

The All Hands

It takes all of us working together, to get the job done!

July 2015

Volume 3, Issue 7



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Special points of interest:

- 5 Roadblocks of Good Leadership
- Retirement—Buckcheck

Deputy Chief's Message

By Darrel Donatto



The Palm Beach Fire Rescue Way

I was at a meeting the other day discussing Fire Rescue employees and the exceptional service they provide to the community. We were talking about what sets our employees and their service apart from other fire rescue employees. In general, the term that was referred to was that our employees provide service the "Palm Beach way."

If you say this to someone from the outside, they probably won't really understand. They may even become defensive about their level of customer service or maybe derogatory about some other aspect of Palm Beach Fire Rescue. However, for those of you who work here at Palm Beach Fire Rescue, you completely understand. Our members truly go the extra mile and then some. It is a sincere part of the culture that makes Palm Beach Fire Rescue special. There is a deep commitment to providing exceptional service.

I receive letter after letter from the community about the job our people do. Often these letters cite the quality of care we provide and the expertise of our paramedics. But mostly, they applaud our customer service, our kindness, and our effort to do far more than that which was expected. Our people have cooked meals for people who were hungry but couldn't cook for themselves. Our people have cooked meals in the fire station when a resident had a fire in their oven and could not cook for a family gathering that was about to happen. Our people have given others a ride to the airport when their car was just damaged in an accident and they needed to make an important flight. Our people have carried groceries up the stairs for a citizen when the elevator in their building went out. On numerous occasions, our people have spent hours helping clean up after a flood threatened residents homes. We took apart a residents vehicle engine to rescue their cat that somehow had become entrapped. I could go on and on about all of the different ways our people have provided that "WOW" experience to our customers.

Most people get into the fire service so they can help others. But different people help in different ways. Some help by providing technical expertise; some help by providing kindness, compassion, and empathy; and some do both.

I have been around the fire service and fire departments for a very long time. I have had the opportunity to spend time around many different departments from many different areas and parts of the country. Palm Beach Fire Rescue's members are different. At some department's I have seen the first thing a crew does when they arrive at a medical call is to try and get a refusal signed. At Palm Beach, I have watched as crews have responded to calls with

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Administrative Update

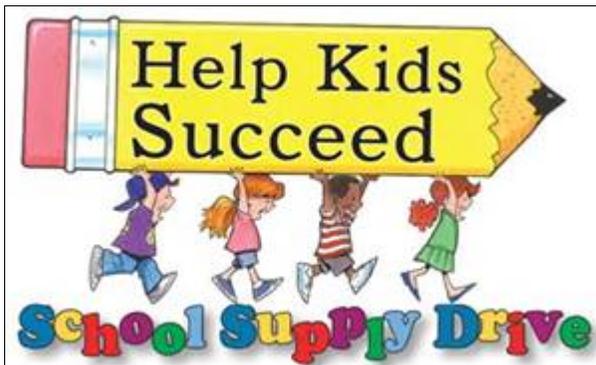
By Brodie Atwater

Assistant Chief



It's been another busy month or so here at Palm Beach Fire Rescue. The following information has been compiled in an effort to keep everyone up to date on what's been happening in the Department:

- A new roof was completed at Station 3 by the Campany Roofing Co. The roofing company worked closely with Public Works and the Department to ensure that the project was completed with minimal impact on daily operations. The job was completed ahead of schedule and in a very organized manner. Now that the roof has been replaced, further updating of the station will move forward.
- The Annual Palm Beach Daily News and United Way, "Boxed for Success" school supply drive began on July 1st. Residents will be dropping off school supplies at each station during the course of the event. This annual effort runs through August 1st and helps to provide school supplies and needed materials for less fortunate students within the county. We are hoping for another very successful drive.



