

DEON BAILEY

Emergency Management | Preparedness Planning | HSEEP Exercises | EOC Operations

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ABOUT ME

- **Primary planner and steward of a public health district's full planning portfolio** of 31 planning products (3 base plans, 11 support annexes, 7 incident annexes, and 7 adopt-by-reference annexes) anchored to the Georgia DPH state annex structure and CPG-101; personally drafted 3 base plans and 10+ annexes to date
- **Designed the district's planning information architecture and planning suite crosswalk**, a single-source-of-truth knowledge model separating program-owned operational facts from planning documents, mapping every product to state equivalents, PHEP capabilities, approval authorities, and SME input methods
- **Emergency management professional with an MS in Emergency Management (4.0 GPA)** and hands-on experience spanning planning, HSEEP exercise support, training delivery, and EOC coordination across public health, healthcare coalition, and county emergency management partners
- **Backup HSEEP exercise support** for the district's 4 annual exercises including a multi-agency measles outbreak tabletop, POD operations drill, call-down drills, and shelter-in-place exercises; supported AAR/IP development inside federal 60-day timelines
- **Active in the incident command structure during real activations** including tornado warning responses; supports EOC operations in the planning and logistics functions behind the Emergency Preparedness Director, providing WebEOC platform support and coordinating information flow and resource tracking during sustained operations
- **Completed G-191 (EOC/ICS Interface, score 92) and the full FEMA ICS/NIMS series**; ICS-300 in progress; pursuing Georgia Certified Emergency Manager (GCEM) with expected completion November 2026

SKILLS & KNOWLEDGE AREAS

Planning Frameworks: CPG-101 base plan development, HSEEP exercise design and evaluation, NIMS/ICS, National Response Framework, Kaiser Permanente HVA methodology, Georgia DPH planning templates, federal cooperative agreement compliance (PHEP, CRI, HPP, MRC)

Operational Capabilities: Emergency Operations Plan development, annex writing, hazard vulnerability analysis facilitation, multi-agency coordination, after-action analysis, training curriculum development and delivery, volunteer program coordination, medical countermeasures drill support

Technical Platforms: WebEOC, FAMIS 360, ReadyOp mass notification, Knack database, SharePoint platform development, Microsoft Office Suite (advanced), RadEye CBRNE detection equipment

PROFESSIONAL EXPERIENCE

Emergency Preparedness and Response Specialist II | Clayton County Health District | Jonesboro, GA | Feb 2025 – Present

Serve as primary planner for district emergency preparedness with supervisory authority, working in coordination with the Emergency Preparedness Director. Execute deliverables across 4 federal cooperative agreements (PHEP/270, CRI/273, HPP/566, MRC-STTRONG/573) with 24/7 on-call availability for activations.

- **Steward the district's planning portfolio of 31 products** : 3 base plans (Emergency Operations Plan, Pandemic Response Plan, Mass Distribution Plan), 11 support annexes, 7 incident annexes, and 7 adopt-by-reference annexes, responsible for development, maintenance, SME coordination, and annual review against Georgia DPH templates aligned to CPG-101
- **Personally drafted 3 base plans and 10+ annexes to date** including the EOP, Mass Distribution Plan (synthesizing the state warehouse, dispensing, and mass vaccination streams into one district parent plan), COOP, Alert and Notification, EOC Activation, DHEART, Administrative Preparedness, Volunteer Management, Mass Fatality, and Pandemic Influenza annexes
- **Designed the district's planning information architecture** and planning suite crosswalk: a three-layer knowledge model in which programs own operational facts, plans consume validated knowledge, and exercises and AAR/IP corrective actions update it, replacing repeated SME data collection with a durable, turnover-resistant planning system
- **Support HSEEP exercise execution** on a backup basis, contributing to 4 annual exercises and assisting with After-Action Report and Improvement Plan development within federal 60-day timelines
- **Facilitate annual hazard vulnerability analysis workshops** with county Emergency Management Agency partners using the Kaiser Permanente methodology to assess hazards and prioritize mitigation strategies feeding the planning suite
- **Design and deliver emergency management training** including WebEOC operations, ICS protocols, and just-in-time training for MRC volunteer deployments developed in coordination with the MRC Volunteer Coordinator; ensure completion of the annual 6-hour CBRNE training requirement for preparedness personnel

