

The All Hands

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

May 2016

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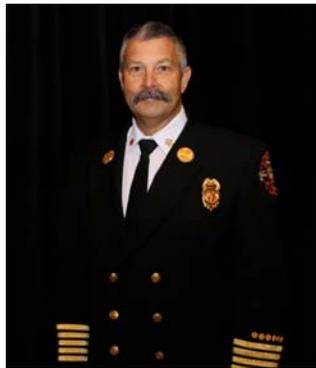
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Deputy Chief's Message

By Darrel Donatto

Deputy Chief



Lead from where you are

There is a widely held myth that goes: I can't lead if I am not at the top. This is simply not true. In fact, the opposite is true: If you can't lead from where you are – your will never be at the top.

John Maxwell, the most accomplished author on leadership says that "leadership is influence, nothing more, and nothing less." The great majority of all leadership within an organization occurs not from the top but from the middle of an organization.

Anyone can choose to become a leader, wherever they are. You can make a difference no matter where you are. Leadership is a choice you make, not a position that you have. You can lead others from anywhere within the organization, and when you do, you make the organization better.

Leadership can be used for good and evil (think Hitler). So when I talk about leadership, I am talking about positive leadership here at Palm Beach Fire Rescue; leadership that will help you move from where you are now to the top.

The first step in leading others always begins with leading yourself. Leading yourself means working to become the person you desire to be and the person other people desire you to be. How do you become the person you desire to be? You start now to adopt the thinking, learn the skills, and develop the habits of the person you wish to be.

A good place to start is to learn as much as you can about leadership before you have a leadership position. As the legendary basketball coach and team leader John Wooden said: "When opportunity comes, it is too late to prepare." This is why we (Palm Beach Fire Rescue) place so much emphasis on leadership development, why we have a leadership coach for the department (James Rowan), why we encourage and support employees attending the national fire academy and college level course. I would encourage you to be "all in" in terms of learning as much as you can about leadership. This will not only help prepare you for future opportunities, it will likely make those opportunities come much faster.

Leadership is also learned in the trenches. Leading as well as you can from wherever you are prepares you for more and greater responsibility. How can you do this? You do this by stepping up and doing more than is expected of you; by being the person willing and able to tackle the kinds of jobs that others are too proud, too frightened, or simply too lazy to take on. Taking on



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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 second bid has been obtained for the renovation and updating of the audio visual system in the south station training room. This bid was much lower than a previous bid and it will allow for the complete updating of the system with the latest technology. The meeting room is used by the department for training and meetings, it is also used by various town civic and condo associations for meetings and presentations. The system update will be completed in FY17.



- Ladder 99 is was recently returned from the Palm Beach County vehicle maintenance facility for its annual preventive maintenance and some needed repairs. The Ten-8 company will be evaluating some of the needed repairs for completion under the existing vehicle warranty. The unit will be relocated to the 10-8 maintenance facility for completion of the warranty evaluation and any additional needed repairs.

- B/C Dudley coordinated the movement of one of the Lifeguard towers at midtown beach. The tower was moved farther back on the beach due to diminishing sand in the area due to recent high surf. The Squad truck was used and crews moved the tower farther west on the beach using winches and straps.



- The Operative IQ daily Vehicle Inspection program has been implemented department wide. This system allows for a more detailed and thorough equipment and apparatus inspection on a daily and weekly basis. It provides better documentation of any problems or concerns that are discovered during the inspection. The program is based on best practices and NFPA requirements. This new inspection program in conjunction with the soon to be implemented County Asset Works work order system, will help ensure that all needed repairs and their progress through the system will be accurately documented and tracked.
- A Temporary Lifeguard hiring process is currently underway. Eleven applicants participated in a functional water rescue test and interview process on May 18th. The process is necessary to replenish the pool of temporary guards that are available to augment the full time Lifeguard staff during times of high beach attendance or when full time guards are off duty for any reason.



- The Town's annual hurricane preparedness workshop is scheduled to be held in the EOC on May 19th. 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.

- After many months of work, the Town Memorial Fountain project has entered its final phase. During this phase, sidewalks along each side of S. County Rd. will be removed and replaced with a different material. Also during this phase, the long awaited replacement of the apron at Station 1 will be completed. Replacement of the existing apron is necessary due to cracking and settlement which has occurred over the years.

