

RUSSELL B. WELSH

P. O. Box 204266, Augusta, GA 30917

Rusty.Welsh@TheWelshs.net • 706-373-2872 (Mobile)

Active U. S. Passport (Aug. 2033)

WHO IS RUSSELL (RUSTY) B. WELSH?

Born in 1976 I am a Believer in Christ who is a self-motivated quick and critical/analytical thinker, with belief in sharing non-classified knowledge and training to equip others to help them gain from the lessons I have learned. Although a self-learner with a desire to excel, sharing exposure and providing leadership to others is priority. I encompass a sincere focus on listening and understanding with the intent to provide unique solutions to opportunities and concerns, some of which may be unconventional and out of the box. Building long-term relationships for overall efficiency and developing unity is paramount.

OBJECTIVE

Pursue a fulfilling career that is equally challenging as well as complimentary to the employer's needs and fulfilling God's work while maintaining a healthy balance of work, play and rest.

CORE COMPETENCIES

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|----------------------------|--|
| • Life-long Learner | • Results Driven |
| • Career Focused | • Astute Problem-Solving Capability |
| • Team Player | • Reliable and Dependable |
| • Active Listener | • Extraordinary Time Management Skills |
| • Detail Oriented | • Exceptional Organizational Skills |
| • Sound Decision Making | • Strong Leadership Skills |
| • Ambitious and Innovative | • Commitment to Excellence |
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CORE VALUES INCLUDING TRAITS AND PERSONAL CHARACTERISTICS

- Honesty
- Impeccable Character
- Meticulous Intuition
- Impeccable Work Ethic with rare use of Paid Time Off (PTO)
- Superb Situational Awareness
- Self-Motivated
- Incredible Integrity
- Responsible and Flexible

EDUCATION AND PROFESSIONAL DEVELOPMENT

- 1995 – High School Diploma including Endorsed Curriculum College Preparatory and Endorsed Curriculum Vocational Education
 - 1997 – 1998 Attended Augusta College/Augusta State University
 - Fall II 2002 through Summer 2004 - Georgia Military College
 - 11-03-2003 – UGA Management Class (First class of a series of three classes)
 - 2006 – Georgia Emergency Management Agency/Office of Homeland Security Master Certified Emergency Manager
 - 2007 – Georgia Emergency Management Agency/Office of Homeland Security Master Manager
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SKILLS

- Computer Proficiency
 - Productivity Software
 - Microsoft Office Suite
 - Google Apps, G Suite, Workspace and Drive, etc.
 - Operating Systems, Networking, Security, Servers, Cloud Computing, etc.
- Technical Skills
 - Keen eye for locating potential problematic situations which allows for remedying without unexpected interruption to service
 - Perform routine preventative maintenance on Broadcast Transmitters up to 100 Kilowatts and Broadcast Studio Equipment as well as Two-Way Radio Equipment
 - Implement monitoring and remote-control equipment
 - AFL Fiber Fusion Splicing
 - Extremely familiar with various test equipment – Service Monitors, Spectrum Analyzers, Watt Meters, Dummy Loads, etc.
 - Skilled in Interference Locating/Direction Finding
- Miscellaneous Skills
 - Ability to strategically work through complex processes efficiently and accurately
 - Telephone Equipment (Installation, Programming and Use of POTS, 9-1-1 and VoIP)
 - Highly Detailed Knowledge of the Central Savannah River Area Geography
 - Basic Knowledge of Federal, State and Local Laws and Ordinances
 - Knowledge of basic Policies, Procedures, Guidelines and Directives
- Project Management
 - Strategic Analysis and Mission Development
 - Planning and Solutions
 - Evaluating Unintended Consequences
 - Estimating Return on Investment blended with Timeframe Cost Benefit Analysis
- Project Maintenance
 - Incorporate Best Practices
 - Accelerate Operations and Response Times
 - Eliminate Waste and Improve Efficiency
 - Streamline operations with Continual Improvement
- Expert Level in Radio Programming
 - Two Way Radio Programming Software (Motorola, Kenwood, GE, Ericsson, MA-Com, Harris, Yaesu, Icom, etc.)

