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by City Manager's Office
Memorandum

TO: HONORABLE MAYOR
AND CITY COUNCIL

FROM: Darryl Von Raesfeld
Fire Chief

SUBJECT: APPOINTMENT OF
ASSISTANT FIRE CHIEF

DATE: April 7, 2009

Approved

Date

4/7/09

INFORMATION

I am pleased to announce my selection and the appointment of Teresa L. Deloach Reed to the position of Assistant Fire Chief. Teresa brings extensive skill and experience to her new position that will serve the Fire Department well. She was selected following a national recruitment. She was identified by two interview panels with community members and management staff and through an extensive Leadership and Management Assessment as the top candidate to fill this important position.

Teresa has a rich and extensive 23-year history with the San Jose Fire Department and has served in all ranks of the organization. Hired as a Firefighter EMT in 1986, she promoted to Fire engineer in 1989, and then Fire Inspector in 1991. In 1994 she was promoted to Fire Captain, serving as a Captain Training Officer from 1996 to 1999 during which time she oversaw several recruit academies. Teresa promoted to Battalion Chief in 1999 serving as Line Battalion Chief from 1999 to 2001 and then as the Department Safety Officer, developing our Safety Program while also responding to numerous multiple alarm fires. In 2005 she became Battalion Chief in Support Services before accepting the position of Acting Deputy Chief supervising the C Shift and the Training Division in 2008. She has also continued her education and will shortly complete her Bachelors Degree in Organizational Leadership at Mountain State University in West Virginia.

As Assistant Fire Chief, Teresa will work on several priority issues including an update of the Fire Strategic Plan, completion of the Bond program, recruitment outreach to our community, succession planning, and improving the labor management relationship. As you know with the current budget issues, there will be no shortage of challenges to work on and I am confident that Teresa will be a valuable resource for our Department. Please join me in congratulating and welcoming her as Assistant Fire Chief.

I also want to acknowledge and thank Deputy Fire Chief Nick Thomas, for his dedication and work as Interim Assistant Fire Chief for nearly two and a half years. His dedication and commitment to this Department are exceptional and second to none. He has helped the Department navigate through a number of challenging issues, and I know we will continue to benefit from his professionalism over the years ahead as he will continue his role as Deputy Chief. He has my heartfelt thanks.

DARRYL VON RAESFELD
Fire Chief