

The All Hands

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

May 2019

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Fire Chief's Message—Part of the Solution

By Darrel Donatto, Fire Chief



There are so many great things happening at Palm Beach Fire Rescue. We are training more and better than ever before. We are in the process of implementing new EMS protocols. We are implementing our new Reserve Firefighter program. We are implementing many new processes and procedures aimed at making us better and safer. We have a new Chaplain program and a new peer support program, both aimed at the mental wellness of our members. We are increasing our commitment to physical fitness and the health of our members. We have a new internal communications system to ensure everyone in the organizations is kept informed and focused on our organizational objectives. We recently reduced the workweek hours for our Lieutenants to bring them in line with the surrounding communities.

The great thing about all the above is that there are so many people who have joined in to be a part of the above initiatives and thus they have chosen to be a part the solution for making Palm Beach Fire Rescue better. These employees are highly engaged – and that is a big deal for our organization.

According to a Gallup poll, engaged employees are 21% more productive than employees who are less engaged. Employees who are making significant contributions are naturally proud of their work and tend to be happy to come to work each day. Studies have shown that engaged employees put in more effort, are happier at work, deliver a better customer experience, and less likely to leave their job.

So, why are our firefighters so highly engaged? Studies show that it is partly because it is who they are, or in other words, it is their character and nature to be highly engaged in everything they do. But it is also because they know that their work matters and that they are making a huge difference at Palm Beach Fire Rescue; they are changing the organization for the better and it feels good to be part of something that makes a positive difference.

For some, their engagement is obvious to all; think Lt. Curtis, Lt. Lora, Lt. Brandjes, D/E Montoya, and many others. For others, their contributions may not be as obvious, but are none less important. One of those highly engaged and incredible members of our team is Firefighter Kathryn (Katy) Dombrowski. Katy is an exceptional firefighter and paramedic who has a true gift for connecting with the patients she cares for. She is highly respected by her peers and supervisors for her work ethic and always has a positive attitude. Katie is big into physical fitness and she is using her natural talents to help not only those at Palm Beach Fire Rescue, but all the employees in Town by working with the Town's Human Resource department to develop a Town-wide physical fitness initiative. Her efforts are making a difference in our department, the Town, and community.

We are so fortunate to have so many highly engaged and talented people here at Palm Beach Fire Rescue. Because they have chosen to be a part of the solution, they are making a positive difference in the organization and the lives of others. And, together, we will make Palm Beach Fire Rescue even better.

Administrative Update

By Jimmy Duane

Assistant Chief



Last month in the All Hands, I posted a paragraph on the First Arriving dashboard and the implementation of a new page displaying response time data. This report, which runs four times a day, views the previous twelve hours of calls in order to insure each call is posted for the employees to see. I'm proud to say that after only one month of displaying the report on the dashboard, response times from the time of dispatch to the first unit goes in enroute to the call have dropped on average by 10.5 seconds, when comparing the months of April and May. While that may seem like a small number, that decrease was the result of personnel moving faster than they already had been. Our mission is to positively impact the lives others, which we pride ourselves in doing every day.

Every emergency call comes with some kind of noise that has the potential of damaging your hearing. While it's not the single instance that causes damage, rather it's the consistent noise over a long period of time that causes deficits. At a minimum, our sirens are blaring as we drive to the call, and at times to the hospital. While it may seem cumbersome, wearing hearing protection over your career will have a lasting impact on your life. When I started the fire service 31 years ago, the old-timers that were soon to retire all experienced hearing deficits. Now over the years, the design of fire apparatus has dramatically improved; our newer rescue trucks are built on Ford F-450 chassis, which is similar to driving a larger pick-up truck. The engines and ladder truck cabs are custom built for the greatest protection possible, including noise reduction. And while advances have been made, the need for hearing protection still exists. For years, our fire apparatus have been equipped with Firecom headsets that our personnel wear while responding to emergency calls. The devices not only act as protection, they act as an intercom that gives the personnel the ability to communicate with each other while driving. This communication is especially important when responding to a scene, giving the officer the ability to give direction as needed. The unfortunate part of the headsets was that they were wireless and required a tremendous amount of maintenance. The headsets would dis-connect from the radios and the batteries required frequent replacement.



