

# The All Hands

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

March 2016

Volume 4, Issue 3



## In This Issue:

Deputy Chief	1
Adm. Update	2
EMS Division	3
Training & Safety	4
Fire Prevention	5
Ocean-Rescue	6
B/C Update	7
Farewell	12
Photo Ops	13
Dates and EOM	16

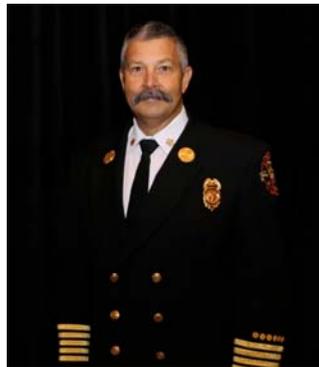
## Special points of interest:

- Farewell Tyler Palmer
- Preventing Falls
- Regional Training
- The Heart of Collaborative Leadership
- St. Patrick's Day Parade

## Deputy Chief's Message—Why me?

By Darrel Donatto

Deputy Chief



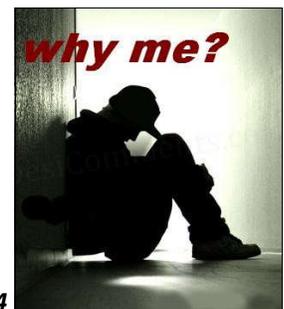
Recently, our management team had the great opportunity to attend the World Leaders Conference in West Palm Beach. It was educational, encouraging, and inspiring; with each of us coming away a better person than when we entered the conference. This 2 day event included some of the most notable speakers on leadership in the world. While each of these speakers was fantastic in their own unique way – there was one that especially touched me - John O'Leary. [Google: John O'Leary inspired.]

In O'Leary's talk, he pointed out that so many times, people look negatively inward instead of positively outward. People focus on their current situation instead of their future hopes and dreams. People find reasons to be the victim instead of the victor. People ask: Why me? Why did this have to happen to me? Why am I in this situation?

The problem is not with the question, the problem is with the perspective of the person asking the question. When asked from the pessimistic mindset, you start blaming someone or something for the state you are in, and you begin to view yourself as the victim. Instead, O'Leary suggests that you ask the question – Why me? Why am I so fortunate to have all I have and be able to do all I can do? The difference is purely in the perspective.

There are lots of forms of asking why. Why do we (Palm Beach Fire Rescue) do what we do? Why are we here? And, for as many forms that the question could be asked, there are an equal or more number of forms that it could be answered. But for me – the answer to why we (Palm Beach Fire Rescue) exist is most simply put: to serve the people of the Town of Palm Beach. We are at our core public servants. It is true – we are firefighters and paramedics and we fight fires, respond to accidents, and provide emergency medical care. But you, the men and women of Palm Beach Fire Rescue, do so much more than that. Every day, you offer compassion to those in need, you deliver acts of kindness, you care for people from your heart, and you serve them in their times of need. When that question of “why me” is asked from the perspective of purpose – the answer for us is – to be incredible public servants.

There is a quote from John Bunyan, author of *The Pilgrim's Progress* that says: “You have not lived today until you have done something for someone who can never repay you.” We are so incredibly fortunate to be able to help people who need help, who need kindness, who need compassion. This is really why each of us



Continued on page 4

## Administrative Update

**By Brodie Atwater**

Assistant Chief

The most recent Safety Committee meeting was held on February 2nd. On hand for the meeting were Risk Manager Karen Temme, Assistant Chief Atwater, Division Chief Burke, Lieutenant Matzen and Firefighter Martin. These quarterly meetings are held to discuss any problems or issues relating to the safety and the wellbeing of all Palm Beach Fire Rescue personnel as well as the public.

### Old Business

Among the items of old business discussed at this meeting was the issue of cracking concrete on the apron at Station 1. The replacement of the apron is tied to the final stage of the Memorial Fountain renovation project. The work will be completed by the same contractor that will be updating parking and sidewalks at the fountain site. The fountain project is in its final phase and the apron replacement project will begin soon. The apron replacement will be completed in three phases which will allow units to operate out of the station during the construction process.

