



# 17TH BIENNIAL <sup>2025</sup> JAC CONFERENCE



NOVEMBER **12-14** 2025  
**REGISTRATION INFORMATION**

**THE WESTIN RANCHO MIRAGE RESORT**  
71333 Dinah Shore Drive, Rancho Mirage, CA





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**For more information, contact the Cal-JAC**  
(916) 648-1717 | [caljac@cpf.org](mailto:caljac@cpf.org)  
Online Registration: [www.caljacconference.org](http://www.caljacconference.org)

# INNOVATION IN ACTION

On behalf of the California Firefighter Joint Apprenticeship Committee (Cal-JAC), we'd like to invite you to the 17th Biennial Cal-JAC Conference in Rancho Mirage. At this year's gathering, we are thrilled to celebrate the twentieth anniversary of the Cal-JAC's Commission to Recruit Women for the Fire Service.

The Commission is emblematic of the best of Cal-JAC's innovative work in our field. As a group, they are continuously working to create a more diverse fire service, motivating countless candidates to pursue a career in our profession and inspiring similar nationwide efforts.

The Firefighter Candidate Testing Center (FCTC) has transformed pre-employment screening and recruitment. The Cal-JAC EMT and Paramedic academies are creating vital pathways for hard-working candidates, who otherwise might not have the means to pursue this career.

Along with its work in recruitment and pre-employment preparation, Cal-JAC has spent the last four decades reinvigorating apprenticeship to cultivate generations of skilled, dynamic, and well-rounded firefighters who strive for excellence in service to our communities. As a leader in recruitment and training, Cal-JAC has developed a comprehensive catalogue of programs that enable candidates and departments to establish lasting connections and solid foundations for long, fulfilling careers.

We are particularly proud of Cal-JAC's work in developing the new Firefighter 1 curriculum that focuses on behavioral health and cancer awareness, two of the most pressing threats to the well-being of our firefighters.

At the heart of all this work is the strong, dedicated relationship between labor and management. By working together through the apprenticeship model and collaborating on recruitment and training, labor and management can set aside rank to focus on areas of common concern to find solutions for everyone.

As you will see through the selection of workshops at this year's conference, Cal-JAC is constantly addressing the present challenges and anticipating future hurdles for our profession. Each workshop was chosen with the needs of each California firefighter in mind.

We're proud to stand shoulder to shoulder as co-sponsors of the Cal-JAC and are excited for the future we are building with you, for our firefighters.

We look forward to seeing you at this year's conference, to once again push the boundaries of our profession through innovation.



**BRIAN K. RICE**, President  
California Professional Firefighters



**DANIEL BERLANT**  
California State Fire Marshal

# TENTATIVE AGENDA

## WEDNESDAY, NOVEMBER 12

- 8:00 AM – 4:00 PM Conference Registration
- 8:00 AM – 4:00 PM Information Center
- 8:00 AM – 11:00 AM Golf Tournament Registration
- 8:45 AM – 10:45 AM Cal-JAC Program Overview
- 11:00 AM Golf Tournament
- 7:00 PM – 10:00 PM Dinner Reception

## THURSDAY, NOVEMBER 13

- 7:30 AM – 8:30 AM Continental Breakfast and Registration
- 7:30 AM – 5:30 PM Information Center
- 8:30 AM – 12:00 PM General Session
- 12:00 PM – 1:00 PM Lunch (on own)
- 1:00 PM – 3:00 PM Workshop Sessions
- 3:15 PM – 5:15 PM Workshop Sessions
- 6:00 PM – 7:30 PM Hosted Reception

## FRIDAY, NOVEMBER 14

- 7:30 AM – 8:30 AM Continental Breakfast
- 8:30 AM – 10:30 AM Workshop Sessions
- 10:45 AM – 12:45 PM Workshop Sessions





# CAL-JAC PROGRAM OVERVIEW

WEDNESDAY, NOVEMBER 12 | 8:45 AM - 10:45 AM

How does apprenticeship work? Where does the funding come from? What is a SubJAC?

Whether you're new to Cal-JAC or a seasoned veteran, we are sure you have asked yourself these questions and more.