In 2014, with the purchase of Ladder 97, the department switched to a hard wired system, which eliminated any maintenance issues. Since then, we have replaced another ladder truck, an engine and two rescues, which are all equipped with the hard wire system. The Driver Engineers are now equipped with headsets located at the pump panel, which offer them protection and the ability to communicate while pumping the fire. In addition, the department purchased extra wired headsets and will be converting the two reserve rescues and the reserve engine from wireless to hard wire.

Vehicle repairs have been kept to a minimum over the last month. Rescue 97 is due back soon from Southeast Truck. All the work being performed is completed with the exception of the new siren, which was shipped this week. Truck 99 will be going to Ten 8 Fire during the first week in June to complete some warranty work that is outstanding on the shoreline A/C. Pierce Manufacturing fabricated the new steps that will be installed in front of driver panel on both sides of the truck. The steps will assist firefighters with pulling and re-packing hoselines. Once this returns, Ladder 97 will be the next vehicle going out to complete their annual preventative maintenance.

EMS Division

By Sean Baker

Division Chief

Over the next few months we will be highlighting the "Big 5" medical calls for Palm Beach Fire Rescue. The Big 5 calls are cardiac alerts, stroke alerts, trauma alerts, cardiac arrests, and sepsis alerts. We refer to the calls as the Big 5 because they represent true medical emergencies where time is of the essence and our patients have the greatest risk of poor outcomes. By now I am sure that you will notice a greater emphasis on shaving seconds off of the department's turn out times. We already have the best response times in Palm Beach County, but we can always find ways to improve our service delivery to improve the patient's outcome and experience while they are in the care of our firefighters/medics. We are now starting to focus on setting benchmarks for the Big 5 calls that will increase our efficiency, improve patient outcomes, standardize treatment modalities, and leverage technology to help the department measure ourselves against state/national benchmarks

SEPSIS

Sepsis is the body's overwhelming and life-threatening response to infection that can lead to tissue damage, organ failure, and death. In other words, it's your body's overactive and toxic response to an infection.

Sepsis has been named as the most expensive in-patient cost in American hospitals in 2014 averaging more than \$18,000 per hospital stay. With over 1.5 million sepsis hospital stays in 2014 per year, that works out to costs of \$27 billion each year. Studies investigating survival have reported slightly different numbers, but it appears that on average, approximately 30% of patients diagnosed with severe sepsis do not survive. Up to 50% of survivors suffer from post-sepsis syndrome. Until a cure for sepsis is found, early detection is the surest hope for survival and limiting disability for survivors.

Sepsis is an infection that will most likely worsen without intervention. Early in sepsis care, when a patient's vital signs and lactic acid are stable, emergency departments will take time to wait for the results of blood cultures to determine which organism-specific antibiotics to administer and by which route. However, when hypotension or lactic acidosis develops, patient outcomes are improved by initiating two broad spectrum IV antibiotics within 60 minutes of initial patient contact. Palm Beach Fire Rescue's latest protocols now authorizes our paramedics to administer these lifesaving antibiotics on-scene, and well before reaching the hospital. In some cases, our medics can deliver antibiotics to a patient several hours before they are available in the hospitals.

Signs & symptoms of sepsis include, but are not limited to:

Fever

UTI (Increased urinary frequency, dysuria, and/or cloudy, bloody, or foul smelling urine)

Pneumonia (productive cough, green/yellow/brown sputum)

Wounds or insertion sites that are: Painful/red/swollen or have a purulent (pus) discharge

Patient is on antibiotics and has significant diarrhea, abdominal pain or tenderness

Recent history of surgery/invasive medical procedure (e.g., Foley Catheter, Central Lines, etc...)

AMS and/or poor oral intake over the past 24-48 hours (especially in the elderly)

Bed sores, abscesses, cellulitis, or immobility

The key to reducing the mortality and poor outcomes due to sepsis is early recognition and early administration of life-saving antibiotics. Palm Beach Fire Rescue's medical personnel are well equipped to handle Sepsis emergencies and the department will continue to find ways to make the island one of the safest places to live.

