

The All Hands

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

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Special points of interest:

- The Measure of a Leader
- The Heart of Leadership
- Retirement Party

Deputy Chief's Message

By **DARREL DONATTO**

Division Chief

You Helped Make 2014 an Incredible Year

As we look back on 2014, there is so much that our members accomplished and have every right to be very proud of. A highlight of just some of the great things that have happened and what you accomplished is below.

Training

We conducted a lot of training and we sent our members to a lot of training – and for that we have a much more prepared and much more competent Fire Rescue Department. We completed live fire training; structural fire search operations training; vent, enter search operations training; forcible entry training; fire sprinkler system control; bailout survival training; Incident Command training; water rescue training; EKG training; TraumaHawk landing and operations; Ebola awareness training; and training on new Zoll monitors. We conducted over one hundred hours of leadership development training. We held the three Driver Engineer courses, Fire Service Hydraulics, Fire Apparatus Operator, and Fire Service Aerial Apparatus, here at the department and eleven of our members attend. We held three of the four Company Officer certification courses, Company Officer, Strategies and Tactics 1, and Course Delivery, here at the department and ten of our members attend. We have nine members who obtained their State Fire Pump Operator certification. We trained all of our Drivers in company fire inspections processes. We have five members who obtained their State Fire Officer I certification. In all, in 2014 our members completed over 50,000 hours of training.

Retirements

While we hated to lose such great talent, we acknowledge the many great years of service and celebrate the rewards of retirement for Battalion Chief Peter Codispoti (25+ years); Division Chief Brian Fuller (20+ years); Lieutenant Roger Bassett (25+ years); and Lieutenant Scott Comer (24+ years). In addition, Firefighter Wayne Dorcas, who had over 32 years of experience in the fire service also decided to retire from the fire service.

New Hires

We have hired some incredibly great new people here at Palm Beach Fire Rescue. In 2014, the following members joined our team: F/F Angel Sronce; F/F Brad Fabben; F/F Eric Legore; F/F Robert Wood; F/F Chase Davis; F/F Brad Schell; F/F Christopher Lucas; F/F Christopher Pommells; F/F Christian Dick; F/F Jason Stern; F/F Nei Silva-Filho; F/F Tyler Palmer. I keep hearing the same thing over and over from our members; that we are hiring some of the best people ever. Palm Beach Fire Rescue is only a great organization because it has great employees. We are very

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Deputy Chief's Message (con't)

From page 1

fortunate to be able to find the kind, compassionate, caring, hardworking and extremely talented people that we have been able to hire. We look forward to investing in them and helping them achieve their dreams.

Promotions/Assignments

We were able to promote or re-assign some of our top talent to new positions of responsibility. In 2014, Jerry Castillo was promoted to Driver Engineer, Phil Dudley was promoted to the position of Battalion Chief; Division Chief Jimmy Duane was re-assigned to the position of EMS Chief; and Battalion Chief David Burke re-assigned to the position of Division Chief of Training and Safety.

Step Up Qualifications

In 2014, we had a large number of people take the training that was required and then pass the check off process to become step up Drivers or step-up Officers including: Joe Sekula (Battalion Chief); Jill Bassford (Battalion Chief); Jody Sronce (Officer); Gerald Hagin (Officer); Damon Patrick (Driver); Danny Gargiulo (Officer); Caesar Mustelier (Driver & Officer); Alex Mahy (Driver); Scott McCracken (Driver); Oscar Geerken (Driver); Tim Martin (Driver); Juan Reyes (Driver); Gabriel Cadet (Driver); Dany Diaz (Driver); and Jordan Euliss (Driver). These individuals voluntarily spent their time in training, drills, practice, and mentoring sessions in an effort to make themselves more valuable to the organization and to improve their opportunities for the future. Without them, we could not do what we do.

New Equipment

In 2014, we ordered a new Quint Ladder Truck from Pierce. This truck should be delivered in February. We purchased new Zoll X Series monitor /defibrillators. We purchased new iPads and a new electronic logistics system for inventorying EMS supplies and controlled substances. We had a new traffic pre-emption system installed at the major intersections within the Town to allow our responding units to always have a green light in advance of the unit arriving at the intersection. We purchased new Continuous Positive Airway Pressure (CPAP) devices to aid in our treatment of respiratory emergencies. We purchased new AEDs for Ocean Rescue. We purchased a new ATV for Ocean Rescue. We completely re-outfitted the gym at Station #2. And we purchased new tablet computers to use in the field for data capture and reporting.