- The department has completed a requisition for a free standing bunker gear dryer. The dryer will use ambient temperature air to dry up to four sets of gear at a time. The unit will also have the ability to dry gloves, boots and hoods as well. The dryer will be housed at Station 3 to be used in conjunction with our washer extractor. The addition of the dryer will allow for the washing and drying of gear on an as needed basis. Gear will not need to be sent out to an outside vendor for cleaning. We expect delivery of the dryer within 2-3 weeks of the requisition approval. Funding for the dryer was provided by a grant from the Firemen's Fund Insurance company.

- The Town's annual hurricane preparedness meeting was held in the EOC. This multi department meeting allows those most involved with hurricane preparation and logistics to review items such as storm forecasts, SERP overview and ICS roles and responsibilities.
- A surplus military Humvee obtained for use by Fire Rescue is being retrofitted for use as an emergency response vehicle in the event of severe weather or other disaster conditions. Lights have been added by the mechanic and the vehicle has been repainted. Future additions will include an air conditioner and a system for loading and securing a stretcher and other equipment. This vehicle will be able to respond and transport patients in the most severe conditions and in high water situations.
- A new trailer was purchased and placed into operation for the Ocean Rescue division. This trailer will allow for the relocation of the rescue boat to different locations within town as needed.
- Members of the Ocean Rescue division participated in two recent lifesaving competitions. They placed second in their first group competition and took first place in the recent 26th Annual FLOR Erik Jersted event. In this event ocean rescue personnel competed against much larger departments such as Fort Lauderdale and Palm Beach County in events such as swimming rescue, landline and paddleboard rescue. They hope to continue their winning ways in the upcoming regional competition in July and national competition in August. Members are spending much of their free time preparing for these competitions where they will face some of the best Ocean Rescue departments in the region and the country. The Department recognizes their hard work and thanks them for their dedication.



EMS Division

By Jimmy Duane
Division Chief



Over the last couple of months the department has been carefully evaluating what Rescue stretcher would best suit the needs of our residents and organization. After several meetings with the different manufacturers and careful evaluation by our crews, it was decided that Stryker would remain the stretcher of choice for us. At the July 14th Town Council meeting, the purchase of the four new Stryker Stretchers were presented and approved. Because of the high demand for this unit, a seven week lead time is expected, receiving the new units around the second week in September. Thanks to all of those that assisted with this valuable process.

For many years, we have utilized Continuous end-tidal CO2 monitoring to confirm a successful tracheal intubation, ensuring the ET tube is placed correctly. Beginning at the end of this month we will begin to utilize Capnography to monitor patient ventilation, providing a breath by breath waveform of respirations, helping to detect impending respiratory illnesses. Monitoring will be accomplished utilizing ETCO2 Divided Sampling Cannulas that will connect to the Zoll X series monitor. Capnography provides an immediate picture of the patient's respiratory condition, faster than pulse oximetry. Capnography will show immediate apnea, while pulse oximetry will show a high saturation for several minutes.



The device will continuously monitor the severity of bronchoconstriction; respiratory status during sedation procedures and evaluation of hypo and hyperventilation. Prior to placing in service, all personnel will be receiving training through their Target Solutions account.

The station supply inventory has been built in Operative IQ and is set to roll out during the next monthly ordering. Each station inventory will be reduced to an amount equal to the historical use of each item. Medications that are rarely used will have limited quantities within the stations and items that are used on a daily basis will remain on hand in each supply closet. Drug shortages and pricing increases have affected how we buy medications, the quantities eligible for purchase and

how each medication is packaged. This change will help reduce cost, reduce waste due to drugs and supplies expiring and create a uniform system of ordering.

Proper pharmaceutical waste disposal is an essential part of our daily operations. When medications expire, they must be disposed of legally and environmentally safe in order to be in compliance with applicable government regulations. Each station received new 18 gallon black medication disposal bins, which have replaced the old quarantine bins. We will continue to utilize the existing sharps containers for disposing of used needles and medications, however all expired medications shall be disposed of in the new containers.



