

The All Hands

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



March 2014

Volume 2, Issue 3



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Deputy Chief's Message

By **DARREL DONATTO**

Deputy Chief

One of the leading causes of workplace stress is coworker negativity or complaining. Negativity costs the U.S. economy between \$250 to \$300 billion every year in lost productivity, according to the Gallup Organization. Negativity affects the morale, performance, and productivity of our teams. One negative person can create a miserable work environment for everyone on a shift. And, negative employees give a lower level of customer service than they are aware of. But most of all negativity is bad for you and your health.

You cannot be on two separate roads at the same time. The positive road will lead to enhanced health, happiness, and success. The negative road will lead to misery, anger, and failure. You must decide which road you want to be on. When you complain, you headed down the negative road.

Being positive isn't always easy – it can take work. Jon Gordon, in his book "the No Complaining Rule" says "It's easy to be positive when everything in life is going great. The hard part is staying positive when you get knocked down and kicked around." Life is a test, and a deciding factor of whether we pass or fail is the answer to the following question: "Are you going to stay positive in the face of your doubts, fears, and challenges?"

The fact is – no one goes through life untested. Every great leader and team had to overcome adversity and challenges to define themselves and their success. Your measure of our success will not be determined by how you act during the great times in your life but rather by how you think and respond to the challenges of the difficult times in your life.

The first step in travelling down the positive road is to focus on the good stuff. If you focus on what is right with your life, rather than wrong, you will find yourself with a much more positive mindset. That is not to say that you don't have challenges in your life, as at some point in time, we will all go through difficult times; I know that I have. But, keeping that in perspective, there are many great things in your life worth focusing on.

Another positive step is to focus on what you get to do (i.e. work in the fire service), versus what you have to do (work). Too often people complain and focus on what they have to do. When you feel a negative thought or complain entering your mind, stop and say to yourself: "But, I get to" instead of "I have to." You get to do things. You get to live this life. You get to work in the fire service. You get to help people. If you focus on what you get to do, focus on how blessed you really are, focus on being grateful for what you have and what you get to do, you will find yourself in a much happier place.

Lastly, let go. Make a list of the things you would like to complain about. Go through your list and identify the things that are within your control that you have the power to change and identify those things that are beyond your control.

Continued on next page

Safety Update

By **BRODIE ATWATER**

Assistant Chief

The most recent Safety Committee meeting was held on March 4th. On hand for the meeting were Risk Manager Karen Temme, Assistant Chief Atwater, Division Chief Duane, Lieutenant Ward and newly appointed Committee member, Drive Engineer Matzen. These quarterly meetings are held to discuss any problems and issues relating to safety and the wellbeing of all Palm Beach Fire Rescue personnel as well as the public.



Among the items of old business discussed at this meeting was updating and renovation of the vehicle exhaust systems at each station. The systems have been evaluated by the original supplier and the cost of updating/renovating the system will be explored. Additional old business included the issue of cracking concrete on the apron at Station 1. This project is well under way with Public Works completing all engineering work and the necessary scope

of work for the project. The replacement is now out to bid and work is expected to commence in the next two months. The project will be completed in three phases which will allow units to operate out of the station during the construction process.

An item discussed as new business was the possible improvement of driver visibility when backing into Station 2. D/E Matzen will be investigating various options for consideration in addressing this issue.

There were no recent damage claims involving the Fire Rescue Department to discuss. Keep up the good work and safe operations.

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

Personnel are also reminded of the importance of immediately reporting any injury sustained while performing job duties to an immediate supervisor. This includes any injury that may not initially appear to be a major injury at the time. Simply noting that the injury occurred in the log book will not meet the requirement for reporting the injury. Early reporting will expedite the treatment process and will allow for the timely involvement of the Town Nurse and Risk Manager. 🔥

Cost of Negativity

From page 1

If there are things you can do something about – seek solutions and take action. For those things that are outside of your control – let them go.

For you officers reading this - if you want the morale in your station to get better, then you should try adopting a “No Complaining Rule” in your station. Tell your members that they are not allowed to mindlessly complain to their coworkers. If they have a problem or complaint about their job, their crew, their Chiefs, or anything else, encourage them to bring the issue to you or someone who is in a position to address the complaint, but with a caveat; they must also bring one or two possible solutions to their complaint as well. This lets them turn their complaints into solutions. If they have a solution, then their complaint was justified.