EMS Division

By Jimmy Duane

Division Chief

Over the years, when you're in this business long enough, you answer a common question over and over, what does it take to become a Firefighter EMT/Paramedic? Becoming a Firefighter is a lifelong commitment. Individuals begin the journey in the Emergency Medical technician program (EMT) followed by the Fire Academy or Paramedic school, whichever is available first. The combined education process can be accomplished in 2 years.

Firefighter EMTs and Paramedics are the first ones on the scene during a medical emergency in our community. The level of proficiency we acquire coupled with how we react in these emergency situations is vital to the patients' outcome. For Palm Beach Fire Rescue Firefighter EMT/Paramedics, the initial training we receive before being hired is only the beginning; on average each member of the organization trains 40 hours per month while on shift in, addition to attending college level classes, seminars and lectures off duty. Every 2-3 years, depending on the certification, you are required to update your EMT/Paramedic, Advanced Cardiac Life Support, Pediatric Advanced Life Support and Pre-Trauma Advanced Life Support certificate. New personnel are required to complete a 1 year probation period comprised of rigorous monthly objectives that must be mastered.

In addition to probation training, new Paramedics must complete a Paramedic evaluation program, which is designed to evaluate the necessary skills and knowledge required to become a Palm Beach Fire Rescue Paramedic. Once completed, the candidate meets with Dr. Scheppke, our Medical Director, where he evaluates their performance. Through simulation with our advanced mannequin, the Paramedic is required to successfully pass, with high proficiency, both medical and trauma scenarios, as well as the invasive skills necessary to treat such patients.

This month, 9 of our newer Paramedics successfully completed the process. Each of the candidates spent hours of training in the simulation lab preparing for the process. All 9 candidates performed at an exceptional level and should be very proud of their performance. Dr. Scheppke was highly complementary of everyone testing and to those that spent the many hours preparing them for this day...congratulations to Yorgui Beltran, Mike Bennett, Gabe Cadet, Laura Deckers, Oscar Geerken, Cesar Lora, Stephen Montoya and Nei Sliva-Filho. Outstanding job!



Ocean-Rescue

By Craig Pollock

Shift Supervisor

Over the month of April beach attendance at Phipps Ocean Park and Mid-Town Municipal Beach stayed busy as Spring Break came to a close. Over the last month numerous lifeguards have really stepped up their training to prepare for the 2016 Southeast Regional Surf Lifesaving Championships held in Siesta Key Florida this July, in which lifeguards will compete against guards throughout the State of Florida. The team has had great success recently at local South Florida lifeguard events. The Town of Palm Beach Ocean Rescue unit will be conducting a lifeguard test on May 18th at Phipps Ocean Park for new part-time lifeguards. We anticipate a large turnout.

Training and Safety Division

By Dave Burke

Division Chief

The last month has been incredible in terms of training in nearly every area of our diverse occupation. We opened the month in West Palm Beach at their old city hall building with Lt. Sekula, instructing the challenging SCBA confidence course. Firefighters learned survival techniques becoming confident and gaining experience with their most vital piece of equipment, the self-contained breathing apparatus. Firefighters navigated the entanglement prop and trained in various escape and survival methods designed to save themselves and each other. Staying safe and not becoming a victim is the best way to save others. This training provides firefighters the tools to do just that and more.



Next was one of our three live fire training exercises for the year. Crews responded in real time to a controlled burn in a building built for live fire action at Palm Beach State College. Participating firefighters all agree that pulling and directing charged hoselines to fight real fire has no simulated equal. Officers were reminded and put into action the recent updates in the use of a transitional attack to quell the fire from outside before entering the structure to remove victims and extinguish the fire. After nine half-day sessions to encompass all three shifts, nearly all personnel got to perform what they were called to do....put out fire!

Crews were rotated through the new EMS Simulation Lab at PBF Station #2; this training assisted in our goal of preparing new paramedics. It also prepared newer paramedics (most only new to our department and not the EMS business) to test off before the Medical Director, Dr. Scheppke. Our folks trained hard with the direction of Firefighter Montoya and Lt. Marx, and all who tested passed with remarkable scores. The candidates were confident entering the testing phase because of the hard work and preparation in the months prior, and the testing proved their excellence. Through the testing process, Dr. Scheppke could not say enough about the preparation and knowledge of Palm Beach Fire Rescue Paramedics.

Lt. Chris McKay led us through HAZMAT Operations Level Refresher training. Chris brought a program from his former department and taught at a firefighter level the importance and safety measures necessary for every firefighter operating with hazardous materials. After class instructions, crews used apparatus and equipment to set up decontamination corridors and stations. This important training prepares us to work in a decon role with our mutual aid partners and regional hazmat teams.