Public Education

We started a number of new public education programs including Pet CPR; a safety education series at the Four Arts Center; health screening outreaches at condominiums in the south end, and we taught over 400 people CPR. We have begun teaching all of our public assembly occupancies crowd control management. We conducted numerous fire exit drills at the high rise condominiums throughout the Town. We conducted fire extinguisher operation training at numerous businesses within the Town. We even spent time with childrens groups reading stories to kids within Town.

Inspections

In 2014, our crews conducted 749 fire inspections of businesses within the Town. The Fire Prevention Division conducted another 361 inspections. Those inspections found 172 fire code violations that were corrected, resulting in a safer community.

Responses

In 2014, we responded to 2481 emergency calls, an increase of 7% over the year prior. There were 1650 EMS calls, up 14% over the year prior, and 931 fire calls, down 4% from 2013. Of the 2481 calls in 2014, 1082 were high priority calls. In 2014, we

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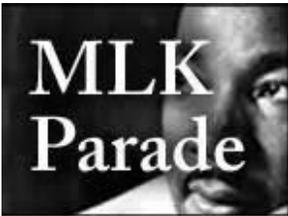
Assistant Chief Update

By Brodie Atwater
Division Chief

It's been another busy month or so here at Palm Beach Fire Rescue. The following information has been compiled in an effort to keep everyone up to date on what's been happening in the Department:



Chief Donatto, D/C Burke, A/C Atwater, B/C Golden and D/C Pompos attended the annual P.B. County Fire Chiefs installation meeting and lunch on December 17th. D/C Burke was installed as the Treasurer for the P.B. County Training Officers Association.



Battalion Chief Golden and other Department members will be participating in the Martin Luther King Memorial Parade to be held in Riviera Beach on January 17th. Anyone interested in participating should contact BC Golden for additional information.

Seven new Multigas detectors (4 gas monitors) and 5 universal pump probes have been received by the Department. These units will replace older model which can no longer be repaired.

Five new Hydrogen Cyanide detectors have been approved for purchase and have been ordered.

Santa was delivered to the main Breakers hotel building by Engine 1 on December 24th as part of the annual Christmas Eve celebration. Thanks to all who participated in this process, you always make the department look good.

Three new AEDs have been purchased for the Ocean Rescue department. These new units will be registered in the department Heart Safe program and training will be provided for their use.

Water quality testing performed by P.B. County on December 16th indicated a high level of bacteria in the ocean at Midtown Beach. Ocean Rescue supervisor Pollock conducted a re-testing of the water on December 17th and delivered the sample to a local approved testing laboratory. The second sample showed no harmful bacteria present in the water and beaches were re-opened on December 18th. The high bacteria count is very unusual for Midtown and the testing agency suggested that the first sampling may have indicated a false positive.

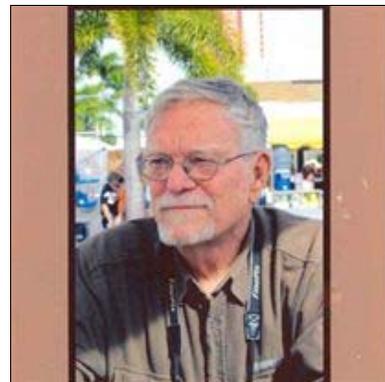
Meetings have been conducted by Public Works to prepare for the upcoming re-nourishment of the main Midtown beach area. Ocean Rescue will work closely with the Town and contractors to ensure that the beaches are kept safe at all times during the process.

Planning had been mostly completed for the upcoming Public Safety Open House to be held on February 17th. This is a great event that allows the public the opportunity to get a better idea of all of the services and capabilities of the department. This event also allows for the public to tour our station to see how personnel live during their 24 hour shifts.

The Genesis extrication equipment is scheduled for preventative maintenance to be conducted by a representative of our equipment vendor. This service is designed to keep our equipment in top operating condition.