Fire chiefs, labor leaders, training coordinators, instructors of record, and SubJAC members seeking a refresher on Cal-JAC or a deeper understanding of their role will find the information they need in this two-hour session. It's a great opportunity to meet the Cal-JAC staff, network with other fire service professionals, and accomplish the following:

- » Understand the relationship between the Fire Department, Union, Cal-JAC, and the State DAS
- » Review the administrative processes necessary to manage the program with ease
- » Find out how to maximize your department's reimbursement by reporting training hours in a timely manner
- » Get specifics on how to access and use your department's reimbursement account
- » Brush up on the Cal-JAC review process and your responsibilities
- » Fulfill part of the Instructor of Record early orientation requirement
- » Learn how to navigate and use the new Cal-JAC Portal, which will provide you access to updated financial resources, apprentice analytics, directory reports and MORE!

All new Training Coordinators and Instructors of Record are highly encouraged to attend.



# GOLF TOURNAMENT & DINNER RECEPTION

WEDNESDAY, NOVEMBER 12

## BENEFITING THE CALIFORNIA FIRE FOUNDATION

Cal-JAC's signature golf tournament and dinner reception are a highlight of our conference. More importantly, the proceeds from this event benefit the California Fire Foundation, which supports firefighters, the California Firefighters Memorial, the families of fallen firefighters, and disaster victims in our state.

Prizes will be awarded for 1st, 2nd, 3rd, and last place teams, Hole in One, Closest to the Pin, and Longest Drive.



## GOLF TOURNAMENT 11:00 AM SHOTGUN START

Westin Mission Hills  
Pete Dye Course  
71333 Dinah Shore Drive  
Rancho Mirage, CA

Four Person Scramble



## AWARDS CEREMONY AND DINNER RECEPTION 7:00 PM

Westin Mission Hills  
Celebrity Ballroom

## GOLF AND DINNER RECEPTION \$250

## DINNER RECEPTION ONLY \$100





# GENERAL SESSION FEATURED SPEAKERS

THURSDAY, NOVEMBER 13 | 8:30AM - 12:00 PM



**BRIAN K. RICE**  
**President**  
California Professional Firefighters



**DAN TERRY**  
**Chair**  
California Firefighter Joint Apprenticeship Committee



**DANIEL BERLANT**  
**California State Fire Marshal**  
Office of the State Fire Marshal



**YVONNE DE LA PEÑA**  
**Executive Director**  
California Firefighter Joint Apprenticeship Committee



**KRISTIN THOMPSON**  
**EMS Division Chief**  
Newport Beach Fire Department



**DEREK URWIN**  
**Assistant Adjunct Professor**  
University of California, Los Angeles  
**Fire Captain**  
Los Angeles County Fire Department

# WORKSHOP DESCRIPTIONS

THURSDAY, NOVEMBER 13 & FRIDAY, NOVEMBER 14

## RESTORING RESILIENCE: AN EVIDENCE-BASED BIOPSYCHOSOCIAL APPROACH TO PTSD, BRAIN INJURY, AND CHRONIC PAIN IN FIREFIGHTERS

*Institutes of Health with San Diego FD Battalion Chief (Ret.) David Picone*

Explore how a biopsychosocial transdisciplinary community approach effectively addresses PTSD, brain injury, and chronic pain in firefighters. This holistic framework integrates biological, psychological, and social factors to develop best-practice strategies for early intervention tailored to firefighters’ unique needs. Learn how the San Diego Fire-Rescue Department has adopted this model within their health and safety initiatives to enhance firefighter well-being. Attendees will gain insights into evidence-based psychological treatments, the crucial influence of diet and nutrition on recovery outcomes, and the rationale for including such care under Workers’ Compensation. This session aims to inform and equip participants with knowledge about effective, science-driven practices to enhance the health and resilience of firefighters, fostering a deeper understanding of this integrated approach.