Training and Safety Division

By Dave Burke

Division Chief

Welcome aboard to our six new employees who started July 13, 2015! Their first two weeks will be filled with exciting and informative training. The Training & Safety Division has developed a calendar geared toward what is essential before an employee integrates to his or her shift. The different training events of the first two weeks are delivered by department subject matter specialists. Some training will have an additional instructor who has shown potential in becoming a lead instructor for a particular subject. Training will be conducted at various locations throughout the town, old WPB city hall, and WPBFR Station #2. After this essential two week indoctrination, the new employees will integrate onto shift in a shadowing capacity for a few rotations.



Personnel accountability has been the training topic at the county level for a few months. The Fire Chiefs Association of Palm Beach County has created a Personnel Accountability SOG and our department will finalize our copy of the SOG this month. The instruction will then be distributed and discussed through department-wide training. A video from the hardware vendor demonstrates basic use of the equipment, and a powerpoint of the county-wide system and implementation will be distributed to every department member's Target Solutions account.

The incident command system trainings required by the state for emergency preparedness are nearly complete. Nearly all personnel have completed the required training associated with their rank and job title. Personnel are reminded to review their training files in Laserfiche. If you have certificates to add to your file, send them to the Training Division via email for upload.



Water Rescue and Survival Training will be held July 27 – August 7. Updated videos are available for viewing at all stations. The videos are in DVD format and should be previewed prior to the hands on portion of the training. Company Officers are reminded to document this and all training in Target Solutions.



Ocean Rescue

By Craig Pollock

Lifeguard Supervisor

Lifeguards have continued to train hard over the month of June as they prepare for the upcoming summer lifeguard tournaments. Several members of ocean rescue recently competed and won a lifeguard tournament in Ft. Lauderdale, the event consisted of all relay races, so it was a complete team effort. Mid-Town Municipal has had a steady attendance of Summer beach goers, unfortunately the ocean has had a large amount of seaweed in the water throughout South Florida in June making swimming conditions less than ideal. Also the heat and humidity have really pumped up recently so if you are going to the beach remember to stay hydrated and wear shoes across the dry sand, it will burn your feet.



Fire Suppression Tactics Based on Technology

By Phil Dudley

Lieutenant

There has been an enormous amount of recent studies conducted by the National Institute of Standards and Technology (NIST), International Society of Fire Service Instructors (ISFSI), and Underwriters Laboratory UL on doing Transitional Attacks, otherwise known as Blitz Attacks. The data from these studies contradict what many of us were taught about “pushing fire” with hose streams. The data shows there is no such thing as hose streams pushing fire. With this said, fire attack crews should attempt to cool interior spaces of a building from the safest location possible prior to committing crews in spaces fully fire developed or ventilation limited conditions.



“Nobody is saying you can only hit fire from the outside—we’re saying it’s a valid option and it should be in your playbook. You have to size up every fire and decide what to do. If it’s a small fire, go in and get it. We’re really taking about adjustments to those things the fire service is already doing” Dan Madrzykowdki

With the information gathered from the size up, flow path and location of the fire, the Incident Commander or the first arriving officer will determine the best way to reduce the fire growth or softening the target in order to reduce the thermal threat to fire attack crews. The goal is to do this from a safe location where crews are not in extreme conditions. The ultimate goal is to reduce the thermal threat until firefighters can make entry and get water on the seat of the fire in the most direct manner possible. Crews need to be cognizant of the potential for the fire growth to return. Studies shown after crews initiate a “Transitional Attack” they have approximately 90 seconds to get water on the seat of the fire before the fire fully develops again.



Deputy Chief's Message (con't)

From page 1

no real medical need and they have spent an hour just being kind and showing our residents that they care.

Each of you should be very proud of what you do on a daily basis. While you train hard and have incredible talent – you also have incredible compassion, incredible caring, and incredible kindness that set you apart from others and that helps make up the “Palm Beach Fire Rescue way” of providing service.

We can never allow anything to jeopardize the way we provide service. Attitude makes a big difference when it comes to delivering exceptional customer service experiences. Our approach or attitude toward our citizens sets the tone for what will happen in the service experience we deliver. The best care delivered with a bad attitude will destroy a customer service experience. If we allow bad attitudes to creep in to our stations, we will in turn have bad attitudes that creep into our calls and we will quickly lose what makes our organization so special to our community.