Deputy Chief's Message (con't)

From page 1

tough tasks that help make the organization better will quickly gain the respect and appreciation of top leaders. Taking on tough tasks will make you stand out in the eyes of those above you in the organization. I can assure you – you will get noticed, and you will get rewarded. And, taking on the tough jobs not only earns you respect, but it also helps you become a better leader. You learn resiliency and tenacity during tough assignments, not easy ones. When tough choices have to be made and results are difficult to achieve, leaders are forged.

It is plain and simple; people who want to advance their leadership and their influence are willing to do what other won't. They exert their influence from where they are, they lead from the where they are, they make themselves and those around them better, and they get noticed and rewarded. Are you doing everything you can to lead from where you are?

Fire Prevention

By Marty DeLoach

Fire Marshal



The month of May brought along many changes for the Town's fire rescue department. The administrative officers are all taking on new challenges with some retirements. I have taken over for Tim Pompos as the new Fire Marshal for the Town after his retirement on April 29th.

I was very pleased to be able to work with Tim for a short time before he retired. There are a lot of moving pieces with your fire prevention office. We are very integrated with the building officials, planning and zoning as well as town ordinances. Tim was able to give me the reader's digest version of all of the responsibilities that this office fulfills for our fire department and the Town of Palm Beach.

I am new to working for the Town of Palm Beach; however I am not new to the fire service or the responsibilities of the fire prevention division. I started my fire service career attending fire science classes to acquire a fire science degree in the late seventies. I started as a fire fighter with a career fire department in metro Detroit. I worked through the different positions with that department serving as the Chief for my last six years there before I retired.

I was offered an opportunity to oversee a fire authority protecting two townships and a small city serving as an independent municipality in Michigan. This position was more aligned with the responsibilities of a City Manager than a Fire Chief. This job exposed me to taxing, human resource laws, adoptions of codes, finance, pensions, municipal insurance, local agreements between municipalities as well as oversight and management of a mid-sized fire department.

I have also worked as a Fire Chief for a small town here in Florida. I have worked as a consultant for municipal governments with a firm headquartered in Wisconsin. I also have been a fire service instructor for many years teaching at universities, fire leadership conferences, training centers and most recently working as the Fire Academy Director with Palm Beach State College.

In addition to my fire service experience I have been a licensed builder in the state of Michigan for over twenty years. I enjoy boating, fishing, hockey, scuba diving, snorkeling, golfing, bicycling and walking the beach.

I am excited to have the opportunity to work here in the Town of Palm Beach. The town has a rich history and a work force that has committed values. I have seen examples of each of these values in my short time here with the town, especially the first one on our list "Respect for Everyone".

The Fire Prevention activities for the last month have involved 1,220,046 square feet of buildings contained in 123 inspections. The construction season has begun and if you have needed to drop by Town Hall you certainly have been exposed to the next phase in the streetscape project. Some of our landmark buildings will be starting projects to upgrade their facilities. The beginning of our construction period brings with it lots of permits and plan review responsibilities for our fire prevention office. All of the activity will allow me the opportunity to meet and work with the other code officials. I look forward to meeting all of the members of our department and working with everyone.



Retirement Party for Tim Pompos, Scott Symonette and Richard Buttery



From Left to Right—Brodie Atwater, Steve Wood, Richard Buttery, Scott Symonette, Don Taylor, Bruce Dash, Tim Pompos, Gordon Mason and Bob Crozier.

Battalion Chief Update—Do you know the Signs?

By Keith Golden

Battalion Chief

As Firefighters we drive pass these signs every day that are designed with our safety in mind. Although it has a recognizable Maltese Cross prominently displayed on the building's exterior most people do not understand the importance of the symbol in respect to firefighting. In a nut shell the Maltese Cross symbols are a "notice" that is required for structures with light frame truss-type construction in the State of Florida. It serves as a life safety identifier measuring 8 inches horizontally, 8 inches vertically, and of a bright red reflective color. This is designed to warn firefighters conducting fire control and other emergency operations of the existence of light-frame truss-type construction in the structure.



Most wooden truss systems use metal gusset plates to fasten the top and bottom chords to the webbing, but some are just finger-jointed together with glue. Under fire conditions, regardless whether the Light Weight Construction is of wood or metal design, it can quickly and catastrophically fail with no warning.

