



MEMS ACADEMY

Professional Emergency Manager



Providing the most professional level of emergency management training to members of State Defense Forces, DOD personnel, specialized units and civilian personnel since 1998.

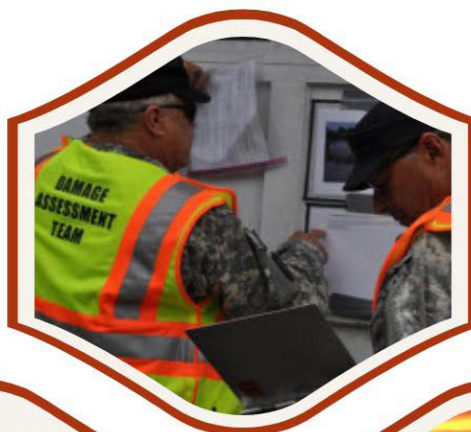


Table of Contents

History of the State Defense Force	4
MEMS Academy Goals	5
The MEMS Academy Program	6
Professional Emergency Manager	8
Certification	9
Student Code of Conduct.....	13
Legal Disclaimer.....	14
FRAGO 2024-2027	18



MEMS Academy training available outside the United States

The SGAUS Academy curriculum is now available to anyone located outside of the United States and its Territories. Offered in English, Spanish, Italian and German, the MEMS Student Guidelines are available on the State Guard of the United States Web page (sgaus.org/sgaus-academy/mems-academy/).

The point of contact for MEMS training and certification program for anyone located outside the United States is the Commandant of the MEMS Academy. Contact information is provided in the MEMS Academy Student Guidelines.

Thank you for your interest in the MEMS training and certification program. As a world-class emergency management organization, the training will enhance your knowledge and skills so you can better serve your community, state and nation.

A special thanks to Mr. Sven Dobler, Director, International Affairs Directorate, USCG Auxiliary for his assistance and his team for their incredible talent and dedication in providing the translation.

Commandant of the MEMS Academy

History of the State Defense Force



National Guard Regulation 10-4 1-5.a: "Any State, Territory, or District of Columbia, that creates a State Defense Force under 32 USC §109 is solely responsible for the establishment, organization, training, equipping, funding, management and employment of that SDF in accordance with (IAW) its laws."

There are only 7 states which have not authorized the creation of a State Defense Force Military, Air, or Naval Divisions.

MEMS Academy Mission

The Military Emergency Management Specialist (MEMS) Academy provides the most professional level of emergency management training to all members of State Defense Forces, DOD personnel, specialized units such as Civil Air Patrol, US Coast Guard Auxiliary and civilian personnel interested in Emergency Management Training and certification. Established in 1998, the Academy has gone through several changes, and the current curriculum has evolved over the years.

With the acknowledgement and approval of all participating Adjutant Generals (TAGs), State Guard Commanding Generals, Academy State Directors, and the SGAUS Board of Directors, the MEMS Academy has been accepted as the premier learning and credentialing establishment in military emergency management. Military members from every state have gone through the Academy and graduated with credentials designating them as Military Emergency Management Specialists. The Academy is highly respected nationally and internationally as the leader in military emergency management training.

Thousands of army, air, naval militia and civilian personnel have been certified through the MEMS Academy and have gone on to use that knowledge to assist in state disasters like Katrina,

Hurricane Sandy, Super Typhoon Yutua in the territory of Guam. fires in the Northwest, and floods in Southeastern states. The Academy has also trained members to respond to minor disturbances, where knowledgeable personnel have been required to assist the National Guard and first responders in Emergency Operations Centers and on the ground.

The MEMS Academy will continue to provide the most professional level of emergency management training to all members of our State Defense Forces.

The Academy qualification Program fully complies with current U.S. Department of Homeland Security (DHS), Federal Emergency Management Administration (FEMA), Incident Command System (ICS), National Incident Management system (NIMS), National Response Framework (NRF), Homeland Security Presidential Directive 5 (HSPD-5), and Presidential Policy Directive / PPD-8: National Preparedness.