The cost of complaining is high – higher for you and your family than it is for the department. I am certain you would like to feel less stress and to be happier at work and at home. Focus on the positives, focus on what you get to do and what you have to be grateful for, let go of what you cannot control – and stop complaining. 🔥

EMS Billing Is It ALS or BLS – Your Interventions Determine the Answer

By **BRIAN FULLER**

Division Chief

On March 13, 2014, the State of Florida Agency for Health Care Administration (AHCA) conducted a training webinar to educate fire service based ambulance providers on their new ambulance billing rules. While the program was long and detailed, it covered some extremely important information that each of you need to know. There have been several fire departments in Florida that have had to repay the state for overbilling and in addition, to pay sanctions (fines) for overbilling; one of which is here in Palm Beach County.

The main concern presented was providers billing for Advanced Life Support (ALS) when the patient did not meet the AHCA definition of medical necessity for ALS care. AHCA defines ALS care as:

The provision of medically necessary supplies and services during ground ambulance transportation, including the provision of at least one ALS intervention. The ALS intervention must be medically necessary and in accordance with state and local laws, required to be conducted by an emergency medical technician-intermediate (EMT-Intermediate) or EMT-Paramedic.

Note this definition is not based upon what our protocols determine to be ALS, but on what AHCA determines to be “medically necessary.” And AHCA makes this determination based upon what you observe and document about the patient’s condition at the time of transport. AHCA relies heavily on your medical record documentation to justify payment.

They will not pay an ALS rate if the

patient’s condition only required (medically necessary) BLS services; even if the ambulance is licensed and equipped for ALS services, even if the crew is all paramedics, and even if you do an ALS procedure – unless that procedure is medically necessary. They listed some examples of what they will pay as a BLS rate:

- Abdominal pain without other signs or symptoms
- Allergic reaction with slow onset
- Non-traumatic eye symptoms
- Alcohol intoxication or drug overdose without airway compromise
- Sick person - Fever



They described several calls where the patient was provided with ALS level care such as starting an IV or doing an EKG, but these procedures were not considered medically necessary by AHCA and thus they would only reimburse the service at a BLS rate.

What does all this mean to you? It means that your documentation is very important. It is essential for you to document that patient’s condition at the time of transport in sufficient detail for someone hundreds of miles away to be able to read and understand what you saw as if they witnessed it themselves.

The appropriate level of care is determined by the services rendered, not necessarily the vehicle used. Medicare and Medicaid allow state regulations to supersede the national EMS regulations when differences exist. The

following will help you determine what level of care was actually provided.

Basic Life Services are non-invasive procedures and techniques provided by certified Emergency Medical Technicians. These services include, but are not limited to:

- CPR
- Splinting
- Restraints
- Immobilizers
- Oxygen Administration
- Advanced Life Support

Advanced Life Support services are invasive procedures and techniques provided by certified emergency medical technicians – defibrillation (EMT-D), certified emergency medical technicians – intermediate (EMT-I), and/or certified emergency medical technicians – paramedic (EMT-P). These services include, but are not limited to:

- Advanced Airway Management
- Initiating, Administering, Monitoring IV
- Defibrillation
- Cardioversion
- Chest Decompressions
- Medication administration through IV
- Anti-Shock Therapy
- EKG Monitoring
- Medicare will allow the transportation to be billed at the ALS level when:
 - One or more ALS interventions are performed; OR
 - An ALS assessment is provided. (See below for the definition of ALS assessment.)

Continued on page 9

Training and Safety Division

By **JIM DUANE**

Division Chief

On Monday March 17th, 3 new candidates began their employment with Palm Beach Fire Rescue. Similar to the past, they are completing a 2 week orientation assigned to days followed by 1 shift as the 4th Firefighter shadowing the Firefighter in the position that they will be assigned to. With the addition of new personnel, some changes were required with current assignments. Those that were affected were already notified. Thanks to everyone on shift for your help bringing the new folks on, please take the time to welcome Brad Schell, Maximilian Olivier and Christopher Lucas aboard.