As a Battalion Chief the following signs are of particular importance during the size up, as it aids me in reading and understanding the building and is a big determinant in the tactics and strategies that will be employed to mitigate all fire incidents. It is a big red flag that is permanently fixed to any commercial, industrial, or any multiunit residential structure of three units or more which uses horizontal or vertical light-frame truss-type construction in any portion of the structure. These portions fail rather quickly when exposed to fire and are marked with the following symbols

Light-frame truss roofs shall be marked with the letter "R".



Light-frame truss floor systems shall be marked with the letter "F".



Light-frame truss floor and roof systems shall be marked with the letters "R/F".



In the event that there is a fire in a building marked with the safety markings all personnel shall :

- Work Efficiently
- Consider Transitional Attack
- Use extreme caution when operating on or under truss systems.
- Notify the incident commander whenever truss construction is discovered.
- Communicate interior conditions to the incident commander as soon as possible and provide regular updates.
- Consider the use a defensive fire-fighting strategy once burning of truss members is identified (unless someone is trapped).
- Prepare for and or expect imminent collapse once lightweight truss roofs or floors are involved in a fire.
- If possible, avoid cutting the truss chords when cutting holes for roof ventilation. These cuts will weaken the roof.
- Avoid roof areas loaded by air conditioning units, air handlers, and other heavy objects.
- Consider using roof ladders or working from aerial ladders or platforms instead of walking or standing directly on the roof. Be aware of alternative exit routes at all times when working above or below a truss.

How to Stand Out At Work

By: Jessica Simko, April 5, 2013

Nowadays, it seems like many employees at work really zone in on the job requirements of their position. Some employees will make sure they stick within their job requirements and do not do much more. Others will work very hard at their job and excel in it.

However, there is a minority group of employees who really step up and contribute in any way they can. So, how can you stand out at work? If you want a chance to advance in your company, you will have to be a part of that latter group.

How To Stand Out At Work

If you do your job and do it well, you will brand yourself into a person really good in that job. However, when it comes time to promote, the management team is looking for a leader and leaders typically need to be fully engaged in the company. They need to care about their job and role but also need to care about the business in its entirety.

WHAT ELSE AM I SUPPOSED TO DO BESIDES MY JOB?

I think many people do not realize while you were hired to do a job, it's also your responsibility to be a part of the company and to do whatever it takes for the company to be successful.

These are the top 10 things that I think are important for everyone to do. If you follow these guidelines you will stand out at work and will have the best opportunities to advance:

1. ALWAYS OFFER IDEAS AND SUGGESTIONS - Start with your own job and if you have a way it can be done more efficiently, suggest it. Even if your manager balks at it, keep making suggestions wherever you can.
2. DO NOT SIT QUIETLY IN MEETINGS - We have all been in meetings where there are people who talk and people who do not. Contribute any way you can and contribute on a high level. When management is in meetings with you, they take notice of the contributors. Leaders are not silent in meetings.
3. DO MORE THAN WHAT YOUR JOB REQUIRES - For example, if you work in customer service and someone needs help, go beyond offering "standard help." Instead of saying to a customer, "Call this number and they can help you," do it for them! Customers like to compliment great service. It is a big deal when upper management or the President hears from customers and they are complimenting YOU.
4. ALWAYS OFFER TO HELP OTHERS - Become the "go to" person- the person that can be counted on to help. If you are that person, it will go a long way!
5. BE PROACTIVE - Anticipate problems that might arise and come up with suggestions to fix them. Do not wait for things to happen and be a "reactive" employee. We all have had those moments where we know we could do more if we wanted to. When you have that moment, come up with a plan and do it (or share it with a supervisor).
6. BECOME A PART OF THE COMPANY - Join a safety committee or a diversity committee or any other group where you feel you can make a great contribution.
7. DO THINGS WITHOUT BEING ASKED - If you see that something needs to be done and nobody is doing it, DO IT. Even if it is just cleaning up after a potluck lunch or helping with a company party. I am amazed by how few people do this. People who hang back and help out stand out.

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Chief Atwater receives Sons of the American Revolution Award



Assistant Chief Atwater was recognized at the 2016 Sons of American Revolution ceremony for his accomplishments and outstanding contributions in an area of fire safety and service during his 27 years at Palm Beach Fire Rescue. Chief Atwater's name will be listed in the permanent records at the Sons of American Revolution National Headquarters in Washington D.C.



How to Stand Out At Work (con't)

From page 8

8. VOLUNTEER WHEREVER YOU CAN - If someone sends an e-mail out asking for volunteers – do it if you can. If someone sends out an e-mail about a new initiative in the company, reply and say, “This sounds great! Let me know if there is anything I can do to help. I would love to be a part of this!” Management loves this.