As we move forward into the future - I urge you to keep that “Palm Beach way” about you and to constantly strive to find out “what else can we do for our customers?” The more we focus on meeting the true needs of our customers, the more we will have a Fire Rescue department that this community loves.

New Hires



Michael Bennett

Michael is newly married to his wife, Lauren, of 1 year. He comes to PBFR with previous experience from Alachua County Fire Rescue. Michael is a paramedic and has earned his Associate's in Arts. He has travelled extensively, much of it abroad in England, Belize and Canada. Michael was part of the People To People student ambassador program and spent significant time in Australia when he was just 12 years of age. Michael has worked as a paramedic at both Good Samaritan & Bethesda Medical Centers. A few times he has sacrificed during the Thanksgiving holiday by preparing and delivering meals organized through his church. He lives in WPB and says he loves most things water related. He is a diver, fisherman and avid boater.



Laura Deckers

Laura has a daughter (22), a son (19), a son-in-law, and two grandchildren (3 years & 5 months). She smiles and proudly states they all live with her in Stuart, and she loves it! She is a retired 25 year veteran of Delray Beach Fire Rescue, where she attained the rank of Driver/Engineer Paramedic. Not only does Laura bring extensive fire service experience and knowledge, but she also served in the U.S. Navy for 3 years prior to beginning her fire service career. Laura is a self-proclaimed Star Trek fan and has been to a few of the television series conventions held in Orlando. She enjoys spending time with her grandchildren, four-wheeling, and at one time owned a vacation property at River Ranch.



Abigail Farrell

Abigail lives in Jupiter with her 7 year old bulldog named Marlin. Palm Beach Fire Rescue is her first job as a firefighter, however she comes from a family heritage in the business as both her mother and father have been professional firefighters. Her father, Kerry Weiss, is the lead instructor at the fire academy where most of PBFR members received initial professional training. Abigail holds an Associates of Arts and plans to continue paramedic school at the beginning of next year, she has attained all required Driver/Engineer certificates and her State of Florida Pump Operator certification. A member of the Fire Club at Palm Beach State College, Abigail gains and shares knowledge through training and networking with other people with a passion for the fire service. She loves to fish and dive. Marlin and Abigail can sometimes be found paddle-boarding!

New Hires (con't)



Cesar Lora

Cesar is married to his wife Meaghan of 3 years. They are blessed with two children ages 2 and 1 year (number 3 is on the way!). The family is finalizing the purchase of a house in Palm Beach Gardens. Cesar served 3 ½ years at a Fire Rescue department in Decatur, Ga. before joining us at Palm Beach Fire Rescue. Cesar served in the U.S. Coast Guard for 4 years where he learned expert boat handling and marksmanship. During his Coast Guard days he saw most of the Caribbean and has fond memories of Diego Garcia and the Dominican Republic. Cesar is a paramedic and is close to earning his Bachelor's degree from the American Military University. He volunteered as a CPR trainer to teach people at his church in Georgia. He enjoys playing basketball and has coached youth at the City of Decatur, Ga recreation league. Cesar also loves playing with his kids and cooking, his specialty is wings!



Michael Perez

Michael lives in downtown WPB. He is in his last semester of the paramedic program at Palm Beach State College, where he previously earned an Associate's in Arts. He also holds an OSHA General Industry Certification. Michael says he likes, "Harleys & guns", as he is the proud owner of 2009 Harley-Davidson. He currently serves in the U.S. Marine Corps Reserves, and has protected our country through active and reserve service for over 6 years. Michael is an Afghanistan War Veteran and we humbly thank him for his sacrifices through service. When asked what is special about him, Michael's eyes shine and he proudly says, "I'm the first in my family". Michael is the first born of six, first to graduate high school, first to speak English, and first in the fire service. His parents were refugees displaced from the mudslides of Nicaragua in the late 1980's, and came to the U.S. Michael is truly living proof of the American dream!



