

# MICHAEL A. NELSON

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## FIRE CHIEF

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**Experienced Leader | Exceptional Written and Verbal Communication Skills | Promotes Collaboration Internally and Externally | Successful Transition and Change Manager | Skilled Mentor, Coach, and Trainer | Champions Professional Development**

Motivated, adaptive leader offering striking success in the overall management and leadership of a city fire department. Understands the need for, and how to use, data for problem-solving, community risk reduction efforts, effective community education and engagement, and to develop a strategic plan for the department's future. Ability and desire to coach and mentor staff to foster personal growth and leadership talent. Experienced Incident Commander.

### Summary of Qualifications

- Holds a bachelor's degree in leadership organization from an accredited university.
- Practicing leadership for thirteen years in a fire service command position in departments of equal or greater size and responsibility as the Shakopee Fire Department.
- Possesses personal, ethical, and moral standards of the highest level.
- Track record of success in team building and working within career and paid-on-call department structures.
- Demonstrates ability to be objective, adaptable, and flexible, enabling trust and strong relationships with internal and external stakeholders.
- Energetic and engaging leader who creates a culture where diverse opinions and ideas are shared to bring fresh ideas and creative solutions to the organization.

### Awards and Recognitions

*Medal of Valor* – Savage Fire Department | *Distinguished Service Award* – South St. Paul Fire Department | *Life Saver Award* – Allina | *Stork Award* – South Metro Fire Department | *Firefighter of the Year* – Savage Fire Department | *Firefighter of the Year* – United Fire Fighters Association | *Ten Outstanding Young Minnesotans* – Minnesota Jaycee's | *Certificate of Merit* – South Metro Fire Department

## PROFESSIONAL EXPERIENCE

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**SOUTH METRO FIRE DEPARTMENT (SMFD), West St. Paul, MN**

**November 2006 – Present**

**Captain | Chief of Training | Lieutenant | Fire Inspector / Fire Investigator | Firefighter  
Union President / Vice President**

Provide a high level of energy, caring, and skilled response to a variety of fire, EMS, and other hazardous condition emergencies while working in a full-time fire service delivery model. Excelled in numerous different leadership roles within the organization which covered all aspects of the services provided by the organization. Managed 3-10 direct reports and budgets from \$40,000 to \$400,000 depending on position. Facilitate diversity, equity, and inclusion.

### Achievements:

- Created and managed several program and division budgets. Evaluated and finalized annual department budget with other members of the Command Staff.
- Active on internal and external hiring boards for positions ranging from firefighter to training chief, with the number of people hired being one to six per process.
- Created training, personnel development, and operational programs, including Recruit Academy, Field Training Program, Captain Development Program, and Rescue Swimmer Program.
- Lead, coach, and mentor assigned personnel during day-to-day and emergency operations.
- Lead and work with numerous internal and external committees and groups to develop programs and achieve objectives that are in line with agency goals.
- Served in Incident Commander role during emergency incidents, several being 3-alarm incidents.

- Worked as President of Local 1059 (WSPFD) (18 members) and later Vice-President of Local 724 (SMFD) (35 members). Maintained a positive working relationship between the union and administration, while effectively addressing members' concerns through the final stages of the merger process and start of the SMFD.

**SAVAGE FIRE DEPARTMENT, Savage, MN****2008 – 2013****Captain | Firefighter**

Responded through an on-call system to various fire, rescue, and hazardous condition emergencies in a professional and courteous manner. Responsible for the direct oversight of assigned personnel during emergency response and training. Relying on personal, ethical, and moral standards of the highest level, encouraged firefighter development through active coaching and making myself available for both department and personal matters alike.

**Achievements:**

- Researched for the selection and purchasing of a source capture system for vehicle exhaust.
- Worked with administration, training, and staff in the progressive development of suppression and rescue procedures, including positive pressure attack and ice rescue.
- As Committee Chair, oversaw the development and updating of operational response policies.
- Provided additional training opportunities outside of normal activities to promote the capabilities and skills of personnel.
- Led a committee responsible for the development and delivery of a fire prevention curriculum for kindergarten through middle school-aged children in five schools.

**ROCHESTER FIRE DEPARTMENT, Rochester, MN****2005 – 2006****Firefighter**

Skilled emergency response to fire and Emergency Medical Services (EMS) events, as well as specialized response in areas of hazardous materials, high-angle, swift, and cold-water rescues. Received outstanding progression reports and annual review during the probationary period. Seen as objective, adaptable, and flexible, enabling trust and strong relationships.

**Achievements:**

- Member of the Chemical Assessment Team. Responsible for responding to hazardous materials incidents in southern Minnesota as requested by the State Duty Officer.
- Lead EMS provider on an engine company during medical responses.

**Additional Experience**

Firefighter, SOUTH SAINT PAUL FIRE DEPARTMENT, St. Paul, MN

Firefighter, SAVAGE FIRE DEPARTMENT, Savage, MN

Park Maintenance Operator | Full-Time Maintenance, SAVAGE PUBLIC WORKS, Savage, MN

Street Maintenance Operator | Full-Time Maintenance, SHAKOPEE PUBLIC WORKS, SHAKOPEE, MN

Street Maintenance Operator | Seasonal Maintenance, SAVAGE PUBLIC WORKS, Savage, MN

**EDUCATION | PROFESSIONAL DEVELOPMENT**

Bachelor of Applied Science in Organizational Leadership – WALDORF UNIVERSITY – Forest City, IA

Associates of Applied Science in Fire Science Technology – HENNEPIN TECHNICAL COLLEGE – Eden Prairie, MN

Professional Certificate Company Officer – HENNEPIN TECHNICAL COLLEGE – Eden Prairie, MN

Professional Certificate Fire Inspection/Investigation – HENNEPIN TECHNICAL COLLEGE – Eden Prairie, MN

Professional Certificate Fire Suppression Technician – HENNEPIN TECHNICAL COLLEGE – Eden Prairie, MN

L-380 and L-381 Fireline and Incident Leadership – MISSION CENTERED SOLUTIONS – Franktown, CO

Leadership Development Certificate – MINNESOTA BOARD OF FIRE TRAINING AND EDUCATION – St. Paul, MN

Minnesota Fire Service Certification Board – Local Hazard Zone Management (Blue Card), Fire Officer 1, Inspector 1, Investigator 1, Instructor 2, Hazardous Materials Technician, Firefighter 2