9. TAKE THE LEAD IF YOU CAN - Someone has to be the leader, shouldn't it be you? If it is not you, still contribute at a high level. Throw out ideas and suggestions. Challenge things that do not make sense. If you do this respectfully, you will stand out. Once again, silence does not get you noticed, it gets you overlooked.

10. NEVER BAD MOUTH THE COMPANY - Talk it up and do your job as if you ARE a leader there. If you do not agree with something, ask questions. Running around badmouthing the company or complaining about your job is a cancer in the company. It will kill any opportunities to advance and may even kill your job.

When you are at work, always seek out ways to improve the company. Become an integral part of taking your company to the next level.

If you show your interest lies far beyond yourself, your job, and your income, you'll stand out and you'll be setting yourself up to become a future leader in the company.

Posted at: <http://www.careerealism.com/how-stand-out-work/>

Retirements



After more than 27 years of distinguished service with the Department, Division Chief Tim Pompos retired on April 29th.

Tim was hired by Palm Beach Fire Rescue on February 27, 1989. During his time on the Department, he always served with dedication, honor, passion and skill.

During Chief Pompos' tenure with the department he served in the capacity of Fire-fighter /Paramedic, Administrative Lieutenant and Fire Inspector, before being promoted to Fire Marshall in 2005. Additionally he functioned as the Food Unit Leader for the Town in times of emergency. In this capacity he was responsible for obtaining and distributing needed food and supplies for employees during hurricanes. He worked hard to streamline and improve the efficiency of this process.

One of Tim's main goals for the past three years was to reduce the number of false fire alarms that the Department responds to. These false alarms deplete resources needed for response to actual emergency situations and add to the risk to our personnel by creating unnecessary emergency vehicle responses. Chief Pompos worked diligently to reduce false calls by educating building manager and property owners. He personally reviewed and followed up on every false alarm with the responsible parties. He also worked with on duty Fire Rescue personnel in conducting follow up inspections and other fire prevention activities. His efforts resulted in a decrease in false alarm call response by over 40%.

Chief Pompos is an individual who consistently strives for excellence. He is always willing to make the extra effort in everything that he does to ensure the best possible outcome. Tim has always been someone who is willing to give of himself to assist others in any way possible. He worked with many different agencies and Town departments to ensure that the highest level of safety was provided for both Department employees working in the field and all visitors and residents of the Town. Tim will be taking some time off to do some traveling with his wife Sherry and daughter Madison. He plans to explore some opportunities in the private sector as well as possibly teaching for a high school fire academy program. We wish Tim all the best in the future and appreciate his years of steadfast dedication to the Palm Beach Fire Rescue Department and the Town of Palm Beach.



On April 29, 2016 Lieutenant Scott Symonette retired with 26 years at Palm Beach Fire Rescue. Lt. Symonette started Palm Beach March 05, 1990 as a Firefighter EMT. Through his career he became a Paramedic, promoted to Driver Engineer and in 2005 he was promoted to Lieutenant. Lt. Symonette's last assignment was Lieutenant on Ladder 99 on "C" shift Station 3. Scott recently stated when he retired he was going to mostly miss working with his crew and making a difference on emergency scenes. Scott hopes to take a couple months from work and catch up on house projects then looks forward to beginning a new chapter in his life. That chapter is still unknown. Scott's dedication and experience in the Fire Service will be greatly missed by his peers as well as the community he serves. We all wish Scott (the black cloud) the best of luck in his future endeavors. Congratulations!!!!

Retirements—(con't)



Rich's promotion to Driver/Engineer in June of 1994 with Chief Elmore.



On April 30th we at Palm Beach Fire Rescue said farewell to Driver Engineer Richard Buttery after 27 years of service to the Town of Palm Beach. D/E Buttery started his service with the Town of Palm Beach on January 9th 1989. Rich was promoted to Driver Engineer in June 1994; his 22 Years as driver makes him the Fire departments most senior driver. As a senior Driver, D/E Buttery exemplifies the desirable characteristics of the driver position. D/E Buttery could always be found working on his apparatus or on the station making things better for his coworkers. His ability to fix things will certainly be missed. Prior to being hired here D/E Buttery volunteered with Palm Beach County Fire Rescue. In his time in the fire service D/E Buttery took many classes and obtained numerous certifications like HAZMAT tech, USAR and Rope Tech. D/E Buttery is a wealth of knowledge and has always trained new and aspiring drivers on how to do the job the right way. In his time with the department D/E Buttery was awarded the Employee of the Month title multiple times. Rich and his family Karyn, Riley and Douglas plan to stay local for the near future. We will miss you Rich. All the best in retirement!!!!

