



Mayor of Providence

Jorge O. Elorza

November 21, 2016

Honorable Members
Providence City Council
City Hall

Dear Honorable Members:

Pursuant to Sections 302(b) of the Providence Home Rule Charter of 1980, as amended, Section 7-15 of the Code of Ordinances of the City of Providence, and R.I. Gen. Laws §30-15-12, I am this day appointing Kevin Kugel, of 70 Noble Street, Seekonk, Massachusetts 02771, to the position of Director of the Providence Emergency Management Agency, and respectfully submit the same for your approval.

Sincerely,

A handwritten signature in red ink, appearing to be "J-O-E", with a horizontal line extending to the right.

Jorge O. Elorza
Mayor

IN CITY COUNCIL
JAN 05 2017

READ
WHEREUPON IT IS ORDERED THAT
THE SAME BE RECEIVED AND APPROVED
 CLERK

PROFESSIONAL SUMMARY

Executive Director and Military Veteran with over 22 years of proven experience in the **United States Army**. Proven experience building and directly **leading teams of 200 personnel** in a dynamic, fast-paced environment. Possess a comprehensive background in **emergency management** derived from conducting domestic and global operations in Iraq. Managed risk upon multiple lines to protect assets, property, and equipment valued over **\$49M**, while meeting and exceeding expectations of section leadership. Possess extensive knowledge in **training, development, and management**. Career supported by a **Master of Science in Adult and Continuing Education**.

- Strategic Planning
- Organizational Management
- Budget Management
- Leadership
- Training and Development
- Effective Communication

PROFESSIONAL EXPERIENCE

PROVIDENCE COLLEGE **Professor of Military Science**

August 2012 – May 2016

- Chair of an academic department and professor at a four-year, private, Liberal Arts College with 14 full-time staff and faculty and an annual budget of over \$100k from multiple funding streams
- Fostered cooperative partnerships with local centers of influence, including campus administrators, alumni, local military units, and military and veterans groups to improve educational and developmental opportunities for participating students

UNITED STATES ARMY– Various Locations **Chief of Operational and Strategic Concepts**

1994 – 2016

- Oversaw the development of a plan to restructure the personnel, equipment, unit structure and mission for the entire U.S. Army Chemical Corps across Active Duty, Army Reserve and National Guard
- Led, guided, and directed 10 military combat developers and 5 civilian analysts in developing 8 published concepts that served as strategic planning documents for the Army and Joint Forces in accomplishing maneuver support and protection functions worldwide
- Provided direct input to the leadership of the U.S. Army Engineer, Chemical, Biological, Radiological, and Nuclear (CBRN) and Military Police Schools
- **Ensure integration of concepts with doctrine, organizations, training, materiel, leader development, personnel and facilities**

Executive Officer

- **Directed, coordinated, supervised and trained a staff of over 50 personnel that provided all administrative and logistic operations and systems to the unit as second in command of an 800 person Army unit**
- Managed administrative and logistics services for over 5,000 personnel and equipment worth over \$3 billion in the headquarters responsible for all U.S. and Coalition operations in Iraq

Chemical, Biological, Radiological, and Nuclear (CBRN) Defense Officer

- Advised the commander of a 3,000+ Army unit on all aspects of CBRN defense and operations
- Coordinated logistics, administration, training and operations for 46,000 Iraq security force personnel
- Provided direct administrative, logistical and operational assistance to 40 teams (11 U.S. soldiers each) working directly with Iraqi units

Commander of Chemical Company

- Subject matter expert on the employment of biological agent detection, biological sample/evidence collection and biological sample/evidence transport for one of four U.S. Army Corps
- Led one of only two 182 soldier biological agent detection companies in the U.S. Army with over \$49 million worth of equipment, including a fleet of 88 vehicles
- Led company during 12 months of combat operations in Iraq including HAZMAT response, security escort, and local security missions
- Oversaw personnel management, training, logistics, operations and organizational leadership
- Led, trained, developed and managed over 30 soldiers unable to deploy with their unit due to medical or other administrative restrictions while concurrently responsible for leadership, management and training of my own 182 soldier unit; ultimately resulted in all soldiers returned to their original unit prepared for deployment or administratively separated from the Army

WORK HISTORY

Position	Location	Period
Professor of Military Science, Providence College	Providence, RI	Aug 12 – May 16
Chief, Operational/Strategic Maneuver Support Concepts Battalion Executive Officer	Fort Leonard Wood, MO	Jun 11 – Jun 12
Regimental CBRN Defense Officer	Fort Hood, TX & Baghdad, Iraq	Jun 09 – Apr 11
Deputy Division CBRN Defense Officer	Fort Hood, TX & Mosul, Iraq	Jan 07 – Jun 09
Commander, Chemical Company	Fort Hood, TX	Mar 05 – Dec 05
Commander, Chemical Company (Bio Detection)	Baghdad, Iraq	Mar 04 – Mar 05
Brigade CBRN Defense Officer	Fort Hood, TX	Oct 02 – Feb 04
Commander, Chemical Company (Training)	Fort Hood, TX	Jul 01 – Aug 02
Small Group Leader, Chemical Officer Basic Course	Fort Leonard Wood, MO	Mar 00 – Jun 01
Platoon Leader, Chemical Platoon	Fort McClellan, AL	Feb 98 – Mar 00
Battalion CBRN Defense Officer	Fort Campbell, KY	Oct 96 – Aug 97
	Fort Campbell, KY	Jan 95 – Oct 96

EDUCATION

Master of Science in Adult and Continuing Education | Kansas State University | 4.0 GPA | 2006
Honors Society: Phi Kappa Phi Honor Society

Bachelor of Computer Science | United States Military Academy at West Point | 1994

MILITARY EDUCATION

US Army Intermediate Level Education
 Organizational Management, Personnel Management, Planning

CBRNE Senior Planners' Course
 Planning, Emergency Management, Homeland Security

Supervisory Development Course
 Organizational Management, Personnel Management, Personnel Development

Chemical Officer Advanced Course
 Organizational Management, Emergency Management, Team Development

Chemical Officer Basic Course
 Leadership, Emergency Management, Team Development

Capabilities Development Course
 Gap Analysis, Requirement Analysis, Capabilities Development

CERTIFICATIONS

Emergency Management Institute Professional Development Series | FEMA
Joint Planner | U.S. Army Command and General Staff College
HPAC Level 1 Operator | Defense Threat Reduction Agency
Toxic Agent Training | U.S. Army Chemical School
Community Emergency Response Team | FEMA
Certified/Associate Emergency Manager | IEMA (application pending)

ORGANIZATIONS

International Association of Emergency Managers
Rhode Island Association of Emergency Managers
US Army Chemical Corps Regimental Association
United States Military Academy Association of Graduates
Military Order of Foreign Wars of the United States