



CITY OF RAPID CITY

RAPID CITY, SOUTH DAKOTA 57701-2724

Office of the Mayor

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January 8, 2018

Rapid City Common Council
300 Sixth Street
Rapid City, SD 57701

Re: Appointment of Rod Seals to Chief of the Rapid City Fire Department

Dear Council Members:

It has been 14 months since Chief Mike Maltaverne resigned from the Fire Department, and it has also been 14 months since Rod Seals was named Interim Fire Chief. Upon receiving Chief Maltaverne's resignation, I immediately began conducting interviews with key players in the Fire Department community in our region to assess the challenges our next fire chief would undertake, as well as the ideal skillset he or she should possess to do so. In addition, it was agreed upon by myself and the fire department that an operational and administrative analysis would be conducted prior to such an appointment.

Although this process took longer than initially anticipated and outlined, it produced valuable information which will be highly advantageous to the fire department. In the two months since the draft report was released, I have been meeting with the fire department leadership team to discuss how the analysis recommendations can be successfully implemented. At this time, I am confident we have the right team in place to do just that. Therefore, after 14 months of Rod Seals serving as our interim fire chief, it is time to appoint him as the 18th chief of the Rapid City Fire Department.

Over the course of Interim Chief Seals' 22.5 years of service on the Rapid City Fire Department, he has managed to gain the respect of not only his department, but also that of the community, the city directors, and myself. In addition to Interim Chief Seals having a positive professional rapport with many, he has the necessary institutional knowledge, leadership experience, and the appropriate qualifications needed of a fire chief.



EQUAL HOUSING
OPPORTUNITY

EQUAL OPPORTUNITY EMPLOYER

A condensed summary of Interim Chief Seals' resume highlights consist of the following:

- Career with the RCFD began in 1995
- Promoted to Lieutenant in 2007
- Promoted to Captain in 2010
- Promoted to Division Chief in 2011
- Promoted to Deputy Chief in 2015
- Named Interim Chief in 2016
- Bachelors of Arts in Organizational Leadership
- Associates Degree in Fire Science Technology
- Chief Fire Officer (CFO) Credential Applicant – Commission on Professional Credentialing, CPSE
- Completion of Rapid City Supervisory & Leadership courses
- Completion of RCFD Company Officer Professional Development courses
- Certification as FEMA All Risk Operations Section Chief
- Member of the International Association of Fire Chiefs
- Member of the Rescue 3 International Instructors Group
- Lifetime Member of the National Association of Search & Rescue
- Member of the South Dakota Fire Chiefs Association

Also for your review, I am providing a timeline of events over the course of the last 14 months. As mentioned earlier, we had hoped to complete this process much earlier than January of 2018. Unfortunately, a delay in product returns also delayed this appointment.

- November 2016 through January 2017: I conducted numerous interviews with the Fire Department leadership team, Pennington County Fire Administrator, Volunteer Fire Department leadership, and Fire Union leadership
- January 5, 2017: Letter to Council requesting approval for CPSM operational and administrative analysis
- January 17: Approval from Council to pursue CPSM operational and administrative analysis
- March 8: CPSM kick off call with FD leadership and Mayor
- June 1: On-site visit from CPSM team
- September 1: Draft CPSM Analysis provided (initial deadline of July 4)
- October 2017: Meetings were held with the fire department to discuss the draft analysis, and a group conference call took place with CPSM
- Mid-November: CPSM produced the final operational analysis report
- November through January: All parties continued to review the 155 page CPSM Operational Analysis Report, and meetings continued to take place between myself and Interim Chief Rod Seals

It is my hope that you will be in support of appointing Rod Seals as our 18th fire chief. As you can see from the above timeline, this selection was not taken lightly. The fire department and my office put a great deal of work into this selection, and we are all confident that Rod is the right person for the job.

Please do not hesitate to contact me if I can answer any questions or provide additional information.

Sincerely,

A handwritten signature in blue ink, appearing to read "Steve Allender", with a long horizontal flourish extending to the right.

Steve Allender, Mayor
Rapid City, South Dakota