Since last month's newsletter and much discussion with the Officer's, an effort has been made for crews to begin training together among the stations. The feedback has been very positive by all that have taken part. Please continue to call each other daily to converse on the training taking place that day. It's a proven fact that crews that train together will produce a more successful and efficient outcome.

Dawn Altman taught 3 days of ECG training to all of the shift personnel. Her skill level and expertise is second to none. Many of our newer members experienced her for the first time and quickly realized the amount of knowledge they were able to gain in a 4 hour segment. She will be returning for further training in the summer and the spring.

During the first week in April, Florida Atlantic University will spend 3 days teaching an EMS segment on airway management. We recently touched on the subject, however, a number of our personnel have not received it. FAU will be coming to us this time training on our equipment rather than us going to the simulation lab. This will give us an opportunity to train as a complete station instead of a single unit.

The MTT will be up for 2 more weeks before it is placed back in the bay. From March 24th to 29th each and every crew needs to train on the new Quickstop sprinkler shut-off device. Lieutenant Dudley recently placed the new tool on each of the suppression units. Using this as a Driver Operator training drill, crews can practice hooking up and

pumping to the FDC while the next crew arrives to stop the flow of water on the ground floor via this device. It is recommended that you grab a spare set of gear or wear a jumpsuit while plugging the device in order to avoid soaking your front line gear...YOU WILL GET WET! In addition to this drill, crews should take every opportunity to use the MTT while it is up. This month's "Back to Basic" segment focused on Vent Enter Search. A large aspect to this training is based on ground ladder deployment and set-up. The crew from Station 1 C Shift is trying out a new method that was taught last month at live fire where the halyard is tied off in what is called a closed halyard system. This method deploys the ladder to elevated floors in seconds and requires no untying or tying of the rope. After the trial period, if proven successful, all the 24' extension ladders will be changed department wide.

The department has been very fortunate to have had many opportunities for such great training over the last several months. Because of everyone's help with instruction and input for ideas, the drills just keep getting better. 🔥

Quickstop Talon

By **JILL BASSFORD**

Lieutenant

The crew at station two recently had the opportunity to test the latest invention that stops the water flow of an activated sprinkler head. The Quickstop Talon is a tool that is designed much like a pair of vise grips. It can be used to stop the flow of water on damaged, recessed sprinkler heads along with side wall and pendant heads. It is designed to be used on 1/2" and 3/4" pipes and has been tested for up to 350 psi. It weighs approximately one pound and is 10" in length. This tool requires no special training and is very simple to use.

The Quickstop Talon stops water at the source without shutting off the fire protection system. By doing so, this allows the building to remain protected. In the past conventional methods (wood chocks) never stopped the leak completely and could only be used if the head was still intact. The Quickstop, stops the water flow completely and can be used on damaged heads. Water damage is reduced tremendously and clean up time is cut in half. 🔥



Admin Update

By **DARREL DONATTO**
Deputy Chief

On March 3rd, we held a supervisors meeting with all of the officers of the department to (1) get everyone on the same page on a few things; (2) talk a little bit about the future; and (3) hear from those in attendance about what it is we can do to make Palm Beach Fire Rescue better.

Over the past 2 ½ years, I have done my best to cast this compelling vision of what we need to strive for as an organization – that being to "Create an organization the community loves." Each of you has worked so hard and contributed so much toward that future. You have been doing more training than ever before in an effort to be the most professional, the most technically competent, and the most quality focused

that you can be. At every opportunity, you have provided a level of customer service second to none. As an organization, we have changed our processes to be more efficient and more effective at what we do. We have adopted the highest standards, and we use the most technically advanced equipment available. We have focused on the data – using data analysis to identify where we can get better and then to prove that we have gotten better. And, we have hired the best talent in the field. It is so incredible to see what a great job our people are doing and how the community is responding to that great work.

However, if we want to sustain and exceed the level of great work we are currently doing, we must expand our vision of the future to also include "creating an organization our employ-

ees love." We have to focus more on our members, on their needs, and on what will make them love Palm Beach Fire Rescue. To accomplish this, we all have to work together. We have to focus on what is in our control. We have to stop any and all efforts by anyone to create a negative environment. We have to all be open to new ideas - new approaches - to finding ways to make our employees experiences here better. As a leadership team, we have to listen. As concerned and engaged employees, you have to speak up. We need to hear your ideas and suggestions.