Farewell



Firefighter Michael Perez joined our team with Palm Beach Fire Rescue on July 1, 2015. Within his time here he has proven himself to be a hard worker, extremely motivated and eager to learn different aspects of the fire service. Prior to his arrival with Palm Beach Fire Rescue, firefighter Perez has dedicated himself as a Sergeant in the United States Marine Corps for seven years and completed a one year tour in Afghanistan. He has trained and worked with numerous Special Forces teams from several different countries, completing countless classified missions. As stated from firefighter Perez's officer, "he can always be counted on when given a task, that it would be completed correctly and expeditiously with no follow up needed." Firefighter Perez has accepted a conditional offer from Palm Beach County Fire Rescue where his passion, positive attitude and pride to this profession will excel him to succeed as a valuable asset to their team. It is with great loss that we wish him luck in his future endeavors and that you will be sorely missed.



Firefighter Chase Davis left Palm Beach Fire Rescue on April 25, 2016 and the department would like to thank him for his time with us. Chase's short time with department left a lasting impression that will be sorely missed. Firefighter Davis is well known for his great sense of humor and always brings a positive attitude to shift. He is enthusiastic and lives for the camaraderie that lives within the department. He will always be part of Palm Beach Fire Rescue's extended family. Chase was hired on February 10, 2014 and has been hired by a local department. Best of luck Chase!

College Accreditation: What It Is and What It Means To You: Redux

By Dr. Eric Smith, EFO, Assistant Professor of Public Administration Barry University ,

Florida Fire Service Magazine, May 2016, Vol 24, No. 5

This accreditation essay redux does not contain a political endorsement for any candidate. It's only intent is to minimize the chances that the men and women of Florida's fire service don't end up buying a worthless degree...

...Accreditation, or formal recognition, is the key to ensuring the degree you receive is from a quality institution. Accreditation is an ongoing review process that ensures intuitions of higher learning conform to nationally accepted levels of academic rigor. This is necessary to keep the so-called "diploma mills" from proliferating.

Regional accrediting organizations do not look at just at academic rigor. They are also looking at graduation rates and the debt students may be forced to assume. It's fairly easy to find horror stories about students leaving two year colleges with \$40,000 or more in student debt. Nationwide, student loan debt is in excess of 1 Trillion dollars

Before you sign the entrance papers and pay your entrance fee, you should do the necessary research to determine the level of accreditation that has been attained by your prospective choice of a university or college. Your first step should be the U.S. Department of Education (DOE) website at ed.gov. The DOE website will list the accrediting agencies and the specific ability of each to accredit universities and colleges. Another online resource is the Council for Higher Education Accreditation (CHEA) at chea.org. The CHEA website lists universities, colleges, and schools and their levels of accreditation.

The next step in your research should be to determine specifically which accrediting agency accredits the school you have chosen. The nationally accepted "gold standard" for accreditation are the six regional accrediting agencies. Florida is covered under the Southern Association of Colleges and Schools, or SACS. SACS accredits the schools making up the Florida university system and local community colleges. SACS also accredits many of the private for profit and not-for-profit universities and colleges in Florida. Additionally, some online schools operating in Florida may be accredited by the regional accrediting agency where they are physically located.

Potential problems begin when you select a school that has been accredited by an accrediting body other than one of the six regional boards. Although, the non-regional accrediting body may be approved by the U.S. Department of Education, the credits or degree earned may not be transferable to a regionally accredited college or university. For example, if you receive an associate's degree from an institution that is not regionally accredited and you decide to continue toward a bachelor's degree at a regionally accredited institution, your associate's degree may not be accepted. This means you would have to start the degree seeking process from the beginning.