- **Provide WebEOC platform support in the planning and logistics functions** during real-world activations and county EMA-led events including tornado warning responses, backing the Emergency Preparedness Director and coordinating information flow, resource tracking, and inter-agency communications
- **Support the medical countermeasures program** through quarterly ReadyOp call-down drills, POD operations support, and MCM drill documentation in coordination with the MCM Coordinator
- **Conduct quarterly RadEye CBRNE equipment calibrations** (RADEYE-G, B20-ER) and maintain the emergency preparedness equipment inventory including emergency response vehicle, trailers, shelter supplies, and MCM materials

Order Operations Specialist | The Clorox Company

Alpharetta, GA | Aug 2020 – Aug 2024

Customer-facing order management role partnering with Sales, Manufacturing, Distribution, and Transportation teams to maintain supply continuity through routine operations and weather/disaster disruptions.

- **Coordinated cross-functional response** to supply chain disruptions during hurricane events and weather emergencies, expediting product flow to affected distribution networks
- **Developed standardized order-to-cash procedures** reducing processing errors by 20% and improving cross-departmental consistency by 30% through documented workflows and stakeholder training
- **Managed real-time monitoring** of transportation assets and inventory using SAP, GPS tracking, and Power BI analytics across multiple distribution facilities; conducted root cause analysis in partnership with ARA and COM teams

Security Risk Analyst (GSOC Operator) | Allied Universal (McKesson Pharmaceuticals) Brookhaven, GA | Aug 2022 – Jun 2023

Operated McKesson's Global Security Operations Center supporting 24/7 monitoring, incident response, and corporate security coordination for one of North America's largest pharmaceutical distributors.

- **Monitored and responded to alarms, access control events, and security incidents** across multiple facilities, coordinating with on-site teams, corporate management, and external agencies during real-time events
- **Authored incident reports** using the corporate incident management system with attention to grammar, formatting, and detail required for executive-level review
- **Operated mass communication and emergency notification systems** during sustained incidents, maintaining communication links across multiple time zones and facility locations
- **Conducted open-source intelligence research** to assess threats to McKesson personnel, facilities, and pharmaceutical supply chain operations, producing timely risk assessments for corporate stakeholders

Warehouse Generalist | Sanofi Aventis

Atlanta area, GA | 2014 – 2019

- **Performed shipping, receiving, picking, packing, staging, and cycle counts** of pharmaceutical products in an FDA/GMP-regulated, temperature-controlled warehouse; operated forklifts and powered industrial equipment (certified during employment)
- **Maintained GMP documentation and cold chain handling records** using WMS and scanner systems: hands-on experience that now informs mass distribution and LDS warehouse planning in my current role

EDUCATION & AFFILIATIONS

Master of Science in Emergency Management | Jacksonville State University, Jacksonville, AL | December 2021 | GPA 4.0 / 4.0

Bachelor of Arts in Interdisciplinary Studies | Georgia Southern University, Statesboro, GA | December 2018 | Concentrations: Business, Sociology; Minor in Public Administration

Member, National Society of Leadership and Success (NSLS) | Jacksonville State University Alumni Chapter

CERTIFICATIONS & TRAINING

FEMA / NDEMU Independent Study: IS-100.c (ICS), IS-200.c (Basic ICS), IS-700.b (NIMS), IS-800.d (NRF), IS-235.c (Emergency Planning), IS-120.c (Intro to Exercises), IS-130.a (Exercise Evaluator), IS-139.a (Exercise Design and Development), IS-005.a (Hazardous Materials), IS-029.a (PIO Awareness), IS-230.e (Fundamentals of EM), IS-240.c (Leadership), IS-241.c (Decision Making), IS-242.c (Effective Communication), IS-244.b (Developing and Managing Volunteers), IS-288.a (Voluntary Organizations), IS-1300.a (Continuity), IS-2200 (Basic EOC Functions)

GEMA/HS Instructor-Led: G-191 EOC/ICS Interface (score 92, September 2024), GA 101-EM GEMA Programs Overview (score 100, January 2026)

Georgia DPH: DPH Vigilant Guard Seminar (August 2025), HPP-D Coalition Meeting (December 2025)

In Progress: ICS-300, Georgia Certified Emergency Manager (GCEM), expected November 2026, CERT Instructor Training