Another item of old business discussed was the status of Department response to the recent change in Florida Administrative Code 69A62.024 Standards for Construction, Repair, and Maintenance of Firefighter Employee Places of Employment and the Inspection, Testing and Maintenance of Fire Apparatus. Division Chief Burke has been tasked with ensuring PBFR has a policy plan to ensure compliance to many parts of this important new rule. One of the items that will be addressed in complying with the recent rule changes is the revision of monthly station inspection forms. These revisions will be made based on current department needs as well as checklists developed by other departments and recommendations from the state and NFPA 1500. The new checklist should be developed and approved by the next quarterly meeting.

Concerns regarding the application of the exhaust removal boot to the apparatus tailpipes were discussed. The problem was investigated previously by A/C Atwater and D/C Burke and the system was found to be operating properly. Additional training on the application of the boot will be provided. A new procedure for the use of the exhaust removal system has been developed. This procedure addresses attachment of the system to the apparatus and all other aspects of system use and operation.

### New Business

Items of new business covered include a newly developed SCBA Fit Testing form to ensure compliance with all breathing apparatus regulations. Risk Manager Karen Temme suggested that the title of the person completing the form be added. Battalion Chief Golden is currently updating the department's Respiratory protection Plan and it will be presented and discussed at the next Safety Committee meeting.

Lt. Matzen suggested that a change be made to the type of detergent currently being used to clean bunker gear in the department's washer/extractor. He will investigate different options and present his findings at the next meeting.

Concerns have been raised about the location of the oxygen bottle caddy on the new stretchers currently in use. It has been noted that the bottles are at eye level when the back of the stretcher is raised and could possibly strike personnel in the face. No injuries have been reported. The possible relocation of the oxygen bottles will be discussed with Division Chief Duane.

### Action Reports

Two recent damage claims involving the Fire Rescue Department was discussed. All pertinent claims are reviewed with the goal of finding the root cause of any preventable accidents or damage and determining how these issues can be avoided in the future.

The next meeting of the Safety Committee is scheduled for May 18, 2016

Personnel are reminded that safe operations are of paramount importance in everything that we do, both the safety of our personnel and the public are a top priority. Anyone who has any safety related concerns or suggestions is encouraged to forward these to D/C Burke through the chain of command.



## EMS Division

By Jimmy Duane

Division Chief

Over the last several months our personnel have received several hours of EMS training from various instructors outside the Palm Beach community. Following the advanced airway segment, it was recognized that our treatment for patients with moderate to severe respiratory conditions would be even more advanced than we already perform by changing our current CPAT devices to the Pulmo-dyne O2-MAX with integrated nebulizer. The O2-MAX has a closed system nebulization port built right into the circuit, which gives us the flexibility to nebulize with medication when our patients require it, while delivering positive and consistent pressure. Since January 1st, our agency has responded to numerous patients with respiratory illnesses, many of them receiving treatment with the new device.

Our Fire Rescue Department is very fortunate to have Dr. Ken Schepke as their Medical Director. Each year, Dr. Schepke attends the Gathering of Eagles Conference. The purpose of this conference is to introduce new patient care strategies and techniques in cardiac care, stroke managements, prehospital trauma care and pediatric care. Lectures share with attendees and faculty cutting edge information and advances in EMS research, management issues and patient care. The conference prepares participants for disaster situations by having those who have experienced actual disaster challenges share with the audience what worked for them in those stressful situations. Medical Directors throughout the United States exchange with each other their experiences, ideas and lessons learned with the goal of delivering exceptional patient care, increased ability to diagnose disease and improve patient outcomes. The majority of the Fire Rescue departments in the area practice under Dr. Schepke, this gives us the ability to collaborate with each other and adopt the best, most advanced and cutting age treatment protocols possible. On April 5th and 6th, the Medical Director and the EMS Chief's throughout Palm Beach County will meet to discuss what changes will occur to our current medical treatment guidelines. Final revisions will be completed and distributed to all department personnel in June.