- Ability to complete initiatives on time and within/typically under budget
- Ability to perform contract writing, reading and review
- Standard Operating Guideline (SOG) Development and Updates
- Satellite Communications (Various; Broadcast and Connectivity)
- Mass Warning Notification Systems
- Access Control Engineering, Design, Installation and Training
- Exceedingly Experienced in Telex Radio Dispatch design, installation, programming, maintenance and operation
- Moderately familiar with Active Directory and learning Entra ID
- Moderately familiar with domain management and website development using a host of content management systems and Google App/Workspace Integration
- Ability to Interview Customer/Client effectively to determine their needs so as a provider we can determine technical aspects and requirements prior to researching, testing, ordering, receiving, prepping, installing, programming, configuring, updating, training and operating

ACTIVITIES

- Fraternal Order of Police Lodge #39 Associate Member since 1999
- Central Savannah River Area Engineer's Group Cofounder and Secretary since 2003
- Georgia Radio Hall of Fame Member since October 12, 2009
- Provided commentary for Kenwood Nexedge products video (December 2012)
- Member of the Nominating Committee for the Amateur Radio Club of Augusta – 2014 and 2015
- Amateur Radio Volunteer Examiner with the American Radio Relay League (ARRL) (09-16-2013) and W5YI (08-07-2015) with participation in over 111 test sessions as of January of 2026
- Amateur Radio Repeater Trustee for 900 MHz Repeater coordinated through the Southeastern Repeater Association (SERA) since 08-19-2014
- Member of the Amateur Radio Club of Augusta Repeater Committee, 2013 to Present
- President of the Amateur Radio Club of Columbia County, Inc. April 2015 to January 2019
- President of the Amateur Radio Club of Columbia County, Inc. January 2023 to Present

ACCOMPLISHMENTS AND ACHIEVEMENTS

- State of Georgia Peace Officer Standards and Training Council Communications Officer - 06-03-2002)
- Community Emergency Response Team (CERT) Instructor since 2003
- Columbia County, GA Employee of the Month for the Emergency Management Agency by the Columbia County Board of Commissioners – April 2005
- Georgia Certified Emergency Manager – 01-23-2006
- Georgia Master Certified Emergency Manager – 04-12-2007
- Columbia County, GA Employee of the Month for the Emergency and Operations Division by the Columbia County Board of Commissioners – May 2010
- 2014 Ice Storm successful operation with receipt of 92% of a \$10 Million Disaster
- Considered a Radio Communications Subject Matter Expert by the Communications Unit Leader (COML) Community

PROFESSIONAL EXPERIENCE

- Design and construction from the ground up Broadcast Studios and Transmitter Sites
 - 124 North Belair Road, Evans, GA Studios (WGAC)
 - 7059 Cobbham Road, Appling, GA Transmitter Site (WIBL)
 - 2743 Perimeter Parkway, Augusta, GA (4 Story Building) (WZNY, WEKL)
 - 2743 Perimeter Parkway, Augusta, GA (3 Story Building)(WZYN, WBBQ)
 - 802 East Martintown Road, North Augusta, SC (BTC Building) Studios (WKZC, WSLT)
 - 419 West Martintown Road, North Augusta, SC Studios (WKXC, WSLT)
 - 3632 Washington Road, Emergency Transmitter Site after Fire and New Transmitter Building immediately following (WGAC)
 - 1305 Georgia Avenue, North Augusta, SC Transmitter and Studios (WBBQ, WZNY)
- Design and construction of the Columbia County, GA Emergency Operations Center (7K Sq. Ft.)
 - Floorplan, operations flow, technical solutions for activations, radio communications, etc.
- Implementation of 3-1-1 Customer Service and Information Call Center
 - Research, Design, Installation, Maintenance and Training on information solutions
 - Development of best practices and guidelines for operations and training
- Design, Maintenance and Operation of Columbia County Mobile Operations Center 2004-2017
- Design, Installation and Programming of two Nexedge Repeater Systems, Columbia County, GA
- Member of the Risk Management Safety Review Board for Columbia County, GA
- Valued member of Requests for Proposals review panel for Information including Columbia County, GA Retirement and Health Insurance

MEMBERSHIPS

- Association of Public-Safety Communications Officials since 09-22-2000
- Emergency Management Association of Georgia since 2002
- Amateur Radio Relay League members since 08-02-2008
- Blythe Aero Model Club Safety Officer for 2009
- Southeastern Repeater Association (SERA) – 08-19-2014 (12-30-2006 according to SERA Lookup)

EMPLOYMENT AND WORK HISTORY

January 2025 to Present – WFXG TV

- Assistant Chief Engineer

February 2017 to January 2025 – J. I. L. Power and Signal

- Solutions Architect and Electronics Engineer

September 2003 to January 2017 – Columbia County, Georgia Emergency Management Agency (Full Time)

- Deputy Director
 - Major Contributions and Responsibilities
 - Too many to list here, for a detailed list please visit <https://rustywelsh.me/deputy-director-of-ema-responsibilities/>

March 19, 1999 to September 5, 2003 – Columbia County, Georgia Sheriff's Office (Full Time)