As your fire administration, we are committed to doing everything we can that is within our control to make this a place you love to work. 🔥

Safety Council of Palm Beach County Heroism Award

By **BRODIE ATWATER**
Assistant Chief



Firefighter Paramedic Jody Sronce was presented with a Heroism Award by the Safety Council of Palm Beach County at their annual awards luncheon held on March 13th. This award was based on Jody's actions when he encountered a structure fire in a multi story apartment building while off duty.

Through his selfless actions and quick response, Jody kept the fire from spreading to other units within the building which prevented much more significant damage and the possible loss of life. Thank you Jody for making the Fire Service and Palm Beach Fire Rescue look good. 🔥

Battalion Chiefs Message - Economics and Elevators

By **DAVID BURKE**

Battalion Chief A Shift

A few Lieutenants have asked me to address two separate issues facing operations personnel. One affects you and your family as it is connected with pay and benefits, the second is an operational action that can dictate the timeliness of emergency mitigation.

Fair Labor Standards Act (FLSA)

Many of you have heard the term, "Fair Labor Standards Act" usually abbreviated to FLSA, and haven't a clue what it means or why it is used. It can be complicated, but for our purpose at PBFR, I will explain only our relationship to the work week and how it affects pay.

You work a 56 hour work week and your pay is computed on a 28 day cycle. An excellent Excel spreadsheet was developed by Division Chief Duane and distributed for your use. I have emailed it to each of you. Plug in your hourly wage and the spreadsheet will calculate your paychecks on the given dates. Your paycheck amounts assume the regular amount of overtime "built in" to each pay period, not the amount of shift overtime you elect to (or on rare occasion mandatory) work through TeleStaff. In other words, during a 28 day cycle, anything worked over 212 hours (53 hours/week) is considered overtime and will be paid at 1.5 times the hourly rate.

D/C Duane also developed a PowerPoint presentation explaining the FLSA and how it affects you. The presentation has been added to Target Safety, I encourage each employee to review this important explanation as it will assist you in interpreting your paystubs. Lieutenants should lead newer employees in access and understanding.

Florida Uniform Fire Key Standard

Well over a decade ago, Florida adopted a standard for elevator and escalator key use. Since creation, the standard and building codes have undergone many changes and deviations. Here in Palm Beach County we are in zone 7 of the map for the key standard; hence, our key is called a zone 7 elevator control key. This is what you **must** know:

At PBFR we keep our zone 7 key attached to the key rig coupled to the Knox box key inserted in the locked keypad aboard each active apparatus (shown below). Officers and Acting Officers have been issued a PIN code to access the key. The key ring should be taken with the Officer on all emergency calls where a phase II elevator is in operation. Crews should recognize if the



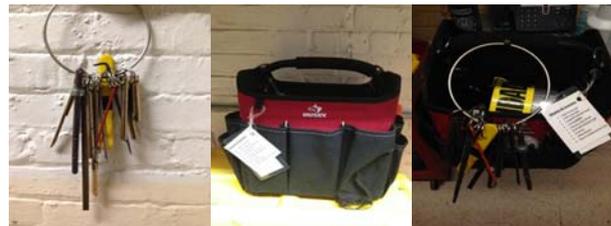
lock for phase II operation has been updated to a zone 7 key. If not, contact with the doorman or building representative should be made immediately to obtain the elevator control key for phase II operation.

Quick Access + Pre Planning = Success

Crews should be accessing PIP's each time they are dispatched to a property with one established. Check the zone 7 key status, information of updated/not updated locks should be on the PIP, if not notify Fire Prevention with the information.

Important note: Confusion is usually traced to communication, so let's spell it out!