Fire Prevention

By Martin DeLoach
Fire Marshal

The month of May reflects on a historic fire that forever changed the requirements for assembly occupancies. Twenty-two years ago on May 28, 1977 the Beverly Hills Supper Club fire killed 165 people and left 200 people injured. The building was 6 miles from Cincinnati Ohio in Southgate Kentucky.

It is estimated that over 3,000 people were in the facility at the time of the fire. Two minutes after the first warning the corridor was filled with an "explosion" of fire. There were several events being held in the building that night and the management decided to add extra seating by placing chairs in the isles and ramps as well as doorways. Firefighters reported seeing people stacked like cord wood all the way to the ceiling at the double doors in their attempts to exit the heat and smoke.

History repeated itself at the Rhode Island night club fire in 2003, firefighters said people were again stacked like cord wood at the door. The building was overcrowded and the exits were blocked. There was limited access for the fire department to respond. The parking lot was at capacity and the driveway to the business, was block with overflow parking and there were no fire lanes. The building had no fire separations so the fire spread very quickly.

An employee of the club who directed people to an exit during the fire, was credited with saving countless lives. Examples of assembly occupancies that had emergency events with well-trained crowd managers and no loss of life supports the requirement for crowd managers in the code.

The Town Building Department works well with our Fire Prevention team. During the renovation of the Royal Poinciana Plaza countless fire penetrations were identified during a routine electrical inspection. The Building Official and our Fire Prevention team worked with the owners of the complex to have all of the penetrations repaired. The complex has recently installed sprinklers in most of the suites with a commitment to change over the entire complex in time. They have improved their fire alarm system as well as the location of the annunciator panels.

In Fire Prevention, as we work with the building owners, we reflect on past tragedies to help improve safety in the older buildings in town. The Breakers is making improvements to their fire alarm and sprinkler systems this summer, with the renovation of one of their large ballrooms and a complete renovation of their main kitchen.

Company inspections are extremely important, you are the eyes of our department and help to ensure commercial properties are safe. Knowing and studying past tragedies provides the best guidance to understand the fire codes. Proper fire inspections make our buildings safer for not only the public but first responders who may have to mitigate and emergent event.

The Fire Prevention Division along with the Fire Suppression Crews completed 101 fire inspections in the month of May.



Calling all Retirees

The Department will be hosting our first Retiree Luncheon.

Please watch for details in the very near future.

Date to be determined

Leading Yourself is a Choice

By: Alefiyah Faizullahoy

Life is full of choices.

At every step you take, every turn you make, every expression, every action and every thought you harbor, you make a choice.

Some choices are easy and intuitive, even involuntary, like choosing a meal or an exercise regime. Some require deeper thought, and could be choices of courage and principle, like choosing a different lifestyle, changing cities or deciding to go back to college at 50.

Little or big, these choices form your reality and color your world. They become You.

It is important then that you choose well. What stops you ?

“Everyone thinks I should do this ...” Everyone doesn’t need to make decisions for you. You do.

In a world of popular opinions, social pressures and a need to belong, it can be easy to fall into the trap of soaking in too much of advice. Allowing one self to believe that what is true for others is true for you. While its good to know what people think is good for you, and some of it may be very sound, learn to filter it past your thoughts and your dreams for yourself and your life. Let it be something that you are happy or content about, and that you have decided on.

Opinions hang on every tree and you’ve got be discerning where you pick your fruit from.

Learning 1 : Realize your responsibility

Realize only you have a right to make decisions for yourself. It is possible that early influences in your life have allowed you to rely more on the judgment of others than on your own. It doesn’t always have to be so. Give yourself the permission to lead a life based on your own decisions. It is more about responsibility towards yourself than a feeling of being all powerful. There is a vast difference between the two.

Doing this will put you in the driver’s seat of your life, and that’s where you need to be.

