive Patients. A Comprehensive Guidebook for Firefighters and Emergency Medical Services

Ellis Amdur, M.A., N.C.C., C.M.H.S. and John K. Murphy JD, MS, PA-C, EFO
Publication Release July 2015. ISBN No: 9781618131966.

University of Florida – Distance Learning Instructor

- FES 4034 - Regulatory Issues in Fire and Emergency
- FES 3004 - Political and Legal Foundations in Fire and Emergency Services

Speaker at Fire and EMS conferences Classroom Presentation

Pending

- iWomans Conference at IAFC – Atlanta GA
 - Legal and Psychological Impact of Workplace Harassment
 - August 2015
- University of Missouri Fire Rescue Training Institute
 - Legal Documentation for the Fire Service
 - October 2015

Most Recent

- National Fire Academy – Emmitsburg MD
 - Professional Officer Development – June 11-13, 2015
- Fire Department Instructors Conference, Indianapolis, Indiana
 - April 2015
- Fire Training Officer Academy – Salem Oregon
 - March 19 – Training Liabilities
- West Region EMS Conference, Ocean Shores WA
 - February 19, 2015
- National Fire Academy – Off Campus training
 - Effective Leadership Skills for Fire and EMS Organizations – Salem Oregon
 - January 19-30, 2015
- Training Officer Liabilities
 - Kent Regional Fire Training Officers
 - Kent, Washington November 2014

- National Business Institute (NBI)
 - Human Resource Law – Ethics Seattle
- Nevada Fire Chief’s Association Annual Conference
 - Fire Law and Management (October 2014)
- Fire Engineering Google Talk – Sexual Assault in the Fire Service
 - October 14, 2014
 - Hosted by Bobby Halton with Lt. Angela Hughes (Baltimore County Fire and Board member, iWoman’s Board of Directors), Dr. Beth Murphy, Clinical Psychologist (FF/EMT Ret.) and John K. Murphy Esq. (Deputy Fire Chief (Ret))
- EMS Law for Emergency Medical Technicians
 - Duval Washington. October 2014
- EMS Legal Issues for Paramedics and Emergency Medical Technicians
 - King County, Seattle WA
 - Interactive Video production
- EMS Documentation
 - Snohomish County Fire District 1 (June 2014 x 3 presentations)
- West Virginia Public Safety Expo
 - What’s important to the Fire Service is important to you – Fire and EMS Legal Issues
 - Charleston WV April 8, 2014
- National Business Institute (NBI)
 - Human Resource Law from A to Z seminar. (Seattle 3/14)
- Fire Department Instructors Conference FDIC (Indianapolis 4/2014)
 - Training Liabilities, Staying out of the Danger Zone 2014
- Avondale Fire Department, Avondale Arizona (1/9/2014)
 - Conducting Fire Candidate Interviews

Previous Presentations

- Dallas – International Association of Fire Chiefs Conference 2003
 - Fire Service Legal Issues – Hiring and Termination Process and Procedures
- Las Vegas - Fire Rescue Med 2003
 - Legal Issues for the Fire Service: Hiring, Internal Investigations and Termination
- Las Vegas - Fire Rescue Med 2005
 - Legal Issues for the Fire Service: Employee Relations
- Phoenix Fire Department 2006
 - Change in the Fire Service: Legal Issues affecting Fire Departments and Employees
- Wenatchee Washington – Fire Officers Training Conference
 - Training Officer Liabilities
- Las Vegas - Fire Rescue Med 2007
 - Employee Relations, Case Studies of Fire Department Litigation
- Indianapolis – FDIC 2007 – Legal Lessons from the Fire House
 - Panel Discussion
- Indianapolis - FDIC 2008 – Legal Lessons from the Fire House
 - Panel Discussion
- Indianapolis – FDIC 2008 – Fire Training Officer Liabilities
- Kansas Fire & Rescue Training Academy, University of Kansas, August 2009
 - Instructor Development Conference – Training Officer Liabilities
- King County Fire Training Officer Association – Officer Development Academy
 - 2002 – 2012 – Legal Issues for Fire Officers
- Adjunct instructor at Central Washington University’s paramedic program, speaking on Emergency Medical Service legal issues and infectious disease.
 - 1998 – 2007