Richard Stolpman

Richard is engaged to Brooke and the couple has a 9 month old boy named R.J.. They live in Wellington where Richard pursuits golf, shooting sports, & wake boarding. He comes to PBFR with 2 years of previous experience working at Marion County Fire Rescue. Richard holds an Associates of Science in Exercise Physiology and plans to graduate the Bachelor's program at the end of next semester. Seeking additional knowledge and aiming for the future, Richard has completed some of the requirements for Fire Officer and Fire Inspector. Richard went on a memorable trip two years ago to Dubai and speaks highly of the experience. He claims that because of his half Italian lineage, he can hold his own in the kitchen. Good luck on C shift!

**Welcome
to the
Family**

5 Roadblocks of Good Leadership

By Ron Edmondson

July 5, 2015

I was in a hurry to get to a meeting across town and the traffic was horrible. I decided to take a shortcut. I had been the new way only one other time, but remembered it well enough to believe it would be faster. I turned several streets to navigate through a subdivision, back on to a main road, and then through another subdivision. Just as I was about to get to the road I needed to be on the road was permanently closed to through traffic. It had apparently been closed for some time. Had I checked before attempting to go this direction, probably even long enough for Google maps to pick up on it. I essentially had to completely backtrack and get into the same traffic jam again. Only this time I was even twenty minutes later.

So, much for my shortcut.

It reminded me, however, of something I've observed in leadership. There are roadblocks in good leadership too.

I've witnessed many leaders, including myself at times, become distracted from leading as well as we should.

Many times it's a natural occurrence. We aren't feeling well physically or emotionally. Life struggles distract us and our attention to our work isn't what we would want it to be. There is a problem with someone else on the team which must be dealt with before you can move forward. They are usually seasonal and mostly unavoidable distractions — roadblocks — every leader faces.

Everyone faces roadblocks.

It's the roadblocks in leadership which we can avoid that tend to be most damaging. They detract from growth and destroy organizational health. If they aren't addressed, it can set a leader back months, years, even an entire career.

As leaders, we must avoid these roadblocks as much as possible.

Here are 5 roadblocks to good leadership?

Abusing power rather than extending power

Some leaders try to control every outcome, but end up wasting the valuable talent of others on the team. They limit the team's possibilities to those the leader is capable of personally producing. As long as a leader refuses to release authority to others there will be a roadblock in the way of the ultimate potential of the organization.

Making excuses for a weakness

These leaders never admit a fault or mistake — for themselves or the organization — even though everyone around them sees it. They hide flaws, pretend everything is “awesome”, and try to make you believe life couldn't be better. The underlying problems of the team are never addressed or corrected. Strengths aren't fully maximized because more energy goes to covering up places which aren't wonderful.

Favoring popularity over progress

I've seen leaders who care more about people liking them than about achieving the goals of the organization. When this is the roadblock complacency and mediocrity become standards instead of excellence. Compromise is chosen over collaboration. Conflict is

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Fire Prevention

By **TIMOTHY POMPOS**

Division Chief



In the month of June, the Fire Prevention and Life Safety Division completed 247 fire prevention activities with the assistance of Fire Operations shift personnel. Fire Prevention would like to commend Company Officers for doing a great job on completing their annual fire company inspections. Please ensure all occupancy reports and Pre Incident Plans/Quick Reference Sheets are thoroughly reviewed and corrections are added to the forms. Officers shall print their name legibly on the report along with adding their employee number for tracking purposes. It's important to have updated occupant reports and PIP/QRS on all structures as it helps in our overall success in the delivery of Fire and EMS services for the Town in a safe and efficient manner.

A friendly reminder, Company Officers need to complete all their assigned fire hydrant inspection forms and submit them back to the Fire Prevention Division through the Battalion Chief prior to July 31, 2015. Fire Prevention Division is currently working with the City of West Palm Beach Utility Department to ensure all deficient fire hydrants that have been tested are fixed or replaced. Also, we are notifying homeowners of any fire hydrants that are blocked with foliage to clear their fire hydrants.