Funeral services were held on December 18th for retired Assistant Chief James Walker. The services were held in Ft. Meyers. Chief Walker served on the department from 1961 to 1986. A/C Atwater attended the services to represent the department and several retired members were also present (Wayne Lindros, Ed Jennings, Tom Graham and Chuck Benjamin). Chief Walker's family was very appreciative of PBFR participation in this event. It was a great experience to hear our retired personnel reminisce about Chief Walker and the department. 🕯️



Operations Update

By SEAN BAKER

Lieutenant

The new Friction Force Portable Forcible Entry Prop has been delivered to Fire Station 1 and is ready for training. With the arrival of this valuable piece of training equipment we have a unique opportunity to experiment with different skills and tactics in a controlled environment. This heavily reinforced door prop is constructed from steel and is designed to take a beating for many years to come. With our renewed focus on forcible entry training, now is an appropriate time to discuss some basics. There are many articles and videos available online to augment the training, but the basics will always be relevant.

One of the basic duties of fire service members is to perform some sort of forcible entry. Sometimes it can be very easy, while at other moments it can be extremely difficult and challenging. The basic techniques are almost ancient these days with the advent of hydraulic forcible entry tools. This is why today's firefighters are not as proficient in forcible entry as our predecessors, who were forcing doors conventionally on a daily basis. Granted, occupancies are more heavily secured but basic forcible entry procedures will always apply, at least in theory.

Remember, the rabbit, or the forcible entry saw may not work as anticipated and that is when you have to really shine. You will now have to use your tools, Halligan, ax, sledgehammer or bolt cutters. The fire is not going to wait for you to gain access to an area, so be sure and know how to use your tools.

The golden rule: Try the doorknob first. The old adage still applies; try before you pry! Another good rule to follow is to try to preserve the integrity of the door when forcing it. You may have to shut it in a hurry to keep fire out of your area or while the engine waits for water. You may have to also control the door to allow occupants to escape from the fire building. Always try to do the least amount of damage to the door, and for non-emergencies try to gain access from a window or by using a ladder. Remember, this is art and not science. The best technique is the safest, most efficient methods your crew has practiced before the true emergency happens. 🔥



Deputy Chief's Message (con't)

From page 4

responded to 31 fires, a 23% decrease from the year prior. Our property loss for 2014 was \$1.25 million, with almost all of it from the fire on Prima Vera in November 2014. In 2014, we undertook a project to reduce the number of False Alarms Palm Beach Fire Rescue responds to on a daily basis. We responded to 517 false alarms in 2014. We were able to reduce false alarm responses by 10% from 2013 to 2014. We responded to 25 cardiac arrests in 2014, an increase of 32%. We treated 15 cardiac alert patients, more than double the count for 2013. We treated 21 stroke alert patients and 7 trauma alert patients in 2014.

It is important to look back and take stock of the good things that happened and the great work accomplished in 2014. Those good things can help give us the energy and drive to accomplish even more in 2015. I am incredibly proud of the accomplishments and work that each of you has done over the past year. Imagine what could happen if we took all that's good about us and resolved to expound upon those gifts in 2015. This potential truly makes me look forward to an even greater 2015. 🔥

EMS Division

By **JIMMY DUANE**
Division Chief

As we begin the New Year we start to set goals for what we want to accomplish in the immediate future, as well as throughout the year. Palm Beach Fire Rescue is fortunate to have outstanding well-trained EMT's and Paramedic's. In addition to our personnel, our equipment is among the best the market has to offer with the latest technology. With that being said, we are continuously searching for new and better ways to improve patient care and outcomes. There are many new programs being instituted throughout this year, some of which we already use, however seek to improve and some we wish to begin.

Under the direction of Dr. Scheppke, new EMS protocols were established. After several months of evaluation and review by peers, the final product was printed and distributed to all EMTs and Paramedics. Most of the medication changes have already arrived and are ready for distribution with the remaining set to arrive in the coming days. The goal for full implementation will be January 21st.

Procedure 314, New paramedic Evaluation and Sign-off Program was established in 2011. This policy was established as a formalized process for new Paramedics to systematically follow, demonstrating proficiency through verbal and practical evaluations. Once complete, the Paramedic will be authorized to operate independently on an ALS unit. This year, with the help of the Training Division, Procedure 314 will be placed in our Target Solutions training program. This will enable the Paramedic to properly document all completed work while capturing their hours of training.