- Washington State Fire Commissioners Association - 2009
 - Legal Seminar – Purchasing Fire Apparatus
 - Panel discussion
- WebX Training – Fire Engineering Magazine – February 2010
 - Training Officer Liabilities – short version
- Indianapolis – FDIC 2010
 - Fire Training Officer Liabilities – Lecture (Long Version)
 - Moderator – Diversity Panel
 - Lt. Franc Ricci – New Haven (Conn)
 - Supreme Court Decision Ricci v. City of New Haven
 - Cheryl Horvath, President of International Women in the Fire Service
 - John Mohammed, President International Association of Black Professional Firefighters
- EMS Legal Issues and Mock Trial – Graham, Washington – June 2010
 - EMS Legal issues – two day workshop ending with Mock Trial
 - Co-teaching – Winnie Ann Maggiore, Attorney at Law, New Mexico
- Fire Rescue International – Chicago August 2010
 - Legal and Psychological Implications of Workplace Harassment
 - Presented – August 23, 2010 and August 28, 2010 with Dr. Beth Murphy
- Washington State Fire Mechanics Association
 - Mock Trial – Gross Negligence on fire apparatus fatality accident
 - Presented – September 13, 2010
- Keynote Speaker – King County Fire Training Association Annual Awards Banquet
 - December 2, 2010
- Fire Officer Legal Issues – Shoreline Fire Department
 - December 15, 2010
- Fire Engineering – Fire Department Instructors Conference (FDIC) Indianapolis, March 2011
 - Fire Training Officer Liabilities with Case Studies – Lecture
- New York State Fire Commissioners Conference and Workshop
 - April 2, 2011
- International Association of Fire Chiefs (IAFC) – Fire Rescue Medical, Las Vegas, May 2010
 - Current Legal Trends and Issues in Emergency Medical Services
- International Association of Fire Chiefs (IAFC) Fire Rescue International – Atlanta, August 2011
 - Legal and Psychological Implications of Workplace Harassment and Discrimination
 - Panel – Human Relations, Inclusion and Diversity
- New York State Fire Chiefs and Commissioners Law and Management Conference
 - April 1, 2012
- Fire Engineering – Fire Department Instructors Conference (FDIC) Indianapolis
 - April 16-21 2012
 - Fire Training Liabilities with Case Studies – Lecture
- Mukilteo Fire Department
 - Mukilteo WA. Legal Issues for Fire Officers and Firefighters
 - September 27, 2011 - 8 hour class.
- King County Fire Training Officers
 - Internal Investigations and Protecting Firefighters Rights
 - October 2, 2012, Fire Training Center, Bellevue Washington
- New York State Fire Chiefs and Commissioners Law and Management Conference
 - Syracuse New York - March 2013
- Fire Engineering – Fire Department Instructors Conference (FDIC) Indianapolis
 - April 2013- Fire Training Liabilities with Case Studies – Lecture

- IAFC Fire Rescue Med Conference
 - Las Vegas, May 2013
- New York State EMS and Management Conference
 - Syracuse, New York - September 2013
- Officer and Firefighter Training Academy, Lafayette, Louisiana
 - Fire Law and Management - October 2013
- University of Missouri Fire Rescue Training Institute
 - Training Liabilities - October 2013

Writer/Podcast Host/Blog Talk Radio Fire Engineering (fireengineering.com)

- **Fire Engineering Policy Bank – NEW PROGRAM**
 - Contributor to creating a policy bank for fire departments
 - Numerous policies affecting fire department operations
- **Fire Engineering Webinar**
 - Training Liabilities 2014, Staying out of the Danger Zone.
 - Sponsored by Target Solutions
 - Harassment and Sexual Assault in the Fire Service
 - Sponsored by Penwell – Hosted by Bobby Halton with Dr. Beth Murphy, Lt Angie Hughes and John Murphy JD
- **Fire Engineering Blog Talk Radio – Fire Service Court Radio broadcasting since 2009
Sponsored by Fire Engineering and Penwell Corporation with Attorneys and Fire Chief's
Brad Pinsky, Curt Varone and Chip Comstock**
 - **Since 2009**
 - See: <http://www.blogtalkradio.com/fireengineeringtalkradio>
- **Fire Engineering Blog Web Site – Legal Matters Column & Legal Fire Prevention**
 - Embezzlement
 - Social Media use in background checks
 - Hiring Veteran Firefighters under the ADA
 - Firefighter Residency Requirements
 - Attorneys Running your Fire Department – Consent Decrees
 - Fifty Shades of Fire Service Leadership
 - Facial Hair, Religion and Respiratory Protection
 - Religion and Leadership
 - The Night Before Christmas in the Fire House – Legally Speaking
 - Hack Attack
 - Ethical Lapses in the Fire Service
 - Assaulting Firefighters Should be Against the Law
 - Hiring Right – September 2014
 - CMT and CNT (Nano Particles) Affecting Firefighter Health – September 2014
 - Ebola and the Firefighter – August 2014
 - Leadership Article – Competent, Constant and Transparent Leadership July 2014
 - Zero Alcohol Tolerance – Policy Needed – June 2014
 - Conundrum of Public Safety – April 2013
 - Guns in the Fire Station – March 2013
 - Failing a Medical Physical Examination – February 2013
 - Legal issues for 2013 – January 2013
 - New rules with Drug Testing Policies in light of the legalization of Marijuana 11/19/12