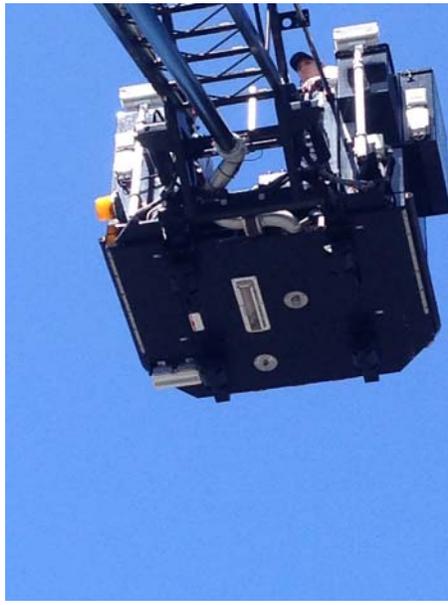
If an institution's is accredited by a non-regional accrediting body and is on the Department of Education's approved list, you may be able to attend that institution, or similarly accredited institution for the duration of your degree seeking efforts. However, a problem arises when a non-regionally accredited institution offers only associate or associate and bachelor's degrees. If a non-regionally accredited institution does not have a full menu of degree programs, then your higher education opportunities are severely limited.

Although the accreditation process seems tremendously complicated, it can be traversed by knowing as much as possible before you meet with an academic recruiter or adviser. No one can protect your interests as well as you can. Remember, "If it seems too good to be true, it probably is".

Training Photos



A shift doing truck training with Station 1 crew



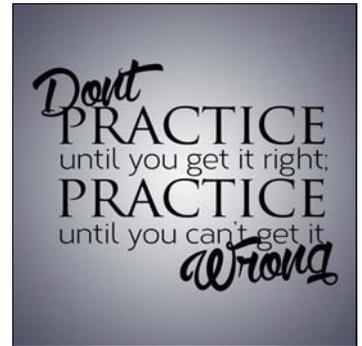
B/C Dudley, Lt. Bassford and Chief Billy Goldfeder at a fallen firefighters fund raiser in FDIC



B shift roof ventilation training



C Shift Driver training



Drowning Prevention—Information for Parents

By: HealthyChildren.org

Drowning is a leading cause of death among children, including infants and toddlers. Most infant drownings occur in bathtubs and buckets. Toddlers between one and four years most commonly drown in swimming pools. However, many children in this age group drown in ponds, rivers, and lakes. Children older than five years old are most likely to drown in rivers and lakes, but this varies from one area of the country to another. It is important to know that children can drown in even one inch of water.

Drowning refers to death that occurs in this way. When a child is rescued before death, the episode is called a nonfatal drowning.

What You Should Do in a Drowning Emergency:

Get your child out of the water immediately, then check to see if she is breathing on her own. If she is not, begin CPR immediately.

If someone else is present, send him or her to call for emergency medical help, but don't spend precious moments looking for someone, and don't waste time trying to drain water from your child's lungs.

Concentrate instead on giving her rescue breathing and CPR until she is breathing on her own. Vomiting of swallowed water is very likely during CPR.

Only when the child's breathing has resumed should you stop and seek emergency help. Call 911. Once the paramedics arrive, they will administer oxygen and continue CPR if necessary.

Medical Exam Needed for Any Child Close to Drowning

Any child who has come close to drowning should be given a complete medical examination, even if she seems all right. If she stopped breathing, inhaled water, or

lost consciousness, she should remain under medical observation for at least twenty-four hours to be sure there is no damage to her respiratory or nervous system.

Child Recovery from a Nonfatal Drowning

A child's recovery from a nonfatal drowning depends on how long she was deprived of oxygen. If she was underwater only briefly, she is likely to recover completely. Longer periods without oxygen can cause damage to the lungs, heart, or brain. A child who doesn't respond quickly to CPR may have more serious problems, but it's important to keep trying, because sustained CPR has revived children who have appeared lifeless or who have been immersed in very cold water for lengthy periods.

Drowning Prevention: Know the Warning Signs

These signs may signal that a child or adult is in danger of drowning:

Head low in the water, mouth at water level

Head tilted back with mouth open

Eyes glassy and empty, unable to focus

Eyes closed

Hair over forehead or eyes

Not using legs — vertical

Hyperventilating or gasping

Trying to swim in a particular direction but not making headway

Trying to roll over on the back

Appear to be climbing an invisible ladder

For newborn infants and children through four years of age, parents and caregivers should never—even for a mo-

ment—leave children alone or in the care of another child, while in or near bathtubs, pools, spas, or wading pools, or near irrigation ditches or other open bodies of water. With children of this age, practice "touch supervision"; that means that a supervising adult should be within an arm's length of the child with full attention focused on the child at all times when she is in or near water. The supervising adult should not be engaged in distracting activities, such as talking on a telephone, socializing, or tending to household chores.