Special thanks go to LTC George Heart (WA), first Commandant of the MEMS Academy and former Academy Commandants Maj Roger Higby (CA) and SGM Tim White (IN) for their due diligence in establishing and maintaining the highest standards for the MEMS Academy.

SGM Fred Tredy (CA)
Commandant MEMS Academy

MEMS Academy Goals

"Uniformed and civilian members of the State Guards, Military Reserves, State Defense Forces, Medical Reserve Corps, Cadet Corps, Naval Militias, U.S. Uniformed Services, US Coast Guard Auxiliary and other MEMS Academy-approved official military and civilian organizations are eligible to take MEMS training and receive MEMS certificates."

Members of the U.S. Uniformed Services and State Guards increasingly have been mobilized to respond to natural and man-made disasters and other emergencies. Military and civilian authorities now see an urgent need to provide additional and improved emergency management training for personnel deployed during disasters. The MEMS Academy continues to fill that need.

The MEMS Academy Program prepares personnel to function in any of the positions at an Incident Command Post, JOC, TOC, EOC CERTS or civilian responses during a local or statewide emergency mobilization.

The MEMS Academy offers certification for Basic, Senior, Master and LNO Military Emergency Management Specialists and confers the appropriate insignia.

Individuals with Basic MEMS certificates will have operational understanding of the principles of emergency management, including mitigation, preparedness, emergency response and recovery with knowledge, skills, and abilities needed to effectively work within a comprehensive emergency management operation. Those with Senior and Master level certificates will be able to lead and plan incident response efforts of increasing complexity. Members with the LNO certificate will be able to work within any EOC.

Uniformed and civilian members of the State Guards, Military Reserves, State Defense Forces, Medical Reserve Corps, Cadet Corps, Naval Militias, U.S. Uniformed Services, US Coast Guard Auxiliary and other MEMS Academy-approved official military and civilian organizations are eligible to take MEMS training and receive MEMS certificates.

There are currently states without active State Defense Forces but have personnel who want to participate in the MEMS training and Certificate program. The Commandant of the MEMS Academy will locate and authorize a member of that state to operate as the MEMS Academy State Director. Those ASD's will assist the members of their state to transition through the MEMS training and upon completion receive a MEMS certificate. If there is no authorized ASD for the state, then a certificate will be issued through the Commandant of the MEMS Academy.

The MEMS Certificate Program is offered free of charge to SGAUS members in good standing. Academy enrollees are responsible for all expenses, if any, incurred during their participation. Participants who have been deployed in actual emergency operations may qualify for an award of the MEMS Flash. Wearing of the MEMS insignia on official uniforms is dependent on the policy and authorization of the respective military department and uniform authority, not the MEMS Academy or SGAUS. To receive a higher level of MEMS certification you must be a current member to purchase MEMS items.

MEMS Academy curricula are comprised of many standardized and validated courses developed by FEMA's Emergency Management Institute. Most are available on-line and may be taught as in-person group presentations. Advanced classes are available only in classroom or resident settings.

The MEMS Academy is a National and International Academy for Emergency Management training. Accordingly, the MEMS Student Guidelines are published in German, Spanish and Italian.

The MEMS Academy Program

Join SGAUS and maintain the proof of membership at SGAUS.org.

Submit the completed SGAUS application your membership to your State Director along with the completed course work certificates. Contact your State Director before you send the documents to assure that you have completed all the needed documentation.

DO NOT submit these documents to the SGAUS national office. Only the MEMS Academy State Director will maintain individual certifications records.

For member benefits please refer to the SGAUS web page for further information.

For members, a current membership must be maintained for each level of your course of study, for example from Basic to Senior, to receive your certificate. Non-members will receive a MEMS certificate please refer to the SGAUS web page for further information



The State Academy Director will review your application, Practicum, and additional documents. If the documents are completed and accepted, the Director will issue your MEMS completion certificate. Only an Academy State Director is authorized to issue completion certificates for any of the MEMS levels, Practicum and the MEMS Flash.