During and after medical calls, an important aspect of the call is to properly record all pertinent treatment and information as it occurs. The purpose of complete and accurate patient record documentation is to provide quality reporting and continuity of care. It creates a means of communication between us, the initial responding agency, and all other facilities that will further the care of the patient. One aspect of this reporting is documenting the correct information as it relates to medical billing. Misspelling the last name of a patient by only one letter can possibly cause the insurance company to deny the claim for the patient. This results in the patient receiving a medical bill for a service that you know should have been covered or paid for by your insurance. It is our duty to provide the best possible care to our patients and to transport them to the most appropriate facility to continue their care. It is important we document the correct demographic and insurance information available to us so that the patient can recover without the additional burden of unnecessary medical bills. Before closing the report, the following information should always be considered:

- Ensure the name is spelled correctly within the report.
- Ensure the patient's home address is correct; it is not always where the emergency has occurred.
- Thoroughly describe the patient's illness or injuries, this allows the claim to be properly processed.
- Obtain a copy of their insurance cards (front and back), driver's license etc.
- Enter insurance information including the patient's name as it appears on the insurance card or ID.
- Obtain a copy of their SS, Medicare, and Medicaid cards.
- Obtain the hospital Face Sheet and attach it to the EMS Incident report along with the billing form.
- Upon completion of the report, review it thoroughly, making sure it is written to a high standard with all of the attachments present.



Though we continue to experience drug shortages, this is something we have come to deal with on a monthly basis. With all the shortages we have experienced over the last few years, we have always been able to overcome the challenge through other medication alternatives. We are currently waiting on Epinephrine 1:10,000, which has been unavailable for the last month. Our supplies are stocked and the shortage is expected to be resolved soon.

## Training and Safety Division

**By Dave Burke**

Division Chief

The tools firefighters use were developed through years of trial and error experience. Every year brings a new tool or an improvement to the classics we use to help others in peril. What about the tools you use to save yourself? Aren't those the most important tools of all? If you aren't safe and able-bodied how can you save someone else? Of course we know the answers to these questions; we learned them in the academy before ever arriving at Palm Beach Fire Rescue. We have to stay safe, so we can save others.



In that spirit, we train toward firefighter survival. This month we will be polishing our expertise in the use of self-contained breathing apparatus, as well as the 10 survivor skills for all firefighters. Crews will use WPB old city hall where Lt. Sekula will lead them from the basics through more advanced techniques and concepts. The survival training skills learned and reinforced this month will transition firefighters into live fire training at Palm Beach State College scheduled the following month.

Last month, the Training Division published an article centered on the promotional, educational, and occupational opportunities afforded to the prepared. Many personnel are taking the challenge by obtaining Driver Engineer and Fire Officer classes. Training & Safety is diligently working with Human Resources to release an announcement for a Driver Engineer promotional process. Once announced, the test will be held within 90-120 days.

I recently witnessed the crew of Engine 97 with Lt. Mike Messner, D/E Craig Johnson and Firefighter Abigail Farrell respond to a reported gas leak inside of a structure. Engine 98 also arrived with Lt. Joe Sekula, Firefighter Damon Patrick and Firefighter Laura Deckers. Both crews rapidly and systematically used tools and procedures in place to quickly mitigate the emergency with ease. Several 4 gas monitors were used to ensure safety through redundancy. Officers of investigating crews gave reports that were quick and concise. The Incident Commander was mindful of safety and resident concerns, yet cleared non-essential units allowing response to other incoming calls. I was proud to watch our personnel and couldn't help but think about the improvements we have made over the last five years when responding to these types of calls...absolute night and day. Great job! However, I have to remind you in the wake of a gas leak sending 9 Seattle firefighters to the local emergency department just this week, we owe it to Palm Beach and ourselves to keep improving through vigilance and training. I urge you to use the gas leak prop at PBFR Station #3, drill with your equipment, and to ask questions. Network with others over these types of calls and make efforts to find improvement in best practices for PBFR and our industry.