Home Swimming Pool Safety

Home swimming pools should be surrounded by a fence that prevents a child from getting to the pool from the house. There is no substitute for at least a four-foot-high, nonclimbable, four-sided fence with a self-closing, self-latching gate. Parents, caregivers, and pool owners should learn CPR and keep a telephone and equipment approved by the US Coast Guard (life preservers, life jackets, shepherd's crook) at poolside.

Swimming Safety for Children with Special Needs

Toddlers, youngsters with an intellectual disability, and children with seizure disorders are particularly vulnerable to drowning, but all youngsters are in danger if unsupervised in or near water. Even a child who knows how to swim may drown a few feet from safety. Remember, children should be supervised at all times. Swimming lessons should not be considered as a way to "drown-proof" your child.



Photo Ops



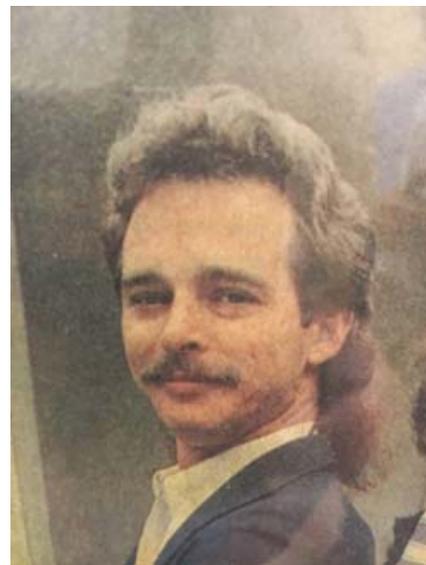
CPR day proclamation ceremony at the Palm Beach County Commission meeting



Engine 97 B shift rescuing 13 stranded ducklings in the Town Memorial Fountain.



B shift handled a gas leak in a 1 inch line at Royal Poinciana plaza



Can you guess who this retiree is?

Answer on back page

APRIL DEPARTMENT STATISTICS

Training Hours

A Shift	467
B Shift	731
C Shift	878
Total	2076

Fire Prevention Inspections

123

Ocean Rescue

Visitors	21,576
Town Ordinance Enforcements	101
Preventative Actions	97
Minor First Aids	4

FIRE and EMS

FIRE Calls	60
EMS Calls	137
Transports to Hospital	79

MAY BIRTHDAYS:

Dave Burke	05/26
Brodie Atwater	05/28
Craig Pollock	05/28
Yorgui Beltran	05/30

MAY ANNIVERSARY CELEBRATIONS:

Jerry Castillo	05/04	12 years
James Weber	05/05	11 years
Mark Myhre	05/14	2 years
Houston Park	05/14	2 years

EMPLOYEE OF THE MONTH 2016:

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

Employee of the Month— Lt. Chris McKay



Lieutenant McKay joined the Palm Beach Fire Rescue organization in the first week of this year, arriving with a substantial cache of knowledge from his former department where he held the rank of Battalion Chief. Chris has shown a determination and passion for the job from day one. His eagerness to show others better methods has increased job knowledge in others and therefore safety for all. Lieutenant McKay currently serves at PBFR Station 1 on Truck 97/Rescue 97, where he is leading by example and becoming a department subject matter expert in several areas of our organization.

Lieutenant McKay has volunteered to lead and conduct training on several areas of his expertise. He has implemented lesson plans and instructed hazardous materials operations refresher training, an annual requirement for all operations personnel. Chris developed a training plan, delivered meaningful content in a classroom setting and then transitioned into a hands-on evolution using methods that firefighters understand and remember. One firefighter student explained, "Lieutenant McKay has a teaching style that explains why not just how." He ensures competency and suggests methods for improvement in all aspects of our job. Recently, the department implemented new computer tablets for use on medical calls to improve patient care through improving accurate reporting and data management. Chris has eagerly volunteered to teach others to become proficient in the use of the new tablets. He has quickly become one of the department leaders through hard work, sharing his knowledge and setting the example for others to follow.

Lieutenant McKay is the first to volunteer to make things better. Using his experience as a fire instructor, he volunteered to deliver vehicle extrication training with others. Learning and helping others is Chris's passion. He is a State Certified Fire Instructor II, and recently completed his last course and testing process to certify as a State Certified Fire Officer II. Lieutenant McKay's credentials are impressive but do not tell the story of his hands on experience and infectious attitude toward training.

Lieutenant McKay is commended for his passion of the fire service, his dedication to the safety and survival of Town residents and their visitors. His character 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 April 2016 Employee of the Month Award.