As the science and practice of emergency response changes and standardized courses are brought up to date, the MEMS Academy may change requirements for certificates at different levels.

If a required course becomes unavailable, notice will be provided on the MEMS Academy website for substitution or deletion will be included in the FRAGO section of this guidelines.

Academy Participants and Academy State Directors shall maintain personal files of their work and training certificates. SGAUS and the MEMS Commandant does not maintain files of completed documents for the Students and relies on the State Directors to maintain all completed documents. The MEMS Academy State Directors will keep a record of the MEMS Academy/SGAUS application and contact information and the date of their certificate.

Upon completion of training, graduates will receive notification and a MEMS Academy certificate of completion. Copies of the certificate should be included in the graduate's military or civilian personnel record. Proof of the certificate must accompany requests to SGAUS to purchase any MEMS insignia/badge.

In States that maintain a MEMS Academy training Units only those training units are authorized to establish, maintain, train and sponsor IS 300, IS 400 and TTX exercises as approved by the MEMS Academy State Director. In States without MEMS Academy Training Units the ASD will only authorize MEMS certificates for training with prior approval of the training by the ASD. This will maintain the high standards which have been established for the program and must be maintained.

The MEMS Academy is consistently changing and up grading our tasking list of classes to stay consistent with the ongoing activities that our personnel will be facing in the field.

To locate the FEMA courses please go to:
<https://training.fema.gov/is/crslist.aspx>

Multiple Certifications

The MEMS Academy offers certification for Basic, Senior, Master and LNO Military Emergency Management Specialists and confers the appropriate insignia.



Individuals with Basic MEMS certificates will have operational understanding of the principles of emergency management, including mitigation, preparedness, emergency response and recovery with knowledge, skills, and abilities needed to effectively work within a comprehensive emergency management operation. Those with Senior and Master level certificates will be able to lead and plan incident response efforts of increasing complexity.

Members with the LNO certificate will be able to work within any EOC. Participants who have been deployed in actual emergency operations may qualify for an award of the MEMS Flash. Wearing of the MEMS insignia on official uniforms is dependent on the policy and authorization of the respective military department and uniform authority, not the MEMS Academy or SGAUS. To receive a higher levels of MEMS certification you must be a current member to purchase MEMS items.

MEMS Academy curricula are comprised of many standardized and validated courses developed by FEMA's Emergency Management Institute. Most are available on-line and may be taught as in-person group presentations. Advanced classes are available only in classroom or resident settings.



Professional Emergency Manager

Mission:

From the beginning of the MEMS training program there has always been two questions regarding the training program:

Question 1: Is there an ongoing training requirement to maintain your MEMS certification?

Answer 1: The current structure of the MEMS Training Program does not require a student to retake a FEMA course after you have completed a level and received your MEMS completion certification. Nor is there a time requirement regarding the date when a student completed the course to maintain qualification for any of the four levels of training and certification.

Question 2: Does the MEMS training program provide continuing education courses and training.

Answer 2: This Executive Em manual will provide the MEMS Student with two levels of training.

Level 1 – The first level will be courses that you can take to further your knowledge and training in emergency management as supervisor and instructor and have completed at least your Master MEMS of training.

Level 2 - The second section encourages anyone who is willing to further your emergency management training and join the field of emergency management teams is the civilian world.

It is the mission of the MEMS Academy to ensure that each of its MEMS Academy State Directors as well as our students are provided with the most current and highest of EM training that could be provided by our organization.

Certification:

A MEMS Completion certificate will be issued to any student who completes all the courses listed for the Professional Emergency Manager level of training. You will be required to do all of the courses provided to achieve a completion certificate.

There is no practicum requirement for any of the courses or for the completion certificate.

As the Professional Management level of training a completion certificate will be issued when you complete all of the required courses.