Elevator Key: Key used to manipulate the outer skin of the shaft at each floor to access the elevator car. *Shown below on the ring and with the kit.*



Elevator Control Key: Key used to unlock phase II operation of the elevator for firefighter use. This key can be specific to the elevator or updated to a zone 7 key carried onboard PBFR apparatus. 🔥



Fire Prevention

By **TIMOTHY POMPOS**

Division Chief

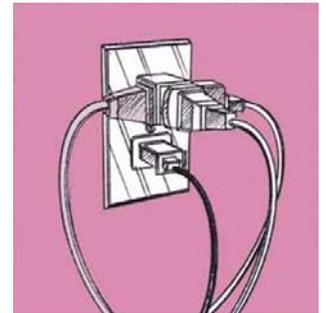
In the month of February, the Fire Prevention and Life Safety Division completed 164 fire prevention activities with the assistance of Fire Operations shift personnel. Just a friendly reminder while completing your Fire Company Inspections, please utilize this opportunity in our community to remind the employees and business owners, that no matter type of business you conduct at your workplace, fire safety should always be a main concern. Here are a few safety tips they should remember:

Keep your work area free of waste paper, trash and other items that can easily catch fire.

Check on your electrical cords. If a cord is damaged in any way, replace it. Try not to lay cords in places where they can be stepped on, as this will contribute to deterioration of the protective outside coating.

Don't overload your circuits.

Turn off electrical appliances at the end of each day.



Keep heat producing equipment away from anything that might burn. This includes copiers, coffee makers, computers, etc.

In the event of a fire, call 9-1-1 immediately and don't hang up with the emergency dispatcher until told to do so. Remember to close doors when exiting to help limit the spread of smoke and fire throughout the building. Never use elevators during an evacuation. Also, create an escape plan and have a pre-determined meeting place outside of the building and away from fire operation areas and dangers. Finally, conduct a headcount to ensure all of their staff has been evacuated. 🔥

Ocean Rescue

By **CRAIG POLLOCK**

Division Chief

In the month of February Mid-Town Municipal had a busy month with attendance increasing on Presidents 'Day weekend and have stayed busy as tourists try to escape the cold weather in the Northeast States. The swimming conditions in February had eighteen days of moderate hazard swimming and the presence of Portuguese Man-O-War, so lifeguards hoisted up the Yellow and Purple Flags to let beach patrons be aware of the possible hazards. The other ten days of the month had Green Flags up which indicate good and low hazard swimming

On February 20, Palm Beach Ocean Rescue held lifeguard tryouts for part-time lifeguards in 3 to 4 foot surf; the test had numerous experienced and well qualified candidates perform excellent in the tough conditions. 🏊‍♂️



Meet our New Hires



My name is Brad Schell I am 30 years old and was born and raised here in South Florida. I have worked in the public safety field for 9 years including St. Mary's medical center, Marion County Fire Rescue and Trinity Air Ambulance.

I have been married to my wife Kristen for 2 1/2 years and we have an adorable daughter Emma who is 2. Some of my hobbies include working out and staying in shape, golfing, going to the beach and spending time with my family. I'm very excited to be starting with The Town of Palm Beach Fire Rescue and look forward to serving the citizens of the town.

My name is Christopher Lucas and I am 26 years old. I was born and raised in Central Florida, and moved to Palm Beach County two years ago with my wife, Kayla, when she accepted a job as a NICU nurse at St. Mary's Medical Center. We currently live in Royal Palm Beach. I am an EMT-B / Firefighter and will be graduating from Health Career Institute in April as a Paramedic with an A.S. degree in EMS.

In June of 2013, I was honorably discharged at the rank of Sergeant after six years in the United States Marine Corps Reserve as an Amphibious Assault Vehicle Crewman. I served in one deployment to Al Anbar, Iraq in 2009. During my service I attended The University of Central Florida, where I earned a Bachelor of Science Degree in Criminal Justice. In my free-time I enjoy outdoor activities including surfing, fishing, and playing golf. I am very passionate about emergency medicine and public service and I am proud and eager to be able to serve the Town of Palm Beach. I am very grateful for everyone who has supported me in pursuing this career and that those who were involved in my selection as a new hire recognized my potential and entrusted me with serving this community.



My name is Maximilian Olivier. I was born on April 25, 1993 in West Palm Beach, Florida. My mother is from Germany and my father is from Canada. I was the first US citizen in my immediate family. I attended Palm Beach Public School, Rosarian Academy and South Olive Elementary School. I also attended The Benjamin School and graduated from William T. Dwyer High School. During my middle and high school years I played Lacrosse. Immediately upon graduation of high school, I knew what I wanted to pursue for a career. I wanted to be a Fireman. I had a desire to serve my community and help people.