## Deputy Chief's Message (con't)

*From page 1*

has been drawn to this great profession; we each are seeking that great feeling inside that comes from helping others.

The next time you feel that twinge of negativity that often creeps into each of our heads, you should do as John O'Leary says, and ask yourself: Why me? Why do I come to work each day and get to do what I do? I am certain your answer is the same as mine and that answer will leave you feeling more fortunate than anyone else – because I get to be a firefighter and I get to help others when they need it most.

## Fire Prevention

By Tim Pompos

Fire Marshal

The Fire Prevention and Life Safety Division had a productive month in February, completing over 192 fire prevention related activities throughout the Town. The Fire Prevention staff worked with Fire Operations personnel providing assistance in completing the Annual Fire Inspections and Pre Incident Plans for their respective zones.

This month the Fire Marshal and Fire Inspector provided assistance to the Company Officers at Station 2 in completing a risk assessment for the Sun and Surf Condominiums. Arrangements were made with the Building Engineer, Mr. Michael Kooman, to provide an extensive site survey of the entire complex. We would like thank Mr. Glenn Robinov, Property Manager and Mr. Kooman for working with us on the assessment.

On February 10th, Fire Prevention scheduled a site evaluation for the Mar-a-Lago Club. Company Officers from Fire Station 1 and 3 along with their assigned fire crews were escorted by the Supervisor of Security, Mr. Joel St. Ford and shown all the essential areas throughout the property for emergency access. The Fire Prevention Division would like to thank the Mar-a-Lago Club management team and staff members for allowing us to conduct the site evaluation. While at Mar-a-Lago we were also able to provide Special Assignment Overtime training for some of the Departments new firefighters.

Fire Inspector Charles Colson completed cross-training with Palm Beach County Fire Rescue this month in specialized technical fire inspections.



Emergency Access point for beach cabana and front lawn areas



South Gate, (off Southern Blvd) Preferred Emergency access point for Mar-a-Lago Club

## Farewell—Tyler Palmer



Tyler Palmer was hired with Palm Beach Fire Rescue on December 8th, 2014 as a firefighter/paramedic. During his short tenure with the Fire-Rescue Department, Tyler completed his probation and obtained his CPR Instructor Certificate. He always has a positive attitude and a smile on his face. He is hardworking, enthusiastic and energetic. Sadly, Tyler worked his last shift for the Fire-Rescue Department as of March 1st, 2016 but he is currently planning on continuing his work for the Town of Palm Beach. Without a doubt, he will be successful at his new position with the town and we wish him all the best.

## Ocean-Rescue

By Craig Pollock

Shift Supervisor

In the month of February Mid-Town Municipal had a busy month with attendance increasing Presidents Day weekend and staying busy as tourists try to escape the cold weather in the Northeast States . The beach conditions have not been the greatest, numerous days of strong onshore winds have produced a daily occurrence of Man-O-War along the shoreline and rip currents. Lifeguards have stayed busy keeping beach patrons safe. As we move into the month of March and April, Southeasterly winds will increase the number of Man-O-War to the Palm Beach coast line.

How to treat a Portuguese Man O War sting, if you think you have been stung:

- Leave the water.
- Do not rub the area or treat it with alcohol, as this can aggravate the symptoms (there is conflicting advice on whether or not it is acceptable to treat with vinegar).
- Remove any tentacles from the skin using a gloved hand or tweezers
- Thoroughly wash the area with salt water.
- Following removal of the tentacles, placing an ice pack on the area can help with pain relief.
- Seek medical assistance for a severe sting.



## Preventing Falls Among Older Adults

By National Center for Injury Prevention and Control

We all want to protect our older family members and help them stay safe, secure, and independent. Knowing how to reduce the risk of falling, a leading cause of injury, is a step toward this goal.