Membership:

It is recommended students who participated in the EM Professional program have already completed at least their Master MEMS level of training. The courses that are incorporated in this program are at a high level of EM training and to understand and take advantage of this training a solid background in EM is suggested.

Continuing Education College credits:

Many courses provided can be used for continuing education college credits. Each course will stipulate the number of credits that are available for each course.

MEMS Completion Certificates

A Student must be a current member of SGAUS to receive the completion certificate and a copy of the membership will be attached to the course completion documents. When you have completed the required courses, please send them to the MEMS Academy Commandant so your completion certificate can be issued.

Course's locations and dates availability

This would be a new certificate and training comprised of the following completion of training. Suggested courses. The location and the dates and location of each of these courses vary.

Please check to see when each course is offered either on line or in class course.

MEMS Continuing Education training and certification program.

Professional EM Manager

Executive Summary

Business Need/Opportunity:

The SGAUS curriculum is designed to further member competency in real world situations. Course learnings currently include awareness of Emergency Operations Center (EOC) operations, Unified Command and Area Command. However, SGAUS does not have a curriculum dedicated to operating in an EOC/Incident Command Post (ICP) environment during a real-world activation. This creates a significant gap in understanding and operational efficiency. Developing and implementing a curriculum specifically targeting the Emergency Support Function (ESF) #13 desk (Military Support) operations is critical to improving SGAUS effectiveness.

Business Scope:

Create a new training curriculum that, upon completion, will provide a detailed understanding of the work required to operate effectively in an EOC/ICP. Course material recommendations are:

- L-956 All-Hazards Liaison Officer
- L-958 All-Hazards Operations Section Chief
- L-962 All-Hazards Planning Section Chief
- L-964 All-Hazards Position Specific Situation Unit Leader
- L-967 All-Hazards Logistics Section Chief
- O-305 All-Hazards Incident Management Team (AHIMT)

Completion of these courses will ensure SGAUS members operate to a high degree of functionality and to a nationally recognized standard. Additionally, they will further the marketability of the SGAUS member in the private sector, as these classes are considered pre-requisites in many civilian Emergency Management jobs.

Identified Constraints:

- Completion relies on the course offerings of local, state and Federal authorities.
- Completion of all courses may take 12+ months.

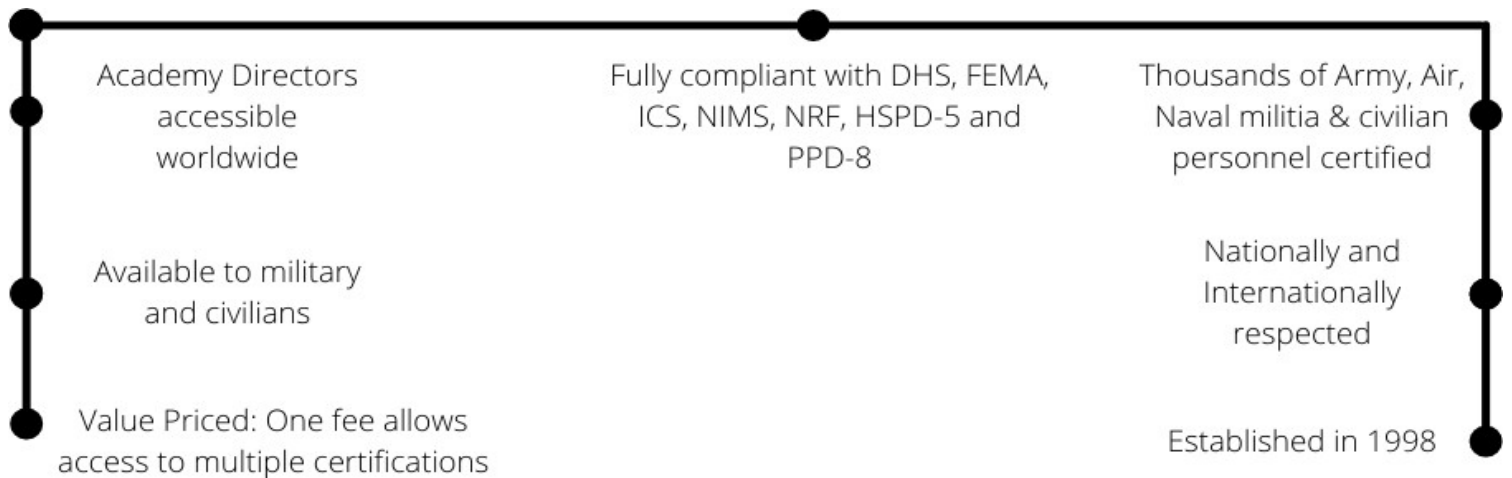
Assumptions:

This project has the approval of the SGAUS Board to ensure continued organizational excellence, in accordance with SGAUS standards.

"All Emergency Management qualifications are the same."

Until they aren't...

<https://sgaus.org/sgaus-academy/mems-academy/>



Student Code of Conduct

STUDENT CONDUCT: Every Student admitted to the MEMS certificate process is expected to treat Academy Staff, fellow Students, outside Instructors and others with proper respect, dignity and military courtesy. Violations of this rule may result in dismissal from the MEMS Academy.

STUDENT ETHICS: Students will adhere to the highest standards of personal and military ethics while enrolled in the MEMS Academy. Cheating, falsification, dishonesty, or deception will result in immediate dismissal from the Academy. If it is learned that a Student received a MEMS certificate under deceitful or dishonest conditions, his/her certificate will be revoked by the Academy State Director, and notification will then be forwarded to the MEMS Academy Commandant. The ASD will then forward this information to the State's Defense Force Commanding Officer or the civilian members direct supervisor.

STUDENT ISSUES: Students that encounter problems or concerns with their Academy studies or assigned courses are encouraged to resolve any issues informally with their Academy State Director. If this does not resolve the problem, the Student may write a formal request to the Commandant of the MEMS Academy regarding the disputed issue. The Academy Commandant's decision is final.



Legal Disclaimer

All MEMS Academy Students and Participants, by their involvement in the certificate Program and process, acknowledge that they have reviewed the requirements and fully understand the MEMS Academy Program, are fully familiar with the potential hazards, potential for injury, illness or damage, and have read materials describing it, and have otherwise evaluated the potential for injury and resulting damages and understand that participation in the Program can be a strenuous event.

SGAUS and the MEMS Academy requires as a condition of participating in the MEMS Program, that each Student, in consideration of permission to enter this activity, irrevocably release and forever discharge SGAUS and the MEMS Academy (collectively, 'they' 'their'), their heirs, executors, administrators, personal representatives, assigns, and anyone entitled to act on their behalf, their agents, servants, and employees, sponsors, owners of the property on which Program-related training is conducted, their promoters, managers, Instructors, inspectors, officials, volunteers, and any and every other person participating in any way, from any and all claims for damages or injury or liability of any kind, illnesses alleged to result from the training or damages of any and every kind suffered, as a result of participating in or travel to or from training exercises or courses. Also, Students further agree to indemnify and hold harmless those released for costs, attorneys' fees, or other expenses should the student or any person for or on the Student's behalf file a legal action against the United States of America, the various States, territories or commonwealths, SGAUS, the MEMS Academy, or anyone else involved in the MEMS Academy certificate Program.

Further inquiries will be directed to SGAUS/MEMS Academy legal counsel.

MEMS Alumni



The MEMS Academy has students who have requested participation in our certification and training from DOD, National Guard personnel, all the States in the US, US Territories, Canada, Argentina, Australia, Europe, Sri Lanka, Nigeria, Philippines, South Africa and beyond.

Our Emergency Management training program has a Global outreach program.