On July 7th through September 4th, the City of West Palm Beach and the Public Works Department will be starting their water main construction project on Bradley Place. Company Officers are encouraged to review the commencement letter for the Bradley Place water main replacement project to ensure they are prepared to respond to any Fire and EMS calls that may occur in the area. Officers should review the Bradley Place road diagram and survey the area to ensure their crews are familiar with the traffic flow patterns. The contractor has assured us that the three fire hydrants on Bradley Place, on the corners of Wells Road, Dunbar Road, and Atlantic Avenue will be available for fire operational use. Company Officers and their crews may review the Bradley Place water main project information by accessing the 'N' Drive, under the Fire Rescue folder, then under the Department folder, finally looking under the folder listed as Construction Projects and Modifications/Additions for 2015 (Forth folder listed). If you have any questions, please contact the Fire Prevention Division.

5 Roadblocks of Good Leadership (con't)

From page 8

avoided and people will hear what they want to hear — but everyone is disappointed with the results.

Holding grudges instead of building bridges

I once worked with a leader who would never accept a challenge. Whenever he felt threatened he “blackballed” you into compliance or worked to get rid of you. These type leaders are diligent about protecting their image or reputation, so if you appear to question them they pit others on the team against you. They make it very difficult for people to know whether the leader is pleased with their efforts. Their style creates turf wars among team members as people scramble to meet the leader's approval. Sides are chosen and the team's abilities to effectively work together is limited.

Waiting for the perfect conditions rather than taking a risk

These leaders refuse to take steps of faith. They demand every detail be answered before a project is launched. They seldom place faith in other people because it's too risky. This roadblock results in bored cultures and teams, slow or no growth, and eventual declines. The opportunity cost with this distraction is exponential.

I'm certain there are others. This list is only intended to get you thinking. Be honest, have you been a leader with one of these roadblocks? Again, we all throw up roadblocks at times in our leadership. We must attempt to eliminate those which cause the greatest disruption to progress. Discovering them and tearing them down may be a key to providing good leadership.

Farewell

By Joe Sekula
Lieutenant

Palm Beach Fire Rescue would like to recognize the retirement of "B Shift" Senior Driver Engineer Derryl Bucheck. Driver Engineer Bucheck started his career with PBF on April 21, 1997 after spending "a few" years volunteering at Palm Beach County Fire Rescue. Derryl Bucheck was then promoted to Driver Engineer on 10/01/05. During his career he has been acknowledged multiple times as the firefighter of the month and firefighter of the year. He has volunteered for numerous committees and always seemed to be working on a special project. His latest accomplishment was Ladder 97. Derryl was a huge part of this purchase from inception to delivery and then continued on with its inventory and bracket fabrication. His passion for customer service and his willingness to always lend a hand has led him to be one of the most respected individuals in our department. Derryl's hard work and efforts will be seen in our department for years to come. Derryl will be staying local for now and is looking forward to spending more time with his wife Lisa, daughter Jackie, and sons Sean and Brian. Congratulations Derryl and Happy Retirement!! We will miss you!!



BOXED FOR SUCCESS

Join the Town of Palm Beach United Way and Youth United as we host the Boxed for Success School Supply Drive, July 1- August 10. All School supplies and donations will be given locally to ensure they reach disadvantaged kids just in time for the new school year. Help us enable our youth to achieve great futures by equipping them to return to school prepared to learn and succeed.

How can you help?

1. Decorate your shoebox(es) and fill with supplies.
2. Put your contact information inside the box
3. Bring filled/decorated boxes to one of the drop-off locations.