“I might be making the wrong decision – what then?” So what? Mistakes are the fundamental growth engine of life. And don’t forget, practice makes perfect. You’ll learn to make better choices in the future. And you will have no one to blame but yourself. Fear of making the wrong choice means we are always looking to value someone else’s judgment. This often leads us to hand over control of our lives to others. We forget we are adults, that our judgments are of great value and allow ourselves to be led. And this leads to zero learnings. To be equipped for life, and even to lead others, we must first learn to lead from within and lead ourselves.

Own up to your choices, both the right and the wrong ones and you’ll feel more mature and in control.

Learning 2: Cultivate the habit of making your own decisions.

Cultivate a habit of making choices, and in time, you’ll find it becoming as natural as a reflex. Start with the small things in life, if you don’t have the confidence. But do build on and graduate to the tough decisions. Just the thought of deciding to lead oneself can be a life changing one, even if it gives you the tremors at the time. Decisions come with life toughening qualities and to give it up would be do deny oneself a valuable learning.

“I have no control over my life... let someone else decide” No one does have control over their lives. Well not in the way we’d like to. Control is an illusion. Yet, there is a world of difference between having little or no control, and handing over control. Make peace with the things you can’t control and make the right choices to have more control over the things you can. That’s the best place to be in.

Continued on the next page

Ocean Rescue

By Craig Pollock

Ocean Rescue Supervisor

Town of Palm Beach lifeguards George Klein and Sarah Andrews have both been training hard throughout the month of May. They will be participating in a special event called the Crossing for a Cure. The Crossing for a Cure is a long-distance charity paddle challenge and race that takes paddlers 75 miles across the Gulf Stream from Bimini in the Bahamas back to Lake Worth, Florida on Saturday June 16. The event was inspired because of the incredible health benefits of the Ocean for those living with cystic fibrosis, a terminal lung disease. Travis Suit's daughter Piper was diagnosed with CF when she was four years old. This event serves as a fundraiser for the Piper's Angels Foundation, whose mission is to support and improve the lives of families in the cystic fibrosis community through heightened awareness and providing education, life expanding activities, and urgent financial support. George will prone paddling and Sarah will be doing stand-up paddleboard during the event. . We wish them both luck during this grueling endurance event.



Leading Yourself is a Choice (con't)

Learning 3: Own your decisions.

Don't beat yourself up over the uncontrollable. Instead congratulate yourself where even a small choice has made a difference to your life. It doesn't matter whether it put you two steps back or took you on a wrong turn. There is a learning lurking there as well, if you look for it. Taking ownership of your life, making your choices and owning those decisions is self-development in action.

It allows you to lead from within and to keep your power with you at all times.

About the Author: Alefiah Faizullahoy is the Founder of Straightforward Business Consulting, a Management consulting firm specializing in Strategy, Emerging Media and Transformation.



A shift crew responded to a dumpster fire at the Brazilian Court Hotel. The fire was quickly extinguished and contained to the dumpster.

Training

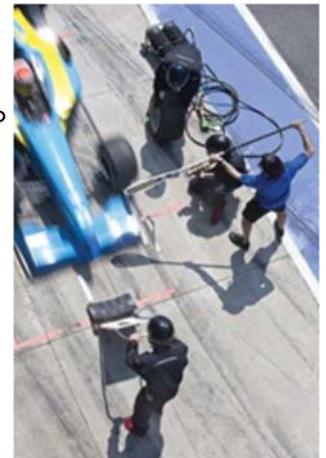
By Ed Sabol
Division Chief

Training for the month of May was extremely productive; the focus was on aerial operations with the newest Ladder truck, Truck 99 and the Pit Crew approach for CPR.

A ladder truck is used in many types of situations, some of which include the rescue of trapped victims, delivery of firefighters to an elevated point, means of egress (escape) for firefighters in emergencies, elevated master stream (water) for tall buildings and extended reach for house fires. Skilled operation of a ladder truck is necessary to ensure the safety of firefighters and the best outcome for those they serve.

