

The All Hands

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

January 2019

Volume 7, Issue 1



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Fire Chief's Message

By Darrel Donatto, Fire Chief



Earlier this month Palm Beach Fire Rescue conducted a SWOT Analysis of our organization. The acronym SWOT stands for: Strengths, Weaknesses, Opportunities, and Threats. We are hopeful that our SWOT analysis will prove useful in our future budget process, our strategy and planning efforts, our decision-making, and prioritization, as well as helping us explore possibilities for new efforts or solutions to existing problems.

To conduct this analysis, we invited a diverse group of people from across all divisions including Operations, Administration, Fire Prevention, EMS, Training, and Ocean Rescue; across all three operational shifts; across all ranks; and spanning a wide range of experience. The process was based upon a brainstorming methodology where everyone in the room had a say with no limits on input and no fear of any negative opinions regarding what they may have shared. There were 391 ideas submitted across all four dimensions of Strengths, Weaknesses, Opportunities, and Threats.

Regarding our strengths, to no surprise, the greatest strengths of our organization are people, their training, their dedication to customer service, their commitment to public education, and their leadership day in and day out to ensure we provide the best service possible for the community. Our department has a robust emergency medical service system that provides exceptional care. Moreover, our response times are among the fastest in Palm Beach County. But, what is uniquely special about Palm Beach Fire Rescue is the culture that exists within our organization. The men and women of Palm Beach Fire Rescue are some of the most caring, compassionate, and kind-hearted people anywhere. They come into work every day seeking to make a positive difference in the lives of others. Their selfless dedication to serving the people of this community is, in my opinion, our organizations greatest strength, and one that I am so proud to be a part of.

Concerning weakness, like all organizations, we have a few. The most significant weakness for our organization is our problem with employee retention and the corresponding problem it creates with the level of experience of our members. Our members also felt that our system of internal communications is lacking and needs more attention. And, we also identified some technical issues that create weaknesses within our organization, namely frequent problems with our radio system in buildings and persistent problems with our computers, software systems, and information technology reliability.

There are opportunities for Palm Beach Fire Rescue. Given our challenges with experience, there are opportunities to identify and engage in new and innovative training programs to help our people grow in their abilities and careers at a faster pace. There is a tremendous opportunity for us to partner with others, including Good Samaritan Medical Center, to provide access to excellent training opportunities for our paramedics. There are opportunities for us to partner more with Palm Beach State College to bring more and better training program in for our members. There are also opportunities for Palm Beach Fire Rescue to serve the community in a more proactive role as opposed to a reactive role by offering more

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Administrative Update

By Jimmy Duane

Assistant Chief

The Fire Rescue Department took delivery of the new fire apparatus last week. Both units, manufactured by Pierce, are 2018 models outfitted with Cummins motors. The arrival and implementation of the units will bring about several changes in the organization. The three front line suppression apparatus now have the same pumps, 1500 gallons per minute PUC (pump under cab). This design drops all of the plumbing features down low, making the fire scene safer. In addition the pump location is designed for easy access when performing mechanical work. We now have compressed air foam systems (CAFs) on each of the units, which provides quicker means for putting out fires, utilizing less water. Driver Engineer McCracken has already begun designing the tool layout and has started mounting all of the appropriate brackets. Further mounting of all the chargers and electronics will be completed by Palm Beach County Fleet Maintenance. Once completed, the units will be outfitted with radios and Plymovent prior to going in service. The older apparatus being replaced will be traded in sometime in February.



Over the last couple of months, hydrant testing and hose testing have been performed by the firefighters on shift. Though both the Insurance Services Office (ISO) and the National Fire Protection Association (NFPA) require these tests, Firefighters use this as an opportunity for training and familiarizing themselves with their equipment, response area and overall general town knowledge. Hydrant testing is completed and hose testing will be finished by the end of February.



Palm Beach County Fire Rescue Fleet Maintenance has done an outstanding job completing the majority of the repairs needed. Squad 97 is currently there repairing a small air leak and Rescue 97 is getting the inverter repaired. Our personnel have been very proactive with repairing the minor items that can be completed in-house.