State Guard Association of the United States

Board of Directors

State Guard Association of the United States Executive Director

**Commandant
MEMS Academy**
SGM Fred Tredy CA

**Vice Commandant
MEMS Academy**
MSG Jared Duggar TX

Deputy Commandant Logistics SPC Penny Lambright CA	Deputy Commandant Public Information/ Marketing John Ainsworth FL	Deputy Commandant Planning MAJ Liam Murphy CA	Deputy Commandant Operations LTC Anthony Crawford TN	Deputy Commandant International Lee Adler MT
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Staff Advisor North
COL Charles McCarthy

Massachusetts,
Vermont,
Rhode Island,
New Hampshire,
Maine
Connecticut

Staff Advisor Northeast COL Charles McCarthy New York New Jersey Maryland Delaware District of Columbia Connecticut	Staff Advisor Southeast CPT James Reid South Carolina Georgia West Virginia Mississippi Alabama Louisiana Virginia Arkansas	Staff Advisor Texas COL Robert Findley Staff Advisor Pacific Area Matt Lowe Staff Advisor Caribbean Area LTC Daniel Rendón (PR)	Staff Advisor West Coast COL Roger Higby CA California Washington State Alaska New Mexico Oregon Nevada Idaho	Staff Advisor Midwest CPT Jean Karslake (MI) Indiana Michigan Ohio Tennessee Illinois Kentucky Minnesota Iowa Wisconsin
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MEMS Board of Directors Positions and Responsibilities

Commandant

Responsible for the overall MEMS rules and responsibilities.

Vice Commandant

Coordinate ASD in non-State Defense Forces States. Locate and develop new ASD's.

Operations Deputy Commandant

Assist all Deputy Commandants with MEMS presentations at the Semi and Annual SGAUS Conferences.

Planning Deputy Commandant

Ensure MEMS training is current and develop new training concepts.

Logistics Deputy Commandant

Maintain MEMS visual presentations and create new video concepts.

Information and Marketing Deputy Commandant

Create new ways to advertise the MEMS training program on the world wide web.

FRAGO 2024-2027

As we all know there are many changes that occur over the year. It has been my position not to change the MEMS curricula each time a minor change occurs. Any changes to the master document will be listed on this “Frago” page.

If you have any questions, please contact SGM Fred Tredy at: submarine582@verizon.net

Date	Version	Editor	Change
5-1-2024	1.0	J. Corfield	Document formatting
5-17-2026	1.a	P. Lambright	Document formatting

Disclaimer Regarding Nonmembers

As of 2021 the MEMS Student Guidelines training is available to personnel who make the decision not to become a member of the State Guard Association of the United States.

1. The MEMS Academy has created a non-member status for military members however it is not available to civilian personnel. Civilian personnel who wish to participate in the MEMS training and certification program will be mandated to become a SGAUS member.

2. Military members are not obligated to join SGAUS in order to participate in the MEMS Academy. However, there are restrictions for military non-members.

They are as follows:

a. Non-members are only entitled to the Basic, Senior and Master MEMS Levels.

b. When a non-member does reach the Master MEMS level their name will not be included on the Master MEMS Alumni page.

c. The MEMS Academy does not maintain records of certificates issued to non-members. If a nonmember requests a duplicate copy of their lost certificate, they will have to retake that level of training to receive another certificate.

d. The non-member completion certificate does not include the title of the State Guard Association of the United States or the number of completed training hours.

e. A non-member cannot access the members only SGAUS store with its discounts.

f. Non-members are not entitled to receive or to purchase SGAUS awards or participate in the Annual SGAUS Conference.

g. The decision to be a non-member is irrevocable. *Once non-member always a non-member.* If a Non-member approaches a SGAUS/MEMS member to purchase discounted MEMS badges and the transaction is revealed.

The Commandant of the MEMS Academy will take action that will result in both the member and non-member exclusion from the MEMS Academy indefinitely. This action will also be reported to the Commanding Officer of that State Defense Force for both individuals for further possible disciplinary action.