With the help from Lieutenant Bortot, the Training Division has been working on a comprehensive EMS skilled-based training program. Similar to Paramedic programs, the skills will be accomplished through practical and written evaluations on skills sheets. Each aspect of the training will encompass a thorough review of our medical protocol used and equipment necessary to complete the task. This evaluative process will give the department and each individual EMT/Paramedic an understanding of the competency level of personnel and the need for further training. New Paramedics will be able to use this in combination with the Paramedic Evaluation and Sign-off Program.



In the coming months, the department will order new Stryker Power Pro stretchers for each front line Rescue. The care and maintenance of these units have afforded us an extra year of useful life, however the time has come for full replacement. Because this device is considered a high liability item, the department will continue to use only the best of its kind.

The best type of training in the absence of the real thing is accomplished through simulation. The department recently acquired a state of the art ALS simulation manikin capable of producing voice, breath sounds, pulses and movement. This manikin gives the department a 3rd unit, giving each station their own to practice on. Designated areas will be established soon so that permanent training props will be readily available at each fire station. A mini simulation lab will be established at station 2 in the old EMS office. In this lab, the computer run manikin will be placed on a small bed. The room will be set up to give personnel a lifelike scenario of real life situations. In addition to daily training, it will also be used in concert with outside instructors we contract with for training.

For several months we have used Operative IQ for a multitude of functions such as; Inventory management where supplies are checked and ordered, asset management, which helps track our equipment usage and needs and controlled substance tracking used to track daily usage and security of the controlled substances on each ALS unit. The program has helped the department with record keeping and automation, however not to its full potential. In the near future, inventory management will be established so that daily, weekly and monthly checks will automatically generate needs reports for supplies. This process will eliminate the need for overspending on medical supplies by reducing the inventory to an amount that is only used, however that can be easily replenished when needed.

Palm Beach Fire Rescue received new Panasonic mobile tablets through the Florida EMS Matching Grant program toward the end of last year. In the very near future, these tablets will take the place of the current laptop on the Rescues. Presently, information gathered on scene has to be manually documented in the reporting system; this at times leads to errors. Once in place, the

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Administrative Update

By **DARREL DONATTO**

Division Chief

A New Year is the time for setting new resolutions. While, personally, I don't make resolutions, I do set new goals each year for myself. Likewise, we have set some clear goals for our administrative team to reach.

I always maintain a healthy fear when setting goals. Goals should be a stretch to achieve, meaning that they require some significant effort to achieve. Goals should make a difference if achieved, otherwise why pursue them. Goals should be aligned with our organization's overall vision and mission.

To create these goals, we spent time thinking about our vision [To create an organization that the community loves and that our members love.] and our mission [To provide for a high-quality of life for the residents and visitors to the Town of Palm Beach through the protection of life and property, provision of pre-hospital care for the sick and injured, and mitigation of man-made and natural emergencies.] and the opportunities that exists for us to reach our vision and fulfill our mission.

Here are our Fire Rescue Administrative Division goals for 2015.

Palm Beach Fire-Rescue will identify high potential future leaders and will invest in them through training, education, and mentoring programs.

Palm Beach Fire Rescue will implement an EMS skills based training program to improve the medical proficiency of our members. This program will include the use of high fidelity simulation mannequins to create a realistic training environment.

Palm Beach Fire Rescue will implement new technology in the field to capture real time patient care information, to directly integrate medical device data into our patient care reports, to provide members in the field with access to past medical record data in an effort to improve patient care, improve billing collection, and to provide better documentation.

Palm Beach Fire Rescue will develop a patient follow-up procedure whereby calls are made to patient's 3 to 6 days following their emergency call. Fire rescue will identify any current needs, assess patient satisfaction, seek opportunities for improvement, and express sympathy.

Palm Beach Fire Rescue will develop and implement a task

book system for each operational position. The task book system will unify training, ensure operational proficiency, ensure compliance with industry standards, reduce risk, and document training for analysis.

Palm Beach Fire Rescue will improve our inter-agency relationship with the Police Department through joint training, unified processes, unified procedures, and unified operations.

Palm Beach Fire Rescue will fully implement an internal asset/inventory control system that tracks assets and inventory, reduces waste and helps control inventory costs, improves compliance with required maintenance procedures, and improves organizational efficiency.