The bunker gear cleaning was completed this month following live fire training. The gear is sent out on an annual basis for professional cleaning and inspection and is cleaned periodically as needed in house with our own extractor. The department submitted a grant application through FEMA, the Assistance to Firefighter Grant program for two additional washer/extractors and air dryers so that gear can be cleaned at each station, reducing the down time between washing.

"You can do
what I cannot
do. I can do
what you
cannot do.
Together we can
do great
things."

- Mother Teresa

DON'T BE AFRAID TO FAIL...

BE AFRAID NOT TO TRY.

EMS Division

By Sean Baker
Division Chief

Palm Beach Fire Rescue wrapped up 2018 on a high note with the introduction of new ultrasound technology on our Battalion Chief vehicle, a new rescue unit for North Fire, and a host of new public safety initiatives. We now have a fall prevention program that will be improved and expanded upon for 2019. Our goal is to collect real time data directly from our patient care reporting system that will help the department focus on the most vulnerable members of our community that are susceptible to falls.

Data Collection

Speaking of data, the department has joined the Biospatial data information collaborative along with 142 other agencies throughout the State of Florida. Biospatial provides access to clinical & operational dashboards with near real time information used to improve national bio - preparedness, operations and response. Multi-source data collection is developed into information that provides early warning of health and safety threats and trends and is used to detect atypical events related to public health and safety, syndromic event detection, naturally occurring health events, biological or chemical terrorism and unexpected outbreaks. The Florida Department of Health, with cooperation from departments such as PBFR, supports the Biospatial platform as a collaborative effort to improve situational awareness, response capabilities and public health.



Protocol Update

The department has had our final meeting with our medical director, Dr. Kenneth Scheppke, to create the final document for the 2019 EMS Protocol updates. The next phase in the implementation process is to order the medications and supplies that will be carried in our kits and onboard our units. This update will keep the department on the cutting edge of patient care, based on scientifically proven studies that show improvements in patient outcome, with a reduction in long-term mortality and disabilities. An example of one these improvements is the field administration of antibiotics for patients that are sepsis alerts or with compound open bone fractures. The science has proven that patients that receive early antibiotics in the aforementioned cases have much-improved outcomes compared to patients that were late to receive the drugs.



Prescription Review Event

Palm Beach Atlantic (PBA) University's Kappa Epsilon Professional Pharmacy Fraternity collaborated with Palm Beach Fire Rescue's Community Education Program to bring a successful pharmacy prescription review to attendees this past month. PBA Pharmacy Students and PBFR Firefighters greeted participants with free health blood pressure checks, blood glucose checks, adverse medication assessment, and some freebies that were offered by the students. Collaborations with prestigious community partners such as PBA allows the department to expand our capabilities to serve the community and add value to the residents of the Town. This is our second year conducting this event, and the department is looking to provide a similar service year round.

Fire Prevention

By Martin DeLoach
Fire Marshal

I am often asked what the different red signs as you enter a building represent. The signs are often misunderstood, even by firefighters. They are there to warn firefighters for potential building collapse under fire conditions.

The system was implemented in Florida after two Orange County Firefighters, Todd Aldridge and Mark Bengé died in a 1989 fire, after the roof of a gift shop collapsed. An act was passed in the Florida legislature and became law on December 13, 2009 in their honor called the Aldridge-Bengé Firefighter Safety Act.

The Aldridge-Bengé Firefighter Safety Act requires owners of any commercial, industrial, or any multi-unit residential structure, to mark these buildings in a manner that identifies them as light-frame truss-type construction. A sign or symbol will alert firefighters of the construction material and allow them to modify their tactics for fighting fires in buildings. The Act was put into effect on July 1, 2008. Florida Statute 633.027 (2008)



Lightweight Truss Floor



Lightweight Truss Roof



Lightweight Truss & Floor

- Symbols must be all weather and contrasting with background.
- Maltese Cross shall measure 8 inches horizontally and 8 inches vertically.
- Maltese Cross shall be a bright red reflective color.
- Maltese Cross shall be within 24 inches to the left of the main entry door(s).
- Maltese Cross shall be not less than 4 feet above grade, walking surface, finished floor.
- Maltese Cross shall be not more than 6 feet above grade, walking surface, finished floor.
- Additional signs to be installed as determined by the Authority Having Jurisdiction.