DROP OFF LOCATIONS:

Palm Beach United Way:
44 Coconut Row, M201

Palm Beach Daily News:
400 Royal Palm Way, Suite 100

More Drop-off Locations at:
www.palmbeachunitedway.org

For More Details Contact:
Laurie Goodale
561.655.1919
lauriegoodale@palmbeachunitedway.org

2015 SCHOOL SUPPLY DRIVE

suggested donations
erasers, notebooks, expo markers, colored pencils, pencil boxes, glue sticks, hand sanitizer, folders, blunt-tip scissors, pens, washable markers

shoeboxes will be entered in a contest to win great prizes!
\$200 Amazon Gift Card
Best Overall
\$25 Mexico Gift Cards
Most Creative, Best Theme, & Most Color

Not feeling Creative? It's OK
We Appreciate all donations

JULY 1- AUGUST 10



Congratulations to Larry and Elizabeth Katz for the birth of their son Tyler, he was born June 29th. 8 lbs 9 oz.

Photos and Events



Driver-Engineer Darryl Buckeck's last day at Station #1.



Training for new hires



Family Fun in Damascus, Virginia 17 mile Creeper Trail. The Duane's, The Buckeck's and The Mavigliano's.



FF Palmer and FF Montoya testing hydrants

Where there is no hope in the future, There is no power in the present.

~John Maxwell

JUNE DEPARTMENT STATISTICS

Training Hours

A Shift	299
B Shift	244
C Shift	180
Total	723

Fire Prevention Inspections

247

Ocean Rescue

Visitors	17,674
Town Ordinance Enforcements	156
Preventative Actions	56

FIRE and EMS

FIRE Calls	64
EMS Calls	111
Transports to Hospital	65

JULY BIRTHDAYS:

Daniel Barnickel	7/09
Lawrence Katz	7/21
Gabriel Cadell	7/22
Willie Bonfante	7/25

JULY ANNIVERSARY CELEBRATIONS:

Michael Marx	7/04	11 years
Marc Bortot	7/05	10 years
Michael Bennett	7/15	New Hire
Laura Deckers	7/15	New Hire
Abigail Farrell	7/15	New Hire
Cesar Lora	7/15	New Hire
Michael Perez	7/15	New Hire
Richard Stolpman	7/15	New Hire

EMPLOYEE OF THE MONTH 2015:

January	Oscar Geerken	July
February	Mark Bradshaw	August
March	Don Taylor	September
April	Tim Pompos	October
May	Brian Matzen	November
June	Danny Garguilo	December

Employee of the Month—Danny Garguilo

Firefighter Garguilo has proudly served as part of the Palm Beach Fire Rescue organization for over 10 years. He provides excellent emergency medical service to the Town residents and visitors. His quest for knowledge, refined skills and caring nature makes him one of the department's top Paramedics. Danny currently serves at PBFR Station 1 aboard Rescue 97, where he has begun to make his leadership mark and decided to make a difference.

For over a year now, Danny has filled the role of acting Lieutenant. He has become one of the department leaders through education, seeking and applying sound advice, and making good decisions based on "doing the right thing" in all situations. Firefighter Garguilo has filled his challenging new role with maturity and applied leadership skills mapping his career path while enhancing the depth of the department's qualified personnel.

Danny recognized the need to quickly identify and deploy items needed on emergency medical scenes for the advanced airway kit. He created a new advanced airway kit and assisted in training personnel on the changes. Danny has also been instrumental in creating and implementing new medical inventories for the rescue units. He assisted in the creation of the quick reference sheet for stroke and cardiac alert criterion and treatment, which received praise from Medical Director, Dr. Scheppeke.

He is complimented by his Lieutenants who state, "Danny always gets it done. From hydrant testing to spotless equipment, he never leaves anything for the next shift". His Battalion Chief says, "It doesn't matter if Danny is in the supervisor role or not, he always makes sure everyone around him knows what they're doing. He is constantly adding knowledge to the shift, especially with our newer people."

Firefighter Garguilo is commended for his passion in helping others, his dedication to the safety and survival of Town residents and their visitors, and his emerging role as a leader in our organization. Danny's positive attitude and superior skills make him a great asset to the Town of Palm Beach and the deserving recipient for the June 2015 Employee of the Month Award.