### The Reality

Each year, one in every three adults ages 65 or older falls and 2 million are treated in emergency departments for fall-related injuries. And the risk of falling increases with each decade of life. The long-term consequences of fall injuries, such as hip fractures and traumatic brain injuries (TBI), can impact the health and independence of older adults. Thankfully, falls are not an inevitable part of aging. In fact, many falls can be prevented. Everyone can take actions to protect the older adults they care about.

### Prevention Tips

You can play a role in preventing falls. Encourage the older adults in your life to:

Get some exercise. Lack of exercise can lead to weak legs and this increases the chances of falling. Exercise programs such as Tai

*Continued on page 9*

## Battalion Chief Update

By Phil Dudley

Battalion Chief

When most of us went through fire school, we were taught RECEO VS (Rescue, Exposure, Confinement, Extinguish and Overhaul, Ventilation and Savage) for the needs in priority order. While this still occurs, it is now looked at from a Command aspect. For the arriving Fire Officer on a working fire, the newest acronym used and taught by the International Society of Fire Service Instructors (ISFISI) is SLICE RS.

- S - Size Up All Scenes
- L – Locate the Fire (360 every time with TIC)
- I – Identify and Control Flow Path
- C – Cool the Space from Safest Location
- E –Extinguish the Fire
- R – Rescue
- S – Salvage



SLICE RS drives the operations crews to consider the importance of flow path, controlling and coordinating ventilation, and cooling hot gasses during fire attack.

The Size Up (a complete 360) needs to be done on every fire. While doing the Size Up, the company officer is looking for heat signatures with a TIC, looking at windows (wet windows and smoke stained windows point to the location of the fire), and looking for the darkest turbulent smoke which will all indicate the Location of the Fire.

Identify and Control the Flow Path at all times. Whether we are making an interior fire attack, ventilating, or performing VEIS (Vent Enter Isolate Search), the flow path needs to be controlled. This is done through closing doors after making entry and communication with outside vent crews. When the decision is made to vent, remember we want to do so close to the fire and in coordination with the Fire Attack crew. “Vent as we go” is no longer a practice, for this gets firefighters killed.

Cool the Space from Safest Location may require doing a transitional attack before making entry or cooling the heated gasses above our heads after making entry (cooling smoke). Once we have accomplished these tasks, we get to where we can Extinguish the Fire. The Rescue and Salvage portion of SLICERS can happen at any time depending on the needs on the fire ground.

## Congratulations



Congratulation to Angel Sronce and Jerry Castillo for the birth of your beautiful twin girls born on February 24, 2016.

Chloe - 5 lbs, 11 oz.

Calli - 7 lbs, 1 oz



## The Heart of Collaborative Leadership

By Rick Morse, April 9, 2016

Posted at: <http://leadership.sog.unc.edu/the-heart-of-collaborative-leadership/>

The need for collaborative leaders has never been greater. Most, if not all, of the public problems we grapple with are highly complex and “boundary crossing,” meaning they cut across organizational, jurisdictional, and sectoral boundaries.

Collaborative leaders are catalysts who bring stakeholders together to address shared issues. They are conveners and facilitators that lead more from the middle than from the front. Much has been written in recent years about the skill set of these post-hierarchical leaders. They are systems thinkers. They are effective facilitators and negotiators. They help resolve conflict.

But in my observation it isn't the skill set that sets collaborative leaders apart. Rather, personal attributes, one's “heart” if you will, is the real difference-maker when it comes to leading across boundaries as a catalyst, as a collaborative leader.

Of course I am not the first person to note the importance of the “heart” of collaborative leaders. In Russ Linden's *Working Across Boundaries* published in 2002 (Jossey-Bass), he includes these questions for one to think about their collaborative leadership:

Do you come across as someone who prefers to be the source of all new ideas?

Do others see you as someone who typically wants to find the answer to problems and challenges on your own?

How do you react when others' perspective on an issue is very different from yours? Is that an irritation to be avoided? An inconvenience to be overcome? An asset to be used?

When you're working on an issue with others, how likely are you to ask if there's anyone else with a stake in the issue?