We look forward to working with everyone to make these goals a reality and together – to make Palm Beach Fire Rescue better. 🔥



Training and Safety Division

Filling the shoes of the ones before you can always cause stress and worry. In my case, it is no different. I am following two of the most respected Division Chiefs in PBFR history, Roger Lane and Jimmy Duane. Chief Lane brought no nonsense training back to our department with the core NFPA drills, helped introduce escape devices, and inspired all of us to develop and maintain a service attitude. Chief Duane has taken our training hours to a pace that requires attention to detail by all. He instituted more live fire drills, tapped into the vast uses of our training software program, and inspired our own to become instructors willing to conduct training for others. I have a great deal of respect for both of the Division Chief's before me and their work ethic. For that reason, I will keep much of what they created, but in the spirit of excellence we all know change is inevitable and necessary for success.

There is truly an infinite amount of possibilities for creating, attending, and applying training in the fire service. We are incredibly privileged to have the ability to seek knowledge of our own interest, and attend these training offerings whether hands on, classroom, or distance learning.

There are hundreds of firefighter friendly colleges across the country and many in our area. These schools may offer a scholarship tuition rates for public safety employees, and may extend accelerated or shift schedule class offerings. I encourage each of you to enroll in a college level course. The course choices can be for degree seeking, promotion, continuing education or all of the above. Again, the possibilities are infinite.

Ocean Rescue

By **CRAIG POLLOCK**
Lifeguard Supervisor

Over the month of December lifeguards had to close Mid-Town Municipal Beach to swimming on December 9th as Palm Beach and much of South Florida's coastline received a large swell (waves) out of the Northeast direction. Waves on Tuesday morning December 9th reached heights in the 10 foot range; it was the biggest surf to hit South Florida since Hurricane Sandy in 2012. Lifeguards Jose Ruiz, Ryan Zabovnik, Mark Myhre teamed up with Town beach cleaner Mike Murdock to secure lifeguard towers and move them out of the way of a fast approaching high tide. Their efforts and team work helped save all three lifeguard towers and all condition signs along Mid-Town Beach.

Beach attendance saw a really significant spike as things got closer to the holidays around December 20th for two weeks straight Mid -Town Beach saw large crowds as tourist packed the shoreline. Ocean Rescue is happy to report, that no major incidents occurred during the Holiday break. 🇺🇸

How about the National Fire Academy? Many of you have heard me speak about this great institution and the incredible opportunities that exist for knowledge seekers. The NFA is free and will equip you with new expertise! The experience will also give two things that are unexpected to first time students. First is the networking gained through all of the new friends and interesting colleagues met at the sprawling, historical campus. You will meet people and stay in touch with them for years to come. Second, is the renewal for your love of the job.. Learning of other areas of the country and how they do business, their culture, and their problems and successes will invite you to be thankful for what you have and curious to find success you have not yet enjoyed. This fantastic institution offers classes to those of every rank, what they do not supply is the initiative to apply and attend.



During the next few months there will be an initiative by the Training Division to develop, implement, and maintain a 3 year training calendar. The calendar will bring organization, better record keeping, increase credential renewal success, and provide "at a glance" training awareness and commitments. We will also begin to use Target Solutions in a more efficient manner. Lieutenant Mike Marx has worked closely with the vendor to learn new data input and retrieval techniques.

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Fire Prevention

By **TIMOTHY POMPOS**

Division Chief

In the month of December, the Fire Prevention and Life Safety Division completed 259 fire prevention activities with the assistance of Fire Operations shift personnel. On December 17, 2014, Lt. Mark Bradshaw conducted a Fire Drill at the Breakers. In addition, Battalion Chief Keith Golden and Lt Sean Baker and his engine company delivered Santa Claus at the Breakers on December 24, 2014. Also on December 29, 2015, Lt. Scott Symonette and his engine crews provided the Four Seasons hotel with a guest Firefighter Adventure Day. The activities included viewing the fire engine along with what it's like to be a firefighter by trying on gear and operating a fire hose.



On December 28, 2014, in San Antonio, Texas five people were killed along with at least 20 people hospitalized from a fire at a high rise senior-living apartment complex. Authorities say that routine false fire alarms plagued the 11-story building which contributed to delays in the evacuation of the occupants. Its incidents like these that reinforce the need to collectively take a proactive approach in reducing our false fire alarms in the Town. Please educate the occupants when the opportunity presents itself to provide them tips on how they may prevent false fire alarm activations. Some of the tips may include the following: showing them how to place the fire alarm system on test/off line mode; ensuring all fire protection devices

are cleared (such as loose/faulty wiring, inadequate power, and water leaks); establish occupant verification for their property; and showing them how to cancel an accidental (false) alarm along with having proper code or a code word.

