



# 2026 WASHINGTON FIRE CHIEFS CONFERENCE & EXPO

## KEYNOTE SPEAKERS



**Brian Hite**  
Motivated to Burn Out:  
How Misaligned  
Motivation Derails  
Performance



**Tom Jenkins**  
Global Perspectives &  
Emerging Threats,  
UL/FSRI



**Dr. De Hicks**  
No Small Change: How  
to Build a Healthy  
Intentional Culture at  
Work



**Dr. Nicole L Sawyer**  
From Caves to Cocklofts:  
Psychological Accountability,  
Leadership & Career Survival

## AGENDA

*See full schedule on next page.*

Our agenda this year focuses on Health & Safety, Professional Development, and Leadership. Built directly from member feedback, this agenda delivers the vital resources the Washington fire service needs —alongside dedicated time to network with vendors and peers.

## BANQUET

Celebrate our members' achievements with an evening at the picturesque Ohme Gardens. Join us for a banquet and a relaxed night of networking in a stunning setting.



May 18-21, 2026



Wenatchee  
Convention Center

Register:  
[www.washingtonfirchiefs.com](http://www.washingtonfirchiefs.com)

Contact Us for more info



[wfc@washingtonfirechiefs.org](mailto:wfc@washingtonfirechiefs.org)



360.352.0161



# AGENDA



## Monday: May 18

1:00 PM Opening Ceremonies

1:15 PM **Motivated to Burn Out:  
How Misaligned Motivation  
Derails Performance**



2:15 PM Memorial Service

3:00 PM

- Living through Change: Supporting Staff through a Cancer Diagnosis
- Volunteer Recruitment & Retention
- NERIS Update & How to Use the Data
- Flow Under Fire: Understanding Motivation –and the Conditions That Drain It

5:00 PM Reception

## Tuesday: May 19

7:00 AM Western Fire Chiefs Breakfast

8:00 AM

- Fitness for Duty, Regional Wellness Clinics
- Innovative Funding Strategies: Beyond Grants
- WSRB Updates: Improvements that will Impact Your Rating
- Lessons Learned: Panel of Chiefs who have faced Extraordinary Incidents

10:00 AM **Global Perspectives &  
Emerging Threats, UL/FSRI**



12:00 PM Bugle Showcase Luncheon

1:00 PM **No Small Change:  
How to Build a Healthy  
Intentional Culture at Work**



3:00 PM WFC Expo

## Wednesday: May 20

7:00 AM Legislative Breakfast

8:00 AM

- Limiting Traumatic Stress Injury
- From Awareness to Action: Building Belonging & Equity in R&R
- Wildland Fire & AI Resources
- Collective Bargaining

10:00 AM

- FLSA for Dummies
- So, You're Exploring Regionalization?
- New & Aspiring Chief Program
- Aligning Strategy, Operations, and Finances

12:00 PM Luncheon with the OIC Commissioner

1:45PM Association Business Meeting

3:00 PM **From Caves to Cocklofts:  
Psychological Accountability,  
Leadership & Career Survival**



5:30 PM Banquet: Ohme Gardens (Buses Depart from the Wenatchee Convention Center)

## Thursday: May 21

7:00 AM Breakfast: Meet the WFC Board

9:00 AM **Federal & Local Hot Topics, TIFF, WSRB, GEMT,  
Fire Service Memorial and More**

12:00 PM Boxed Lunch – Have a Safe Trip Home

**Register:**  
[washingtonfirchiefs.com](http://www.washingtonfirchiefs.com)

Contact Us for more info



[wfc@washingtonfirechiefs.org](mailto:wfc@washingtonfirechiefs.org)



360.352.0161