The complete rule is available on the State Fire Marshals web site www.myfloridacfo.com/division/sfm under Rules of the State Fire Marshal.

In separate studies by Underwriters Laboratories (UL) and the National Research Council of Canada (NRC), findings confirmed what firefighters have long suspected about what happens to lightweight construction when it is exposed to fire. In repeated tests by both groups, under carefully controlled conditions, lightweight structures were found to burn faster and lose their structural integrity quicker—in some cases much quicker—than those built with dimensional lumber, with obvious ramifications for the fire service and for anyone who lives in a residence constructed with lightweight materials.

The vast majority of wood-frame dwellings built in this country since the 1970's utilize wooden truss-designed roof and floor systems with metal fasteners and hangers. In addition, many commercial and industrial occupancies now utilize a lightweight truss design. As the building industry evolves, it is constantly developing ways to create building materials and methods that can allow construction to be done in the most efficient way possible; however, how the systems holds up under fire conditions is never part of the design. It is a shame that we have seen many firefighter deaths from as far back as the seventies and it took until 2008 in Florida to get some help. During fire size up, fire commanders can avoid sending firefighters into buildings that are prone to collapse early in the fire phase with the new signs. In a UL study the failure time of a non-protected 2x10 framing member was 18 minutes and 30 seconds after ignition time, and the equivalent member in a "TJI" failed in 6 minutes and 30 seconds. Firefighters pride themselves if they can get to a call within four minutes from dispatch, putting them at the structure just before the predictable collapse of lightweight truss construction. The Fire Prevention Division, along with the Fire Suppression Crews, completed 108 fire inspections in the month of January.

Battalion Chief

By Michael Marx
Battalion Chief

A large majority of the public recognizes their local fire departments for the obvious reasons. Fire Department personnel are known for being the individuals that run into fires when others are running away from them. What a firefighter does in one fire department may very slightly or drastically from what a firefighter does in another department nearby. Sometimes there is a persona that fire fighters sit around the kitchen table, joking and having fun when in actuality they accomplish a wide range of different tasks throughout a shift. A day in the life of a firefighter starts with a morning Officer debrief meeting to explain the days agenda and points of concern from the prior shift. It is an opportunity for all members to be informed and coordinate tasks. Next, firefighters move on to inspect their firefighter gear, medical gear and all aspects of apparatus and inventory. This insures that all items are in a state of readiness in case of an emergency. This aids in achieving the fastest and most efficient response times to the public. An emergency is not the time to find out there is a deficiency in needed inventory or resources. From this point, firefighters may address any number of tasks such as pre fire planning, hydrant inspections and testing, building inspections, fire hose testing or public education events such as CPR, AED or Fall Prevention education. Educational events help make the community safer by educating the public on ways to prevent things such as falls or in the proper techniques when assisting in emergencies with lifesaving equipment such as AED's or in valuable lifesaving tasks such as CPR. In addition, firefighters run a gamut of diversified calls, ranging from service calls, fire alarms, gas leaks and emergency medical incidents to name a few. During the shift, firefighter personnel have to complete required training evolutions encompassing emergency medical scenarios and firefighter based training such as live fire, bailout training etc... These are just a few of the many tasks accomplished throughout a normal shift within fire departments.

One of the most gratifying times for our firefighters are the opportunities to give back and thank the community for the history that this country has provided. It has become somewhat of a tradition to have fire trucks and firefighters represent in local events including events like Christmas Parades, Veterans Day Parades and Martin Luther King Day Parades. In addition, when catastrophic events occur such as Hurricane Irma and Hurricane Michael, fire departments afford help by sending personnel and apparatus out to these areas of mass devastation. Not only do fire departments help local communities, but also the people of communities in greatest need. These events such as the ones mentioned above, allow fire departments to extend their gratitude back to the communities and to give thanks for the sacrifices that have been made over the years making this country what it is today. That being said, the next time you happen to pass by your local Fire Department, we welcome and encourage you and your families to talk to the local firefighter personnel and to see what type of equipment they have in order to serve you and the community.