The Fire Prevention Division is working with the P/Z/B Department and Fire Alarm companies to ensure the enforcement of the new Florida State Statute 553.883, regarding smoke alarm devices in one-family and two-family dwellings and townhomes. Effective January 1, 2015, a battery powered smoke alarm that is newly installed or replaces an existing battery powered smoke alarm must be powered by a non-removable, non-replaceable battery that powers the alarm for at least 10 years. The battery requirements of this section do not apply to a fire alarm, smoke detector, smoke alarm, or ancillary component that is electronically connected as a part of a centrally monitored or supervised alarm system. Fire Operations personnel should convey to the occupants during a false fire alarm that they may want to replace their existing smoke devices with a new ten year battery device. Alarms with the non-removable batteries may only cost as much as \$10 to \$15 more to purchase.

Recently, the Fire Prevention Division completed a Special Assignment Overtime class for four new hires. The training included a power point presentation by Fire Marshal Tim Pompos along with on-site field training by Assistant Fire Marshal Michael Curcio. Any recent new hires that have not received their SAO training shall make arrangements through their assigned Battalion Chief to attend an SAO class. If you have further questions in regards to any Special Assignment Overtime details or training, please don't hesitate to contact us. 🔥

EMS Division (con't)

From page 5

tablets will automatically document all vital signs and EKG information from the Zoll. In addition, the computer aided dispatch (CAD) data and time of entry will be automatically populated. The patient's documentation (i.e. driver's licenses) will be easily scanned into the tablet and through its Wi-Fi capabilities, a report will be provided to the receiving facility. Once completed, manual data entry will be eliminated, which will improve data quality, healthcare service delivery and improved documentation of response times.

Many of our personnel have helped lead the way for the many changes we have experienced and look to experience this year. Together, through hard work, training and your input, future changes and programs will prove to be very successful. ✨

Battalion Chief's Message

By **KEITH GOLDEN**

Battalion Chief

I recently had a conversation with friends and they asked me, "What would you do if you were trapped in an elevator"? As I thought of my response, my mind reverted to my job at Fire Rescue and what we do; so as I thought for a second I responded with conventional wisdom. My response was "First I would push a floor or "door open" button. If I am stuck, the elevator obviously will not move but the doors can still be opened. Secondly, I would most likely start looking for an emergency phone, because most elevators have these enclosed in a section along the wall. If one were not available, I would look for and press the emergency call button by holding it down or pushing it 2-3 times quickly to ensure that I get someone's attention; then wait a few seconds before trying again. Now if you can imagine three adults who have used elevators for most of their lives intrigued by the answers as if they never heard or thought of it before now continued by asking what if that doesn't work? I told them to bang on the door with a shoe or other hard object or even use a key to tap and make noise in an effort to get help. Yelling could be effective but be mindful to stop and listen for a response and if it doesn't work calm down, relax and try your cell phone to call 911. Once the Fire department arrives things happen very differently depending if the occupants are hurt or in distress.

When responding to these emergencies we need to understand that problems with elevators often arise from defective or non-functioning electrical or mechanical devices and equipment with electrical problems being the most frequent.

INCIDENT: A stuck elevator with trapped passengers not in immediate danger and no evidence of injury.

Note: Conditions shall be monitored constantly; an INCIDENT may escalate to an EMERGENCY.

EMERGENCY: A situation where one or more of the following exist:

Fire endangering passengers in a stuck elevator.

Passenger of stuck elevator injured.

Passenger of stuck elevator in panic

Note: In the event there is evidence of injuries to trapped persons, the officer in command shall request the response of additional units for assistance and the Battalion Chief.

The sequence of initial actions are the same however, at an EMERGENCY, additional removal techniques are acceptable in lieu of waiting for the assistance of an elevator mechanic or Building Manager. All elevator operations begin with locating the elevator car and then initiating PRIMARY removal procedures.