- Communications Officer – March 1999 to October 20, 2000
 - Responsibilities
 - Receive and Dispatch Requests, including 9-1-1 calls, for Service to various public safety officials (Law Enforcement, Fire, EMS, etc.)
- Supervisor of Radio Operations – October 20, 2000 to September 2002
 - Designated as Acting Supervisor of Radio Operations – September 12, 2000
 - Supervise Communications Officers for a 9-1-1 shift

September 1997 to July 2003 – Georgia Theatre Company / Evans 12 Cinemas (Part Time)

- Technician and Projectionist
 - Major Contributions
 - Completed repainting of projection booth with darker, matte color paint to eliminate light flashback on theater screens
 - Responsibilities
 - Perform routine maintenance on projection equipment both video and audio as well as other mechanical equipment within the projection booth

April 2000 to October 2006 – Clear Channel (Part Time)

- Broadcast Engineer for Broadcast Electronics and RF Equipment

November 1995 to Present – Federal Excitement (Part Time)

- Sound and Light Technician
- Mobile Disc Jockey and Announcer

September 1994 to Present – Advanced Communications (Part Time)

- Broadcast Electronics and Engineering
- Provide engineering assistance (studio and transmitter) including information technology for broadcast radio stations around Augusta Georgia for nearly 40 years. Many of the call signs listed below:
 - WAFJ, WAEG, WAJY, WBBQ, WCNA, WCHZ, WEKL, WFAM, WGAC, WGUS, WGOR, WIBL, WKXC, WKSP, WKZK, WLPE, WMTZ, WNEZ, WNRR, WPRW, WRXR, WRDW, WSLT, and WZNY.
- Two Way Radio Communications
 - Authorized GE Service Center for the Area - 1994
 - Relm Communications, Inc. Authorized Dealer – May 19, 1994
 - Vertex Radio Communications Authorized Dealer – 1998

June 1994 to April of 2000 - Martinez Fire Department (Volunteer)

- Volunteer Firefighter

HOBBIES AND PERSONAL INFORMATION

- Amateur Radio
 - Projects and Experimentation
 - Computer Projects and Networking
 - Open Water Diver
 - Radio Controlled Helicopters (Nitro)
 - Truth Seeker
 - Dream Catcher
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CERTIFICATIONS • TRAINING • LICENSES

CERTIFICATIONS

- Georgia Certified Emergency Manager – 2007-Present
- SiteSafe recognition of RF Health and Safety hazards – June 2004
- NIMS Certified All-Hazards Type III Communications Unit Leader (COML) Course – 05-19-2011
- All-Hazards Communications Technician (COMT) Course – 06-24-2011
- Georgia Professional Certified Emergency Manager – 04-13-2012
- American Red Cross Adult First Aid/CPR/AED – 09-16-2014
- All-Hazards Incident Communications Center Manager (INCM) Course – 08-27-2015
- NIMS Certified All-Hazards Type III Communications Unit Leader (COML) Renewal – 10-07-2015
- Auxiliary Communications (AUXCOMM) - 11-04-2022

LICENSES

- Georgia Crime and Information Center Entry Level Operator (Georgia CJIS Network Terminal Operator Certification) – 10-07-1999
 - Technician Class Amateur Radio License (KG4HIR) – 04-20-2000
 - Forklift Operator – 02-28-2003
 - General Mobile Radio Service License (WQGP838) – 03-13-2012
 - General Class Amateur Radio License (KG4HIR) – 06-14-2013
 - Extra Class Amateur Radio License (KG4HIR) – 08-09-2013
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DESIRES AND ASPIRATIONS

- Serve others by continually learning and using the knowledge I have been fortunate to gain while in pursuit of fulfilling God's work.

REFERENCES

Professional References

1. Drew Brejda (Retired)
Senior Engineer
U. S. Army (Fort Gordon)
dbrejda@gmail.com
706-267-6755 Mobile
Drew and I met in the late 90's while providing communications logistics for a local hospitality group for the Masters Golf Tournament.
2. Lewis Foster
Broadband Project Manager
Michael Baker International
lfoster30809@gmail.com
706-533-2402 Mobile
Lewis was the IT Manager for Columbia County, GA before transferring to Columbia County Broadband Utility and then Michael Baker International.
3. Charlie Woods
Vehicle Program Manager
Directorate of Emergency Services
charles.f.woods2.civ@mail.mil
706-836-6785 Mobile
Charlie was a Columbia County Sheriff's Deputy while we were both employed by the Columbia County Sheriff's Office.
4. Dan Marshall
allendmarshalljr@gmail.com
706-361-5800 Mobile
Dan is the previous President of the Amateur Radio Club of Columbia County, Inc.
5. Steven Kitchens
kn4rvu@gmail.com
706-284-9371
Steven is co-owner of Gravitas Transportation.