As one can see, local fire departments lead a busy day-to-day schedule. They appreciate the opportunity to bring safety to the community they serve. So until the next newsletter, be safe and maybe take a minute to thank a local public safety figure.



Training—Firefighter Escape Procedures

By Keith Golden

Division Chief

During this month's training module veteran firefighters stepped up to the plate and shared some excellent training techniques utilizing sterling F4 Personal Escape Device or our Bail-out Device. All employees had the opportunity to practice using this innovative escape device that gives firefighters an advanced, yet simple tool for hands-free, emergency egress. We practiced these maneuvers and lifesaving solutions because we work at varying heights and things inherently go wrong; and for the unprepared, the act of getting down and away from danger poses its own risks. During a firefight on upper floors, firefighters navigate to the interior stairs to access the bedrooms and perform primary searches for any occupants. The scenario is usually deadly - dark, hot, thick smoke. The situation is often critical – and we must act now, or risk life or injury. Our personnel have a piece of mind knowing that we have the best equipment and are properly trained to use it.

When it's necessary to bail out of a burning building, firefighters don't have time to think of how to accomplish the task. They have to do it quickly, simply, and safely. That's why this training with the equipment was very important as bail-out is not about how high the window is or how fast you can do it, but it's about creating good technique, muscle memory and building trust in the equipment. Our instructors started firefighters on the low simulated window as this allows for increased familiarity with their system, perfecting techniques, all with minimal risk. This builds confidence for when they do get to the elevated window and allowed us to evaluate and fix small but critical issues that are hard to do on the elevated window while creating a better learning experience.

Little things like hooking the leg, hand placement on the hook and the rope, staying low and hanging are critical for the successful bailout. I am confident that if any of our firefighters are faced with a situation where they need to get out in a hurry from an elevated floor that they would be able to do so quickly, simply, and safely.



Did you know?

Every year, in January, Palm Beach Fire Rescue hosts a prescription check-up. Students and professors from Palm Beach Atlantic University's School of Pharmacy volunteer to consult with residents on their current medications. They are looking for medications that could interact with each other having a synergistic or antagonistic effect. The goal of the program is to advise individuals to discuss potential drug interactions with their physician.

How does this become a problem? When an individual begins taking multiple medications there is always a risk. This risk is compounded when the individual is seeing multiple health care providers. People who travel, see multiple doctors, and utilize multiple pharmacies are most likely to be prescribed medications that may interact.

What can you do to prevent this from happening? One way to prevent this from happening is having an updated list of all prescribed and over the counter medications you are taking. Share this list with your health care providers every time you visit and highlight any changes. Additionally, providing your pharmacist with the updated list will help them, especially if you are using multiple pharmacies.

What does this have to do with EMS? In EMS some of our most common calls are related to falls. This program is one of the ways Palm Beach Fire Rescue along with Palm Beach Atlantic University's Pharmacy students are trying to help prevent injury in the Town of Palm Beach.

In addition to the Rx Check-Up we collected expired and unused medications to be disposed of in an appropriate manner.

For more information on our Public Education Programs please contact us at: (561-227-6430).



Palm Beach Atlantic University Students at the Rx event held at Palm Beach Fire Rescue.

Ocean Rescue

By Craig Pollock
Supervisor

After the first week of January came to a close attendance at Mid-Town Municipal Beach and Phipps Ocean Park started to decline as Schools started back from winter holiday breaks. Consistent cooler weather throughout the month have really kept attendance low as well.

Houston Park V of Ocean Rescue recently attended the USLA Training Officer Academy at The Breakers Hotel. During his time in the course, he studied how to make a more effective leader and educator in Ocean Rescue. The course overviewed new and innovative techniques on how to help improve beach safety and how to teach this new information to other professionals. Ocean Rescue will be holding training with these new innovative techniques to all staff.