## RECRUITING AND RETAINING WOMEN IN THE FIRE SERVICE

*CAL FIRE Battalion Chief Liz Brown, San Francisco FD Chief of Staff Adrienne Sims, and San Jose FD Captain Corey Condren*

Fire departments throughout California are all facing similar challenges around the same question: how can they recruit and retain women in the fire service to build a workforce that better reflects their communities? For the past 20 years, the Cal-JAC’s Commission to Recruit Women for the Fire Service has been a leader in answering this question and providing resources to departments and candidates alike. Join Commissioners for an open and engaging conversation to learn about what effective strategies, policies, and best practices departments must implement to strengthen their recruitment efforts and build a lasting pipeline for women into the fire service.

## LITHIUM-ION BATTERY EMERGENCIES: BRIDGING THE GAP FROM PREVENTION, RESPONSE, AND RECOVERY

*SDFD Battalion Chief Rob Rezende and Office of the State Fire Marshal Assistant Deputy Director Tim Spears*

From smartphones to electric vehicles, lithium-ion batteries are becoming increasingly prevalent in our daily lives. These batteries are creating new challenges for firefighters on the frontlines through potential exposures when responding to fires. Exposure to these fires can lead to potential health effects, and the approach to suppressing them needs to be strategic. Join us for an interactive discussion covering the current codes and regulations for lithium-ion battery fires and recommendations on how the fire service should prevent, respond to, and recover from these fires and what steps you can take to keep personnel and the public safe.

## COMMUNICATE TO DE-ESCALATE

*National Conflict Resolution Center*

The National Conflict Resolution Center’s (NCRC) “Communicate to De-Escalate” training teaches frontline personnel successful de-escalation strategies and prepares them to navigate difficult conversations while promoting safety, respect, and dignity for everyone involved. By de-escalating tense situations, fire department personnel can slow down, reduce, and prevent further conflict. NCRC has been providing communication and conflict resolution training to government agencies, fire departments, law enforcement, universities, and community groups across the U.S. for over 40 years. Recognizing the unique challenges that frontline personnel face today, NCRC has developed communication and de-escalation training to effectively engage with members of the public safely and respectfully, which will help you meet the needs of the community you serve.



# CONFERENCE CHECKLIST

## ☐ MAKE HOTEL RESERVATIONS

Westin Rancho Mirage  
71333 Dinah Shore Drive, Rancho Mirage, CA 92270  
(877) 253-0041  
Reference Code: CALJAC  
Conference Rate:  
\$209 Traditional Guestroom Single/Double Occupancy

**DEADLINE FOR CONFERENCE HOTEL RATE IS OCTOBER 20, 2025**

After making hotel reservations, please complete your hotel information on the Cal-JAC registration form.

## ☐ DOWNLOAD AND COMPLETE THE REGISTRATION FORM AND METHOD OF PAYMENT ONLINE AT:

[www.caljacconference.org](http://www.caljacconference.org)

Conference Registration: \$500  
Conference Registration After October 20, 2025: \$550  
Golf Tournament and Dinner Reception: \$250  
Dinner Reception Only: \$100  
Guest Fee: \$250 (Includes two continental breakfasts and two evening receptions. Does not include conference materials.)

## ☐ MAIL OR EMAIL COMPLETED CAL-JAC REGISTRATION FORM

Email: [caljac@cpf.org](mailto:caljac@cpf.org)  
Fax: (916) 922-0972  
Mail: Cal-JAC Conference Registration  
1780 Creekside Oaks Drive  
Sacramento, CA 95833

**Questions? Call Cal-JAC at (916) 648-1717**

# IMPORTANT DATES

**Deadline for  
Conference Hotel Rate**  
Monday, October 20

**Deadline for Conference  
Registration**  
Friday, October 31

**Cal-JAC 17th Biennial  
Conference**  
November 12-14, 2025

**Cal-JAC Program  
Overview**  
Wednesday, November 12

**Golf Tournament and  
Dinner Reception**  
Wednesday, November 12

**General Session**  
Thursday, November 13

**Workshops**  
Thursday, November 13  
and Friday, November 14





**CALIFORNIA FIREFIGHTER JOINT APPRENTICESHIP COMMITTEE**

1780 Creekside Oaks Drive • Sacramento, CA 95833  
916.648.1717 • [www.caljacconference.org](http://www.caljacconference.org)