

**PAUL W. GANTT, Ph.D., CSP**  
**Curriculum Vitae Summary, Rate Sheet, Contact Information**

**SUMMARY/OVERVIEW**

Dr. Gantt is an experienced **Safety Engineer** (Graduate degree in Advanced Safety Engineering) and **Board-Certified Safety Professional (CSP)** with an extensive background as both a regulator and in private practice encompassing over 45 years. He is experienced in many areas of occupational and construction safety, multi-employer worksites, fire and life safety, workplace and premises evaluation and liability, general safety practices, OSHA and Cal/OSHA health and safety regulations, and Fire Code requirements. He has considerable experience conducting safety assessments in a broad range of public and private facilities. Additionally, his expertise includes the delivery of training programs with the ability to explain complex regulations, hazards, and practices in an easy-to-understand manner that can be essential in testimony and reports. He is a nationally recognized speaker in many areas related to occupational health and safety, fire safety, premises safety, and regulatory compliance.

**OCCUPATIONAL EXPERIENCE**

*January 1991 to Present:*

*President & Founder*

*Safety Compliance Management, Inc*  
*San Ramon, California*

Owner and operator of a tenured and successful private business that provides solutions in the areas of evaluating and implementing occupational health and safety systems and programs, emergency management and response, and safety and health programs (training, consultation, compliance, and written programs) to a range of clients in both the private and public sectors.

**Safety and Regulatory Compliance Consulting/Expert Witness**

Provides regulatory and litigation consultation services in several areas involving regulatory compliance, safety systems, fire and life safety, construction safety, Fire Code compliance, and premises liability matters. He has provided testimony in the areas of safety program development and implementation, multi-employer worksites, construction safety, fire and personal safety, premises liability, and the application of safety regulations both occupationally and generally.

**Safety Programs – Development, Training, Evaluation, and Consultation**

Provides services in the design and delivery of a range of safety program/systems that include training and inspection programs in the areas of general industry safety and construction safety. Evaluates current programs and facilities to ensure compliance, develops organizational-specific Injury and Illness Prevention Programs (IIPP), Code of Safe Practices, Fall Protection Programs, and other regulatory-required programs as needed. Oversees and participates in inspection programs at a range of general industry, private/public facilities, and construction projects. Assists with accident investigation, risk assessment, and evaluation of workplace and property hazards. Represents clients with OSHA issues including citations, site audits, and permits. Provides and coordinates the delivery of numerous safety training programs to a range of clients in all aspects of OSHA and Cal/OSHA required programs including Fall Protection, CPR/First Aid, Confined Space Operations, Energy Control (Lock Out/Tag Out), Fire Safety, Excavation Safety, Hazardous Materials, and other safety topics.

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**Curriculum Vitae (Cont.)**

**March 1978 to July 1992:**

*California Fire Service: Four Departments*  
Vacaville, Campbell, Visalia, Livermore

**Positions Held:**

- Fire Chief (Acting)
- Fire Marshal
- Fire Captain
- Deputy Fire Chief
- Fire Training Officer
- Firefighter/Paramedic
- Fire Division Chief
- Fire Battalion Chief

Held increasingly responsible positions in four California fire departments. Managed the operations of the Fire Department as the Chief in charge of Fire Operations, Fire Prevention, Fire Training, Public Education, Hazardous Materials enforcement, Administration, and Safety. Served as Training Officer and Instructor in several Regional Fire Academies and colleges.

**EDUCATION/CERTIFICATIONS**

- Doctor of Philosophy (**Ph.D.**), Multidisciplinary Human Services, Capella University, 2019.
- Master of Engineering (**M.Eng.**), Advanced Safety Engineering and Management. The University of Alabama, Birmingham, 2014.
- Bachelor of Public Administration (**BPA**), The University of San Francisco, 1988.
- Associate of Science (**AS**), Fire Science. Solano College, 1981.
- Certified Safety Professional (**CSP**). Board of Certified Safety Professionals (BCSP), #19001, 2006.
- Certified Instructional Trainer (**CIT**). BCSP, #13001, 2013.
- Construction Health and Safety Technician (**CHST**). BCSP, # C3565, 2013.
- OSHA 30-hour Construction. 2017.
- Certified Fire Officer, Public Education Officer, Fire Instructor, and Fire Prevention Officer - Office of the California State Fire Marshal.
- Instructor Levels I and II – Office of the California State Fire Marshal.
- Community College Lifetime Teaching Credentials – Fire Technology, #251342 and Health and Related Technologies, #267782.

**HONORS/MEMBERSHIPS (Past/Present)**

- Professional Member - American Society of Safety Engineers/Professionals (ASSE/ASSP) #13536, 1999 to present.
- Member - National Safety Council (NSC).
- Member - National Fire Protection Association (NFPA).
- Committee Member. *ANSI/ASSP Z590.3 – 2021 Prevention through Design. Guidelines for Addressing Occupational Risks in Design and Redesign Processes.*
- BCSP Test Validation/Review Member. Construction (CHST), Training (CIT).
- Life Member - California Fire Training Officers' Association.
- Member - National Society of Leadership and Success (NSLS).
- Past President/Member of Board – Alamo Hills Homeowners' Association. 23+ years.