Fire Chief's Message (con't)

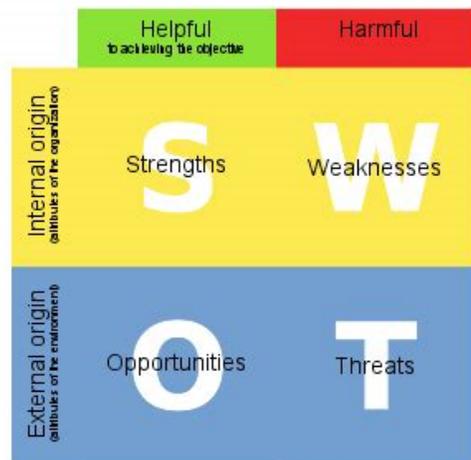
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community education programs. There are opportunities for us to do more regarding the health and wellness of our members. And, there are opportunities for Palm Beach Fire Rescue to gain access to grant funding to help us do all of the above and more.

We identified some threats to our organization, including the increased risk of terrorism, mass violence, and civil unrest within our community in part due to the presence of the President within our community and in part due to the times we now live in. We also identified natural disasters as a significant threat to our organization. As a barrier island, we face not only the operational threat of hurricanes and sea level rise, but also the economic threat should there be significant destruction of property on the island. However, the biggest threat that we identified was the threat of a loss of credibility with the people we serve should we not be able to overcome our employee turnover issues and should our service levels be compromised by a lack of experience and loss of culture.

My sincerest thanks go out to all of our dedicated members who participated in this process. I hope that we will be able to capitalize even greater upon our strengths, that we will overcome our weaknesses, that we will take advantage of our opportunities and that we will plan and prepare well against our threats. Together, we will make Palm Beach Fire Rescue Better.

SWOT ANALYSIS



Why You Need to Be a Thankful Leader

By Art Rainer - June 9, 2015

Posted at: <http://www.artrainer.com/why-you-need-to-be-a-thankful-leader/>

5 Reasons to Consider Thankfulness as Indispensable to Your Leadership

In the fast-paced and often thought-consuming role of leadership, it is easy to become complacent in expressing your gratitude toward others. Most leaders do not purposefully avoid thanking their team members. More likely, it is just not woven into their leadership repertoire as an essential skill — but it should be. Here are 5 reasons why leaders need to consider thankfulness as an indispensable part of their leadership:

1. Because nobody has to do anything for you

Ultimately, nobody has to do anything for you, ever. Certainly, there are ramifications for not following leadership, but that choice can be made. Whenever someone follows your leadership, they have chosen to do so. And you need to be thankful for that decision.

2. Because it shows your human side

Thankfulness demonstrates vulnerability. It demonstrates need. As a leader, saying “thank you” communicates that you need your team. And this little slice of transparency can make even the most stone-faced leaders seem human.

3. Because leadership is about them, not you

A leader should always be more concerned with his or her team’s success rather than personal success. When a leader communicates gratitude, whether in a public or private setting, he or she is giving the team member a moment to be seen and recognized. While the leader could hoard the credit, he or she is choosing to disperse it. Because it is all about them. That is leadership.

4. Because it motivates

Whether team members are personally thanked or they see other team members being thanked for their work, the expression of gratefulness motivates. It motivates because it recognizes the contribution they or their team members have made. Everyone wants to be noticed for his or her hard work, some publically, some privately. And everyone wants to know his or her work matters. Thankfulness motivates because it lets team members know they are noticed and that their work matters.

5. Because you have been given so much for which to be thankful

The reality is that we deserve nothing. None of us are entitled to anything. There are men and women who are smarter than you, work harder than you, yet, have not received the same opportunities as you. And when someone realizes that they are entitled to nothing, they become grateful for everything. As a leader, thankfulness should be a constant mindset. Because you have been given so much for which to be thankful.

As leaders, we need to hone our ability to express thankfulness. And not just as a leadership tool, though it is. It a genuine expression of our understanding that we cannot do this alone, and that we are not entitled to anything.