I attended EMT school at the Florida State Fire College. After completion of that program, I attended and graduated the Firefighter training program at Florida State Fire College. Then I moved to Destin, Florida and worked part time as a boat Captain and as a parasail guide while I was working as a Firefighter EMT for Freeport Fire Rescue. I decided to move back to my hometown of Singer Island in 2013 and attended and completed Paramedic school at South Eastern College in Greenacres, Florida. I like anything outdoors, but mostly fishing, hunting, boating, working out, and spending time with my family. Currently I am on a sponsored fishing team and also detail boats in my off time. I have an older brother, two step-sisters, a half-brother and a half-sister. My parents live in Palm Beach Gardens and on Singer Island.

Why We Need Each Other

By **SIMON SINEK**

<http://blog.startwithwhy.com/refocus/2012/10/try-again.html>

I try, try, try and fail. Only then will I learn and improve the way to do things.

I go, go, go and trip. I stand up, brush off my knees, look back at what I tripped over so I know what to look out for in the future. Now I don't have to trip over those things again.

I run faster and faster and faster, then miss my turn and have to go back and try again. But now I know what signs to look for to keep me moving in right direction.

I go alone, alone, alone until I find someone on the same path and we decide to run together. I share all my falls, trips and missed turns so they can benefit from my effort. They tell me about all their falls,

trips and missed opportunities so I can learn from their experiences.

Then together, we can run faster, straighter and more confidently to the place we want to go.



EMS Billing Is It ALS or BLS

From Page 3

Medicare recognizes a higher level of service (ALS 2) when three or more administrations of ALS medications are given or the provision of at least one of the following ALS procedures:

- Manual defibrillation/cardioversion
- Endotracheal intubation
- Central venous line
- Cardiac pacing
- Chest decompressions
- Surgical Airways
- Intraosseous line

Only medications requiring a higher level of skill to administer are considered medications for purposes of this definition. In order to bill the higher level ALS 2 procedure, the administration of the three or more medications must be via intravenous push/bolus or continuous infusion. Three separate administrations of the same medication during a single transport would qualify for payment at the ALS 2 level. The following are not considered medications for the purpose of the determining the ALS 2 level of service:

- Dextrose
- Normal saline
- Ringer's Lactate
- Oxygen and Aspirin

Proper documentation is a necessity and is a major part of our profession. The medical record is a legal document and records the incredible customer service you provide on a 24/7/365 basis. [↑](#)



Driver Engineer

By **JIM DUANE**

Division Chief

The importance of well trained and qualified step-up Driver Engineer is an extremely important aspect of the Fire Department. The Driver of an emergency vehicle carries a large responsibility for the safety of the vehicle and the personnel riding on board getting them safely to a scene and performing the roles required for the position.

At the beginning of the year the Training Division announced that Palm Beach State College would be conducting, in house the 3 required Driver Engineer courses consisting of:

- Fire Service Hydraulics
- Fire Service Pumping and Apparatus Operations
- Fire Service Aerial Apparatus Operations

A request asking for personnel interested in participating in the 3 Driver Engineer courses was announced with a maximum of 12 personnel permitted per class. Within 3 days, each of the 3 classes was filled with the majority of the students being probationary employees.

All 12 personnel have successfully completed the first 2 portions which satisfies the requirements for taking the state Driver Engineer exam. The 3rd class, Fire Service Aerial Apparatus Operations will be completed in the second week of April. At the conclusion, nearly every current employee will meet the educational requirements for Driver Engineer and be qualified to drive all of the emergency apparatus.

This opportunity has greatly benefitted the organization and the personnel. In the past, qualified step-up Driver Engineers consisted of roughly 5 per shift on average. Those numbers will be significantly increased as personnel complete their probationary period. Officers should take each and every opportunity to continually train and develop their personnel with this very important role in our organization. Thanks to all of the members who showed such enthusiasm with taken part in this training. We look forward to bringing in more in house training classes such as this in the future. 🔥



Nighttime Bridge Closures - Flagler Memorial Bridge

By **Barbara Kelleher**

FDOT

West Palm Beach/Town of Palm Beach – The Flagler Memorial Bridge will be closed and traffic will be detoured Tuesday, March 25 through Thursday, March 27 and again Monday, March 31 through Thursday, April 3, between 9 p.m. and 6 a.m., weather permitting. These closures are necessary to shift eastbound traffic over the bridge and establish a safe work zone in the median on Royal Poinciana Way, west of Coconut Row/Bradley Place in the Town of Palm Beach. While the bridge is closed, all eastbound and westbound traffic will be detoured to the Royal Park Bridge to cross the Intracoastal Waterway.