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**Curriculum Vitae (Cont.)**

**TEXTS AND PROFESSIONAL ARTICLES AUTHORED**

1. Gantt, P. (2019). *The Value Proposition of a Certified Safety Professional: Implications for Organizations and the Safety Professional*. (Doctoral dissertation, Capella University).
2. Gantt, P. (2009) *Hazardous Materials; Regulations, Response, And Site Operations* (2nd ed.). Independence, KY: Delmar/Cengage. Note: Also authored 1st Edition 1999.
3. Gantt, P. (2014). “*PS Asks.*” *Professional Safety*. 59(5), 28-30.
4. Gantt, P. (2013). “*Expert Witness 101: Beginning the Process.*” Advisor – Technical Publication of the Consultancy Practice, American Society of Safety Engineers. 12(3).
5. Gantt, P. (2013). “*Expert Witness 201- Avoiding the Pitfalls.*” Advisor – Technical Publication of the Consultancy Practice, American Society of Safety Engineers. 13(1).
6. Gantt, P. (2014). “*Expert Witness 301- Tips to Help You Become A Successful Expert Witness.*” Advisor – Technical Publication of the Consultancy Practice, American Society of Safety Engineers. 13(2).
7. Gantt, P. (2010). “*Expert Witness 201- Achieving Success in a Time of Economic Downturn.*” Advisor – Technical Publication of the Consultancy Practice, American Society of Safety Engineers. 10(1).
8. Gantt, P. & O’Connell, M. (2012). “*Safety DNA.*” Advisor – Technical Publication of the Consultancy Practice, American Society of Safety Engineers. 12(2).
9. Gantt, P. & Gantt, R. (2012). “*Disaster Psychology – The Myths of Panic.*” *Professional Safety*. 57(6). (pp. 42-49).
10. Gantt, P. (2006-2008). “*Confined Space Activities.*” (7-part series). *Carolina Fire Journal*. 20(4). – 22(3).
11. Gantt, P. (2016). “*The Role of the International Fire Code in Promoting Safety: What Safety Practitioners Need to Know.*” *Proceedings of Safety 2016: The American Society of Safety Engineers Professional Development Conference*. Des Plaines, IL: ASSE.
12. Gantt, P. (2015). “*Safety, Not Good Enough.*” *Proceedings of Safety 2015: The American Society of Safety Engineers Professional Development Conference*. Des Plaines, IL: ASSE.
13. Gantt, P. (2014). “*Safety by Accident: A Call to Action For The Safety Profession.*” *Proceedings of Safety 2014: The American Society of Safety Engineers Professional Development Conference*. Des Plaines, IL: ASSE.
14. Gantt, P. (2013). “*There Is No Glory in Fighting a Fire That Could Have Been Prevented. Using The ANSI/ASSE Z590.3-2011 Process in Your Safety Prevention Programs.*” *Proceedings of Safety 2013: The American Society of Safety Engineers Professional Development Conference*. Des Plaines, IL: ASSE.
15. Gantt, P. (2012). “*Now What? Case Studies on How to Be Successful As An Expert Witness.*” *Proceedings of Safety 2012: The American Society of Safety Engineers Professional Development Conference*. Des Plaines, IL: ASSE.
16. Gantt, P. & Gantt, R. (2011). “*Disaster Psychology – The Myths of Panic.*” *Proceedings of Safety 2011: The American Society of Safety Engineers Professional Development Conference*. Des Plaines, IL: ASSE.
17. Gantt, P. (2010). “*Expert Witness 201.*” *Proceedings of Safety 2010: The American Society of Safety Engineers Professional Development Conference*. Des Plaines, IL: ASSE.

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**Curriculum Vitae (Cont.)**

**TEXTS AND PROFESSIONAL ARTICLES AUTHORED (Cont.)**

18. Gantt, P. (2009). “*Expert Witness 101.*” Proceedings of Safety 2009: The American Society of Safety Engineers Professional Development Conference. Des Plaines, IL: ASSE.
19. Gantt, P. (2008). “*30-Second Rules for Hazardous Materials Response.*” Proceedings of Safety 2008: The American Society of Safety Engineers Professional Development Conference. Des Plaines, IL: ASSE.
20. Gantt, P. (2007). “*Multi-Employer Worksites: The Need to Effectively Pre-Qualify Contractors.*” Proceedings of Safety 2007: The American Society of Safety Engineers Professional Development Conference. Des Plaines, IL: ASSE.
21. Gantt, P. (2006). “*What am I Supposed to Do? HazMat Incident Command Made Simple.*” Proceedings of Safety 2006: The American Society of Safety Engineers Professional Development Conference. Des Plaines, IL: ASSE.
22. Gantt, P. (2005). “*ICS For Dummies.*” Proceedings of Safety 2005: The American Society of Safety Engineers Professional Development Conference. Des Plaines, IL: ASSE.

## CONTACT INFORMATION

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San Ramon, CA 94583  
925-362-2265  
800-974-1419  
pgantt@scm-safety.com  
Tax ID Number: 68-0238725

## SERVICE FEES AND CONDITIONS: January 1, 2024

Description	Cost
Review of case materials, consultation regarding the case, research of relevant materials, and site inspections as needed.	\$550 per hour.
Deposition testimony and preparation of Reports and Declarations.	\$750 per hour.
Trial testimony.	Court Testimony: Half day: \$3,000. Full day: \$6,000.
Administrative support.	\$175 per hour.
Travel costs. Air, auto, parking, toll, and per diem @ \$100/day.	Added to invoice.
Other case-related materials, copying, support services, etc.	Added to invoice.

### Billing and Retaining Terms:

A retainer based on the amount of work expected to be provided and anticipated costs in a given case will generally be required prior to starting work. Billing for services is done on a regular basis and payable on a net-30 basis. Travel time is billed at standard rates listed and on scheduling factors based on a standard 9-hour workday.