

Jimmy Avery
Deputy Chief, Tupelo Fire Department

For more than three decades, Jimmy has served the Tupelo Fire Department and was appointed Deputy Chief in 2009. As Deputy Chief, he oversees departmental day-to-day operations and has direct management of 92 employees acting as a strong resource and advocate for his team while ensuring the safe and quality execution of Emergency Operations and Disaster Management Planning to the community he is passionate about protecting. Over the span of his professional career, Jimmy progressed through the fire service ranks serving as a Firefighter, Sergeant, Captain, Chief of Training, and Chief of Operations before beginning his current role as Deputy Chief. He is responsible for: Training and Education; Fire Prevention and Investigation; Code Enforcement; Public Education; Budget Management; Vehicle Maintenance; and Policy & Procedure Development and Implementation.

Accomplishments:

- **Creation of the Tupelo Fire Department Career Development Plan** to educate firefighters on requirements for career advancement.
- **Development of the Pre-Employment Testing and Orientation Program.** This includes a 'day in the life' session for candidates and their significant others to gain insight into fire department daily operations.
- **Developer & Instructor for the "Interviewing for Success Program"** designed for employment candidates in the City of Tupelo; Tupelo Fire and Police Departments, S.A.F.E., Inc; Lee County Communications; and multiple other agencies throughout north Mississippi.
- **Pandemic Management in close collaboration** with the City of Tupelo department heads at the onset of COVID-19 to revise and deploy policy and procedures to align with CDC guidelines ensuring the safety of the City of Tupelo staff, leadership, and its citizens; with continual updates and revisions as the pandemic evolves and CDC guidelines change.
- **Coordinated with the Mississippi State Department of Health** to provide medical coverage at COVID-19 vaccination sites. Continues as **the liaison between the MSDOH and the city.**
- Worked closely with the Mississippi State Fire Academy, the Mississippi Minimum Standards Personnel Board, and the BancorpSouth Arena to **achieve accreditation as a regional testing center at Tupelo Fire Department.**
- **Partnered with local businesses** during annual Fire Prevention Month to distribute and install smoke detectors throughout the community to promote safety.
- Spearheaded, in conjunction with NMMC leadership, **the development of a Home Rounding Safety Program.**
- **Developed a Diversity, Equity, and Inclusion (DEI) Program** for community leaders to ensure a workplace environment that represents and allows for a diverse, equitable, and inclusive workforce.
- **Partnered with the North Mississippi Family Residency Program to obtain Tupelo Fire Department staff annual physicals at no cost to the City of Tupelo.**
- **Serves as liaison for all internal and external agencies and organizations to meet the needs** of the City of Tupelo, the community, and the region.

Education:

- Graduate of Tupelo High School with an ICC with an Associates of Arts degree
- Adjunct instructor with Itawamba Community College and the Mississippi State Fire Academy

Jimmy is passionate about fire, leadership, and safety, and speaks publicly on those topics at local, state, and national levels. His commitment to the Tupelo Fire Department and the Community he serves is evident in all his interactions. He enjoys spending time with his family, boating, golf, and training the newest family member – the 110 lb. Great Dane puppy, Axl.