

**CITY OF PEORIA, ARIZONA
COUNCIL COMMUNICATION**

CC: 10R
Amend No. _____

Date Prepared: November 4, 2008

Council Meeting Date: November 18, 2008

TO: Mayor and Council
FROM:  Carl Swenson, City Manager
SUBJECT: Council Confirmation of Fire Chief Appointment

RECOMMENDATION:

That the Mayor and Council confirm City Manager appointment of Thomas E. Solberg as the new Fire Chief for the Fire Department, effective Monday, January 5, 2009.

SUMMARY:

An extensive nation-wide recruitment was conducted for this position that garnered 61 qualified applicants for the Fire Chief position.

Thomas Solberg has 30 years of fire experience. Mr. Solberg began his career in the fire service as a paramedic/firefighter in 1978 for Lee's Summit Missouri Fire Department, and has worked his way up through the ranks to his current position as Fire Chief with the same organization. Lee's Summit is one of the fastest growing cities in Missouri, and since Mr. Solberg's appointment as Fire Chief in 2000, he has provided innovative and professional leadership in the delivery of emergency and non-emergency services to the citizens of this community. Thomas also has extensive experience in labor/management relations. Thomas has a Bachelor of Business Administration from Baker University in Baldwin City, Kansas, and a Master of Science in Management from Baldwin University in Baldwin City, Kansas. His starting salary will be \$145,000.

It is recommended that the Mayor and Council confirm the appointment of Thomas Solberg as Fire Chief for the Fire Department. Mr. Solberg will be a valuable asset to the City of Peoria and a great addition to the leadership team of the City.

Attached for your information is a copy of his resume.

ATTACHMENT: Resume – Thomas E. Solberg

CITY CLERK USE ONLY:

- Consent Agenda
- Carry Over to Date: _____
- Approved
- Unfinished Business (Date heard previous: _____)
- New Business

ORD. # _____ RES. # _____
LCON# _____ LIC. # _____
Action Date: _____

THOMAS E. SOLBERG

OBJECTIVE

Provide innovative professional leadership as Fire Chief to deliver emergency and non-emergency services to the citizens, organization and members. This is accomplished through my extensive, well rounded, up through the ranks demonstrated actions and experience.

EXPERIENCE

2000-Present Lee's Summit Missouri Fire Department

Fire Chief

Demonstrated performance record of progressive and innovative leadership skills during 29 year professional fire service career. My professional career development path has been with the Lee's Summit, Missouri Fire Department which has continued to be a proactive, trend setting organization in all areas of emergency services.

Demonstrated leadership in all aspects of modern fire department with full service emergency medical services programs. Provides leadership as the Emergency Management Director for the City of Lee's Summit. Appointed as the Privacy Official for the City of Lee's Summit and created the written policy and procedures for HIPAA compliance. Restructured the EMS billing process to achieve an efficient turnaround of patient invoices and obtained an 80%+ collection rate.

Established an excellent working environment in one of the fastest growing cities in Missouri. Extensive experience with labor/management process to achieve the highest level of emergency services delivery. The meet and confer labor/management process was enhanced to address difficult issues such as residency, drug testing, wellness programs, career ladder, pay compensation and benefits. Established pro-active hiring candidate list with community college supplemented with internal fire academy.

Implemented new CAD/RMS system for regional dispatch center that provides emergency dispatch services for 7 agencies. Established and provided contractual emergency services for surrounding communities. Established short and long term plans to address the renovation of stations and the construction of additional stations through voter approved elections.

Improved the ISO classification to Class 3 rating. Integrated CAFS into all new fire apparatus. Placed thermal imager cameras on all front line apparatus. Implemented electronic EMS data collection system. Established timeline and process for national accreditation.

Extensive experience in hosting regional WMD drills that involved numerous metro area organizations and disciplines. House and maintain WMD trailer for metro area. Established CERT program. Enhanced the operational capabilities for water rescue incidents.

Established 5 year rolling strategic/financial plan that is directly tied to the fiscal model for rapid growth organization. Implemented revised emergency operations plan for the City. Obtained grant funding for the enhancement of emergency medical services. Established the first emergency services Spanish class for operations personnel.

Coordinated large scale events with Secret Service to provide emergency services for both President and Vice President visit to the City of Lee's Summit. This included motorcade EMS and on-site fire, WMD, and emergency medical services.

1998-2000 Lee's Summit Missouri Fire Department

Assistant Chief in Operations

Managed shift operations during emergency and non-emergency activities. Reviewed and updated emergency services procedures for full service emergency services organization. Evaluated emergency services deployment system within the city. Provided direct leadership to the station captains. Implemented new safety policies for risk management during emergency incidents.

1995-1996 Lee's Summit Missouri Fire Department

Regional Fire Academy Coordinator / Acting Assistant Chief

Assigned as the first regional fire academy coordinator by the Metro area Fire Chiefs to develop and manage a regional fire academy. The program was designed to provide standardized recruit training for all regional departments.

1988-1998 Lee's Summit Missouri Fire Department

Captain Operations

Captain Prevention Division

Captain Training Division

Supervised station operations and activities. Served in Prevention Division and Training Divisions during time as Captain. Developed the hazardous materials permitting process for the city. Managed the departments SCBA program. Developed the public safety education program which included instruction to public school students. Established recruit training program for the organization. Developed the continuing education program and quality improvement process for emergency services.

1978-1988 Lee's Summit Missouri Fire Department

Paramedic/Firefighter

Provided emergency services in the operations division as the 778th licensed Paramedic in the State of Missouri. Assisted in the development of department protocols. Obtained engineer qualification and aerial certification.

EDUCATION

Master of Science in Management

Baker University Baldwin City, Kansas

Bachelor of Business Administration

Baker University Baldwin City, Kansas

Associate of Arts in Business

Baker University Baldwin City, Kansas

NATIONAL FIRE ACADEMY

Public Fire Education Specialist-1981
Fire Service Leadership II-1990
Fire Service Leadership III-1991
Public Information Officers Course-1992
Chemistry of Hazardous Materials-1992
Advanced Public Information Officers Course-1993
Hazardous Materials Operating Site Practices-1993
Executive Leadership-1996
Hazardous Materials Incident Management-1997

ACCREDITATIONS/ LICENSE

Chief Fire Officer Designation (CFO)
Licensed Missouri EMT
Missouri State Fire Investigator
Missouri Fire Service Instructor
Missouri Firefighter 1, (NIMS 100, 200, 300, 400, 700, 800)

PROFESSIONAL MEMBERSHIPS

International Association of Fire Chiefs
National Fire Protection Association
International Association of Arson Investigators
International Association of Emergency Managers
Missouri Fire Chiefs

ADDITIONAL PROFESSIONAL ACCOMPLISHMENTS

Elected to serve as City of Lee's Summit Charter Commissioner
Served as committee member for International Fire Service Training Association (IFSTA) Fire and Emergency Services Instructor (Sixth Edition)