- So mandatory psychological evaluations violate your employee rights? 10/12
- The “Like” Dilemma – Facebook Conundrum 9/12
- Is it time for a Fire Service Honor Code 8/12
- Rollbacks in Firefighter Pensions 06/12/2012
- Legal Fire Prevention - Social Media Policy 05/16/2012
- The Fire Service Crucible – are we prepared to withstand the heat in order to survive? 05/01/2012
- Pesky Legal Fires that Keep on Burning 03/26/2012
- PAIN IS WEAKNESS LEAVING THE BODY 03/19/2012
- The Night Before Christmas, Legally Speaking 12/22/2011
- Lessons Learned: Discrimination against a Disabled Firefighter 11/28/2011
- LESSONS LEARNED FROM THE PENN STATE DEBACLE 11/17/2011
- How many politicians does it take to unscrew a light bulb? 10/20/2011
- DEEP BORE Tunneling Projects and Decompression Injury Management 10/06/2011
- Fire Chief Liabilities – what are they and some prevention tips? 09/23/2011
- Litigation Forcing Diversity - 2011 09/07/2011
- Leadership Styles – things our firefighters want and don’t want from our leadership. 08/03/2011
- Supervisors Animus – Aesop’s Fable, USERRA and the Fire Service 07/14/2011
- Great product for communicating with your non-English speaking EMS patients 07/10/2011
- More on Social Media – National Labor Relations Board protects trash talking your supervisor under a protected speech analysis. 06/28/2011
- What does the Fire Service have in common with the US Navy? 06/22/2011
- Let me tell you a little about my father. 06/17/2011
- Abandoned Structures – Finally leadership recognizes the Danger 06/15/2011
- Sex, Sex and more Sex 06/08/2011
- Mergers, Annexations and Consolidations
- Fifty Ways to Leave your Lawyer – Part I in June and Part II in July 2014
- Seven Deadly Sins of Fire Service Leadership January 2014 Part I and February Part II
- Dilemma of Women Firefighters Part 2 – September 2013
- Dilemma of Women Firefighters Part 1 – September 2013
- Labor Law Postings in the Fire Station
- Firefighter Arsonists – Stopping the problem at the Fire House Door
- EEO Training Requirements
- Personnel Policy Manuals – When was the last time you looked at your Personnel Policy Manual?
- Adaptation in the Fire Services
- Legal Fire Protection - Social Media Policies
- Legal Fire Protection – Pregnancy Policies under the Pregnancy Discrimination Act
- SOG ‘s vs SOP’s 4/08
- Firefighter Fitness – A Difficult Journey 7/08
- Training Officer Liabilities – 2/09
- Time Management for Volunteers 7/09
- Diversity: We Must Define This Issue Before We Can Solve It – March 2010
- Legal and Psychological Impact of Workplace Harassment - March 2010
- Outsourcing the Fire Service – July 2010
- Fire Subscription Services – A Legal and Moral Conundrum - October 2010
- Grain Bins: A Complex Response Requiring a Complex Solution – October 2010
- Firefighters Trapped in a Flashover – December 2010
- Adaptation in the Fire Services - February 2011

- **Fire Service Legal Minute – Video Presentation by John Murphy**
Sponsored by Fire Engineering and Penwell Corporation
 - May 2014 – Legal issues facing the fire service – Part I
 - June 2014 – Legal Issues facing the fire Service – Part II
 - August 2014 – Fire Inspections
- **Hosting - Real Stories from the Fire Ground**
Sponsored by Fire Engineering and Penwell Corporation
 - Ice Cave Collapse in the Cascade Mountains – Washington State
 - Grain Bin Rescue – Ellensburg WA
 - Hazmat Dumping Around Town – Syracuse NY
 - Risk Assessment – It IS personal – Chief William Shouldis, Philadelphia Fire Department
 - J. Gordon Routley on the Charleston (SC) on the Super Sofa Store Fire
 - Firefighter Cancer – Interview with Chief Mario Trevino and his personal battle
 - Firefighter caught in Flashover – Captain Jeff Helvin, Sacramento FD, CA
 - Grain Bin Rescue – Battalion Chief Steve White, Fishers FD, Indiana
 - Trench Rescue – Battalion Chief Steve White, Fishers FD, Indiana
- **National Business Institute (NBI)**
 - Webinar - Fire Department Legal Liabilities and Risks (9/24/13)
 - Human Resource Law from A to Z seminar. (Seattle)
 - Advanced Employment Law: Working Through Common Problems
 - Ethics
 - Seattle November 2014
- **FIRE 20/20**
 - January 2013 Webinar – Discrimination, Hostile Workplace in the fire station
 - February 2013 Webinar – Policy is not enough. Discrimination in the fire station
- **Health and Safety Institute (HSI), Eugene Oregon**
 - Subject Matter Expert – Quarterly Legal Training
 - Pod Cast – Leadership for Fire Chief Officers
 - Documentation - 2009
 - Managing the Difficult Employee - 2009
 - Customer Service – Jan 2010
 - Handling Personnel Issues – October 2010
 - Handling Conflicts – February 2011
 - Leadership Styles – July 2011
 - Leadership Styles II - August 2011
 - Public Information Officers – February 2012
 - On Camera Interview
 - Fire Investigator Duties and Responsibilities – April 2010
 - Social Media Presentation
 - June 2013