During this month's training, we collaborated with a neighboring department to combine resources and share knowledge. Our very own Lieutenant Shinn did another amazing job training the aerial operators on proper apparatus placement, apparatus operation and apparatus capabilities. We are fortunate enough to have Truck 99 in our department as it has many unique capabilities. One feature is that it has a 110 ft platform, which is a longer reach than the average ladder truck (see photo for comparison). This better than average reach lends to improved outcomes in safety and loss prevention. There are many decisions that have to be made when operating a Ladder truck, many of which have to be made in split seconds under pressure. Some of those decisions include where to park the truck to safely and accurately tend to the emergency, how to move the ladder itself not only up but also out (all ladders have a vertical and horizontal reach) and what the ladder will be used for (firefighting/rescue...etc). The training addressed how to make these decisions as an operator as well as the capabilities of the truck. As we have trained hard on aerial operations and will continue to strive for excellence in all areas of training, it is asked of the residents to be mindful of obstacles that could hinder the trucks maneuverability such as properties with foliage overgrowth and busy regions with parked cars. Addressing these obstacles with prevention in mind will increase safety and effectiveness in any situation Truck 99 is used.

On the note of EMS training, Lieutenant Bonfante worked hard this month with our paramedics and EMTs perfecting the Pit Crew Approach for CPR. The Pit Crew Approach for CPR means that each rescuer has an individual assignment but still works as a team. The assignments are made and practiced to perfection before going into an emergency; this preparation leads to fluidity and precision in emergency life saving situations. Resuscitation is complex and with a non-Pit Crew Approach there is a higher risk of lag time in time sensitive treatments. The Pit Crew approach eliminates the lag time, ensuring each detail is closely tended to with a high level of vigilance. This approach is named after the pit crews that work in professional car racing that are known to be highly efficient, detailed and time oriented. The Pit Crew approach for CPR is based on research and is considered the best practice by the American Heart Association for the administration of CPR.



Battalion Chief Article

By Marc Bortot
Battalion Chief

This month I want to address an issue that I feel we do not think or talk about enough, skin cancer. We are fortunate to live in a State with great weather year round and even in the winter months people are able to go outside and get sun. Working in this line of work, we are constantly out in the sun running calls, doing training and testing Knox boxes or hydrants. We may be out in the sun for hours on a gas leak and while we all know to wear our safety gear while in the hazardous zones do we think enough about putting on sunscreen to protect ourselves from the effects of the sun during clean up? I have found myself to be lacking in this area and am trying to make a change and encourage all of you to protect yourselves too. I wanted to find out some statistics on this issue and went to the website of the skin cancer foundation.

“More people are diagnosed with skin cancer each year in the U.S. than all other cancers combined.”

“One in five Americans will develop skin cancer by the age of 70.”

These statistics really put this issue in context, they make us realize that it's not just the obvious calls we have related to the sun like heat exhaustion that are a danger to everyone. During the summer, we warn crews and residents to be careful for signs of heat exhaustion or heat stroke, but we also need to stress the need for everyone who is outside in the sun to use sunscreen to protect themselves. The damage done to the skin accumulates over time and can result in serious issues down the road. Below are some tips from the foundation on how to protect yourself. One final thought, while I do see sunscreen at times on the apparatus, leaving sunscreen in vehicles is a bad idea. According to AccuWeather “Heat can change the sunscreen's composition and effectiveness, making the skin more vulnerable to the sun's strong rays”. Keep your sunscreen at the station and apply it in the morning and reapply as needed, this way you get the best protection.

- **Seek the shade**, especially between 10 AM and 4 PM.
- **Do not get sunburned.**
- **Avoid tanning and never use UV tanning beds.**
- **Cover up** with clothing, including a broad-brimmed hat and UV-blocking sunglasses.
- **Use a broad-spectrum (UVA/UVB) sunscreen** with an SPF of 15 or higher every day. For extended outdoor activity, use a water-resistant, broad-spectrum (UVA/UVB) sunscreen with an SPF of 30 or higher.
- **Apply 1 ounce (2 tablespoons) of sunscreen** to your entire body 30 minutes before going outside. Reapply every two hours or after swimming or excessive sweating.
- **Keep newborns out of the sun.** Sunscreens should be used on babies over the age of six months.
- **Examine your skin** head-to-toe every month.
- **See a dermatologist at least once a year** for a professional skin exam.