When you're trying to influence others, how much do you tend to push your own ideas, and to what extent do you use pull to invite others into the discussion?

Jeff Luke devoted his concluding chapter of *Catalytic Leadership* (Jossey-Bass, 1998) to personal attributes. It is titled “Leading from Personal Passion and Strength of Character.” And more recently surveys of federal and local government leaders found that “the primary skill set for successful collaborators is defined by personal attributes” more so than more tangible or substantive skills (emphasis added; see O'Leary and Gerard's report in the

2013 ICMA Municipal Yearbook). Here I'd like to draw attention to three of these attributes at the “heart” of collaborative leadership.

The first is what we might call a passion for creating public value. Public value has to do with the value to society created by a particular enterprise, be it an organization or a partnership of some kind. It is the public and not-for-profit sector equivalent of what private sector organizations call shareholder value. Whereas private sector organizations think of shareholder value in terms of profit, public service organizations think in terms of the public interest or common good. It is that common good, whether it be addressing a wicked public problem or simply improving the way a public service is provided, that drives collaborative leaders. Their drive for results is stronger than the pull of organizational inertia. It is that passion or drive that motivates them to look out beyond silos and think systemically and ultimately be open to collaboration.

Collaborative leaders are also humble. Their caring about the results is bigger than any selfish desire for credit. This is key to collaborative success as egos and desire to protect one's turf often become major obstacles. Russ Linden describes collaborative leaders with “strong but measured egos” as not having to “grab the headlines for every success. Quite the opposite, they seem to take great satisfaction when they can share credit for accomplishments with many others. Their ambitions are directed more toward ... success than personal glory” (*Working Across Boundaries*, Jossey-Bass 2002). It is notable that the combination of a deep, driving passion for outcomes or “fierce resolve,” combined with humility, are the primary of attributes Jim Collins found in so-called “level-5 leaders.”

Finally, at their core collaborative leaders are also entrepreneurs—social or civic entrepreneurs. Their passion for the common good and genuine humility enable them to be comfortable taking risks, to be comfortable stepping outside their realm of their own authority, their comfort zones if you will. They are on the lookout for new ideas, new ways of doing things. They are open to change and are willing to stick their neck out if necessary in order to realize collaborative opportunities.

There are other important attributes of course, but these three stand out and seem to be mutually-supporting. Not all public service leaders possess these personal qualities. The ones that consistently are able to catalyze collaboration do seem to have a good measure of them, however.

## Regional Training Competition

By **Tim Martin**  
Firefighter/EMT

On Feb. 25, 26 & 27th Firefighters Martin, Stolpman & Gallagher along with hundreds of firefighters from around the country attended a regional fire conference. This was an extremely intense but valuable training opportunity that occurs annually in our state.

The training symposium featured presentations and hands-on-training opportunities for all members of the fire service. Instructors come from not only various Florida departments, but from all over the nation to dedicate their time to this valuable opportunity (Indianapolis, FDNY, Boston, Charlotte, etc). Its mission is to equip firefighters to be better prepared and help them stay alive.

Our team brought home a 1st place trophy in a strength and conditioning competition where firefighters competed with each other in physically pulling a fire truck!



## Preventing Falls Among Older Adults (con't)

*From page 6*

Chi can increase strength and improve balance, making falls much less likely.

Be mindful of medications. Some medicines—or combinations of medicines—can have side effects such as dizziness or drowsiness. This can make falling more likely. Having a doctor or pharmacist review all medications can help reduce the chance of risky side effects and drug interactions.

### Keep their vision sharp.

Poor vision can make it harder to get around safely. Older adults should have their eyes checked every year and wear glasses or contact lenses with the right prescription strength to ensure they are seeing clearly.

**Eliminate hazards at home.** About half of all falls happen at home. A home safety check can help identify potential fall hazards that need to be removed or changed, such as tripping hazards, clutter, and poor lighting.