Training Pics



B Shift Station three crew performing forcible entry and hose advancement training



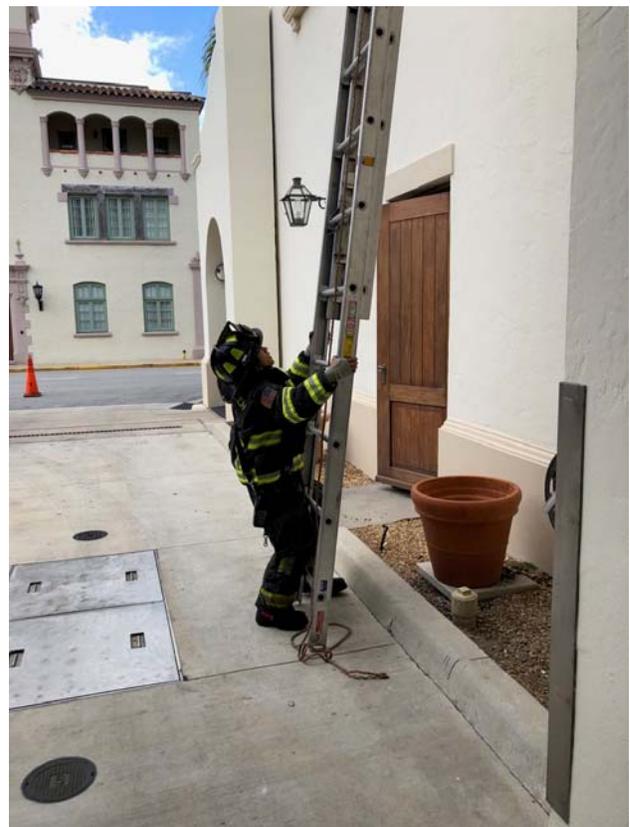
SWOT Analysis (Strengths, Weaknesses, Opportunities, and Threats)



Photo Ops



Palm Beach Public Safety Dive Team working to recover the Ferrari driven off of Annie's Dock into the Palm Beach Inlet.



Probationary Firefighter receiving tips and training on deploying ladders.

DECEMBER DEPARTMENT STATISTICS

Training Hours

A Shift	477
B Shift	659
C Shift	576
Total	1712

Fire Prevention Inspections

108

Ocean Rescue

Visitors	10,222
Jellyfish stings	10

FIRE and EMS

FIRE Calls	92
EMS Calls	150
Transports to Hospital	93

FEBRUARY BIRTHDAYS:

Ryan Zabovnik	02/03
Angel Sronce	02/09
Abigail Farrell	02/10
Michael Messner	02/12
Richard Ward	02/14
Belinda Hardy	02/16
Brian Lebrun	02/16
Michael Delrossi	02/18
Alejandro Mahy	02/22
Daniel Carreno	02/23

FEBRUARY ANNIVERSARY CELEBRATIONS

Taylor Jantz	02/15	3 years
Patrick Frawley	02/17	2 years
Jared Willson	02/17	2 years

EMPLOYEE OF THE MONTH 2018:

January	Stephanie Mavigliano	July	Anthony Curtis
February	Craig Pollock	August	Christopher McKay
March	Charles Shinn	September	Danny Dunnam
April	Kristen Ruest	October	Jacob Brandjes
May	Anthony Curtis	November	Danny Dirocco
June	Frank Mavigliano	December	Alejandro Mahy

Employee of the Month—Alejandro Mahy



Lieutenant Alejandro Mahy has been a member of Palm Beach Fire Rescue for 6 years and has already made himself an invaluable member of the department with his passion for the fire service. Lieutenant Mahy uses every opportunity to teach and mentor the future leaders of our department. Lieutenant Mahy currently serves in the capacity of Fire Rescue Chaplain and Peer support group leader. His passion for training and overall health and wellness is apparent in all that he does on and off duty.

He initiated several important programs that have dealt with the mental health aspect and the awareness of the threat of cancer to our profession.

The issue of mental wellness in the fire service is one of growing concern and this has motivated him to create a Fire Chaplain Program. One of the main components of this program was the creation of a Peer Support Team. The role of the peer supporter is someone who has experience, training, interest, and desire to support fellow firefighters. They have been peer-selected to provide voluntary support to peers in different capacities. The goal is not only to aide in the treatment of firefighters but to take preventative measures as well. Lieutenant Mahy developed a Chaplain manual and a Peer Support team Manual and looking forward to providing training to all of the peer support team members. Lieutenant Mahy actively promotes cancer prevention and awareness by belonging to the Florida Firefighter Safety and Health Collaborative.

Lieutenant Mahy 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 December 2018 Employee of the Month Award.