Be safe out there and protect your skin

Welcome Austin Hoffman

My name is Austin Lee Hoffman, I was born in Pompano Beach, FL, but grew up most of my life in Palm Beach County, FL. I have been in the fire service since January 2013, my journey has finally lead me to Palm Beach Fire Rescue where I will proudly serve its Citizens to my very best ability. One of the most important things in my life is my family, I have been working in Orlando for some time and it means the world to me to be able to be closer to home. I am continuing to progress with my Officer Certifications, along with becoming a FLUSAR Special Operations Technician and join one of Florida's Task Force Teams. I am happy to be closer to the ocean again and get back into free diving, and cycling with my Dad. I have wanted to work in the fire service since I was young, I spent many years as a Lifeguard, which only made my decision final on wanting to help people in their time on need.



Pinning/Promotional Ceremony



Congratulations:

Division Chief Ed Sabol

Battalion Chief Marc Bortot

Lieutenant Cesar Lora

Lieutenant Robert Miraglia

Firefighter Paramedic Austin Hoffman

Turtle Rescue



Retirement—LT. Mark Bradshaw



Photo Ops



Chief Financial Officer and State Fire Marshal Jimmy Patronis holds a press conference at Central Station following the passage of legislation to provide cancer benefits to Florida's Firefighters.



APRIL DEPARTMENT STATISTICS

Training Hours

A Shift	781
B Shift	654
C Shift	861
Total	2296

Fire Prevention Inspections

101

Ocean Rescue

Visitors	14,500
T/O enforced	99
Preventative Actions	60

FIRE and EMS

FIRE Calls	66
EMS Calls	168
Transports to Hospital	111

JUNE BIRTHDAYS:

Frank Mavigliano	06/05
Michael Curcio	06/10
Mario Reyes	06/20
Christopher McKay	06/10

JUNE ANNIVERSARY CELEBRATIONS

Willie Bonfante	06/02	17 years
Ryan Zabovnik	06/02	17 years
Anthony Curtis	06/16	03 years
Leonardo Montoya Bravo	06/18	01 years
Robert Richardson	06/18	01 years

EMPLOYEE OF THE MONTH 2019:

January	Kristen Ruest	July
February	Cesar Lora	August
March	Michael Bennett	September
April	Gabe Cadet	October
May		November
June		December

Employee of the Month—Gabe Cadet



Lieutenant Gabe Cadet has served in the Palm Beach Fire Rescue organization for over 5 years, starting his career with the department on October 14, 2013. He is currently assigned as Rescue 97 Officer on “B” shift. Gabe is well respected by his peers and supervisors for his work ethic and always displays a positive attitude. Gabe was promoted to Lieutenant in January of 2017 and has constantly been working to improve himself and the department. Lieutenant Cadet understands the importance of continuing education and has kept himself very involved in classes during his time at the department. He recently earned the certification as a Live Fire Training Instructor and will be utilizing his skills, working as an LFTI during future live fire training burns.

Lieutenant Cadet immerses himself in his job everyday he works. He believes in serving others and strives to provide excellent service on every call. He truly personifies the department’s mission that “Every encounter is an opportunity to impact the lives of others.” A recent example of this was a call on May 21st of this year where Lt Cadet and his crew responded to a fire service call where they found a fire alarm that was alarming without any hazards present. They concluded that it may be a battery issue causing the detectors to fail. Lieutenant Cadet and his crew checked to see what batteries they needed and instead of just leaving it for the resident to fix, they returned to the station to retrieve the batteries needed to resolve the problem. After returning to the resident’s home, they replaced all the batteries, and tested the detectors to insure that their alarm system was back in working order and they would be safe. Lieutenant Cadet and his crew are an example of why Palm Beach Fire Rescue is so proud of the service we offer by going further than people’s expectations and keeping them safe.

We highly commend Lieutenant Cadet for his dedicated service and devotion to Palm Beach Fire Rescue and to the citizens of the Town of Palm Beach. Lieutenant Cadet demonstrates an attitude of service through compassion and excellence. His consistency of high quality work, positive attitude and past months’ extra contributions to the department makes Lieutenant Cadet an outstanding recipient for the May 2019 Employee of the Month Award.