**Steps for Home Safety.** The following checklist can help older

adults reduce their risk of falling at home:

Remove things you can trip over (such as papers, books, clothes, and shoes) from stairs and places where you walk.

Install handrails and lights on all staircases.

Remove small throw rugs or use double-sided tape to keep the rugs from slipping.

Keep items you use often in cabinets you can reach easily without using a step stool.

Put grab bars inside and next to the tub or shower and next to your toilet.

Use non-slip mats in the bathtub and on shower floors.

Improve the lighting in your home. As you get older, you need brighter lights to see well.

Hang lightweight curtains or shades to reduce glare.

Wear shoes both inside and outside the house. Avoid going barefoot or wearing slippers.



### Photo Ops—St. Patrick's Day Parade—Delray Beach



### B Shift Training



Foam training at Station #3

### Photo Ops



The view from above during C Shift aerial training.



C shift practicing extricating a patient from under the vehicle.



Driver-Engineer hose management training.

### B Shift conducting aerial platform training at Royal Poinciana Plaza



*Leadership*  
is about making others better  
as a result of your presence and  
making sure that impact lasts in  
your absence.

— Sheryl Sandberg  
COO of Facebook

## FEBRUARY DEPARTMENT STATISTICS

### Training Hours

A Shift	587
B Shift	814
C Shift	623
Total	2024

### Fire Prevention Inspections

192

### Ocean Rescue

Visitors	22,563
Town Ordinance Enforcements	143
Preventative Actions	132
Minor Jelly Fish Stings	34

### FIRE and EMS

FIRE Calls	70
EMS Calls	165
Transports to Hospital	103

## MARCH BIRTHDAYS:

Scott McCracken	03/03
Brad Fabben	03/04
Dennis Wytrykush	03/10
Hector Ayala	03/15
Bradley Caudell	03/17
Timothy Pompos	03/18
Eric Legore	03/18

## MARCH ANNIVERSARY CELEBRATIONS:

Scott Symonette	03/90	27 years
Stephanie Mavigliano	03/94	22 years
Richard Ward	03/96	20 years
Jeremy Stanley	03/11	5 years

## EMPLOYEE OF THE MONTH 2016:

January	Michael Marx	July
February	Charles Shinn	August
March		September
April		October
May		November
June		December

## Employee of the Month—Charles Shinn



Lieutenant Shinn joined the Palm Beach Fire Rescue organization just a few short months ago, arriving with a wealth of knowledge from his nearly 30 year career at a neighboring department. Since the day he was hired, Charlie has used his passion for the job to inspire others. His willingness to share his expertise in truck company operations has led to improved safety providing excellent service to the Town residents and visitors. Lieutenant Shinn currently serves at PBFR Station 1 on Truck 97/Rescue 97, where he is making a difference through leadership and initiative.

Charlie is becoming a mentor to many by always training, researching new tools, exploring new techniques and elevating others around him by leading through example. He ensures competency and suggests methods for improvement in all aspects of our job. Charlie has eagerly led others in new aerial apparatus techniques in rapid victim removal, vehicle positioning, below grade operations, and ladder safety. He has quickly become one of the department leaders through hard work and maintaining an attitude of service. He practices sound decision making skills, yet accepts all suggestions and challenges as a chance to learn.

Providing elevated platform and aerial apparatus programs centered he has built during his career, Charlie is now tailoring them to our organization. His attitude and love of the job is inspiring and infectious to all, but especially other Fire Officers and Driver Engineers. Others are quick to listen to his advice due to his vast experience with aerial apparatus. However, Charlie is more than just a technical expert; he is becoming a mentor to many by assessing needs and providing solutions through inspired training. Charlie's Battalion Chief says, "This guy has changed everything with regard to the way we train on truck company operations. His approach is enthusiastic and challenges others to become their best."

Lieutenant Shinn is commended for his passion of the fire service, his dedication to the safety and survival of Town residents and their visitors. His integrity is a great example to the newer personnel in our organization, making him a great asset to the Town of Palm Beach and the deserving recipient for the February 2016 Employee of the Month Award.