When the traffic shift is completed, there will be one lane in each direction between North Olive Avenue in West Palm Beach and Coconut Row/Bradley Place in the Town of Palm Beach. Westbound traffic will continue to exit the bridge at N. Flagler Drive. Traffic will remain in this pattern for the next several months.

For more information about the Flagler Memorial Bridge Replacement Project, please call Public Information Officer Tish Burgher at (561) 702-9096 or email her at Tish@qcausa.com. Project information can also be found on the project website: www.flaglerbridge.com

EMS and Fire Training



FEBRUARY DEPARTMENT STATISTICS

Training Hours

A Shift	440
B Shift	371
C Shift	678
Total	1489

Fire Prevention Inspections

164

Ocean Rescue

Visitors	25,456
Town Ordinance Enforcements	256
Preventative Actions	179
Minor First-Aid/Stings	43
Rescues	

FIRE and EMS

FIRE Calls	71
EMS Calls	170
Transports to Hospital	117

MARCH BIRTHDAYS:

Scott McCracken	3/3
Paul Hooper	3/3
Brad Fabben	3/4
Jordan Euliss	3/9
Dennis Wytrykush	3/10
Hector Ayala	3/15
Christopher Lucas	3/15
Brad Caudell	3/17
Rebecca Gray	3/18
Eric Legore	3/18
Timothy Pompos	3/18

MARCH ANNIVERSARY CELEBRATIONS:

Roger Bassett	3/27/1989	25 years
Scott Symonette	3/5/1990	24 years
Stephanie Mavigliano	3/14/1994	20 years
Richard Ward	3/18/1996	18 years
Robbie Locy	3/18/1997	17 years
Gerald Hagin	3/31/2003	11 years
Jeremy Stanley	3/7/2011	3 years

EMPLOYEE OF THE MONTH 2014:

January	Frank Mavigliano	July
February	Michael Marx	August
March		September
April		October
May		November
June		December

Employee of the Month— Lt. Michael Marx

The Palm Beach Fire Rescue Awards Committee has chosen Lieutenant Michael Marx as Employee of the Month for February 2014.

Lieutenant Marx has served in the Palm Beach Fire Rescue organization for over 9 years. He is currently assigned to the Central Fire Rescue Station on "C" shift in Charge of Truck/Rescue 1. Additionally Mike serves as a Field Training Officer and Acting Battalion Chief. Mike is a past recipient of the Employee of the Month for September of 2012, recognizing his consistent above and beyond work performance. He was further nominated as Firefighter of The Year for 2012 for his extraordinary performance. He is well respected by his peers and supervisors for his work ethic and always displays a positive attitude. His Battalion Chief describes him as "an individual that involves himself with all aspects of the Fire Department, doing his job very thoroughly."

Besides fulfilling his regular job duties and responsibilities as a Lieutenant, Mike consistently goes above and beyond what is required of him at work. Lieutenant Marx is an integral part of the Medical Supplies ordering system and ensures that supplies are distributed to the stations as soon as they become available. He is often the first to raise a concern with a device or process however it is always followed by a solution.

Lieutenant Marx consistently puts the needs of others first and exemplifies the characteristics of a servant leader such as integrity, passion, awareness, and stewardship. He quickly volunteers for projects others would not and often without compensation or notoriety. He truly wants to improve the organization, make things easier for his co-workers, and is committed to the growth of the team. Mike is a top performer in everything he does and is always looking for new methods to help the organization and the employees.

We highly commend Lieutenant Michael Marx for his service of dedication and devotion to the Palm Beach Fire Rescue Department, and the Town of Palm Beach. Mike demonstrates an attitude of excellent work ethic and dependability. His consistent job performance and positive attitude makes him a great asset to the Town of Palm Beach and the community, therefore, making Michael Marx an outstanding recipient for the February 2014 Employee of the Month Award.