LOCATING THE ELEVATOR CAR

Locate the car using the following:

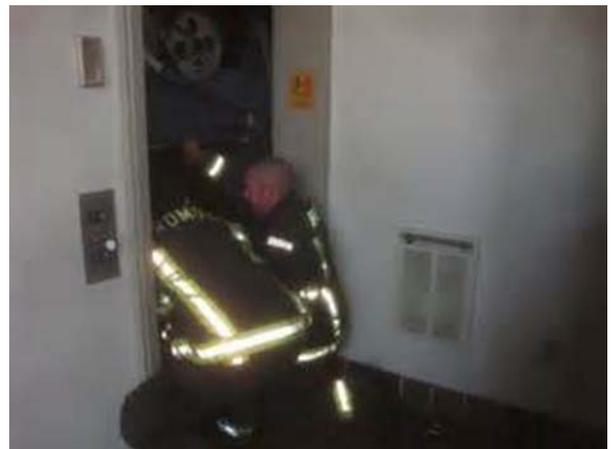
Lobby control panel - check floor indicator.

Communicate with passengers-they may be able to give their approximate location. Methods of communicating with passengers:

Elevator car telephone.

Elevator car intercom.

Call or yell up hoistway, or speak through elevator car and/or hoistway doors.



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Battalion Chief's Message (con't)

From page 9

Note: If emergency bell is ringing, instruct the car passengers to deactivate the alarm and emergency stop button. A ringing bell can cause anxiety, confusion and hamper communications.

*BEFORE any attempt is made to remove a passenger from an elevator, power must be DISCONNECTED in the machine room and then restored to see if it alleviates the problem.

- To avoid electrical arc injuries, stand to one side and look away from the disconnect when operating the switch.

- Wear your protective gear and your portable radio

If normal operation is not restored then LOCK OUT/TAG OUT must be performed

•Whenever possible, maintain firefighter presence in the machine room during the incident to make sure the power is not inadvertently restored. The mainline disconnect switch must be turned to the off position and a lock and tag installed on the disconnect switch in order to prevent anyone from turning the switch to the on position. The mainline disconnect switch is located in the elevator machine room.

Open the hoistway door at first floor with elevator key and look up shaft with a flashlight. Key devices for elevators are usually required at the lower levels and may be present at all levels.

Primary removal procedures are simple approaches performed without turning off the elevator power. There are two types of primary removal procedures- the order in which they are tried is not important.

The first type of primary removal procedures is to check whether simple electrical contacts might have been broken.

IMPORTANT: If the passengers have activated the Emergency Stop Button, they must be instructed to deactivate it- otherwise these procedures will not work.

Have a passenger press Door Open Button. If the car is level with the landing this may open both the car and hoistway door.

Press lobby call button.

Instruct passengers to insure the car door is fully closed. Have a person push the door towards the closed position.

Have members physically close all hoistway doors on the shaft. Air movement in shaft may have opened an interlock cutting power to the car.

Check the hoistway doors in the vicinity of the stuck car first.

The second type of primary removal procedure is activating Firemen Service if available. Firemen Service will override the Emergency Stop Button.

Activation of firemen service - Inserting FD operation key into key switch located adjacent to elevator door at lobby, and switching from NORMAL to FIREMAN SERVICE will recall all elevators to the lobby. The stuck elevator may return to the main lobby and open its doors.

Firemen Service should be deactivated when the car responds by returning to the lobby or if it's clear that the car isn't responding.

If Primary Removal Procedures fail, have building manager or maintenance personnel to summon an elevator mechanic. 🔥



The Measure of a Leader

By Lolly Daskal, Founder

Lead from Within

December 30, 2014

Ask a hundred people what great leadership looks like and you will probably get a hundred different answers.

But there's only one truly important answer, and that's the one that comes from within you.

As leaders, we need to hold ourselves accountable as we do others.

To accomplish that, we must assess our leadership from time to time.

Think of what kind of leader you want to be and then measure yourself against these questions:

Do your actions express your true character?

Do you lead by your values and your beliefs?

Do you focus on what is important?

Do you admit when you make mistakes?

Do you take responsibility when you are wrong?

Do you blame others for your mistakes?

Do you hold yourself accountable for your actions?

Do you lead with humility as much as influence?

Do you work on your leadership skills?

Do you make time for self-reflection?

Do you take responsibility for your leadership?

Do you work on your own leadership development?

Do you measure up to who you want to be? If not, what will you do about it?

When you take the time to see how you measure up, you are opening yourself up to new opportunities for change and growth.

When you increase your capacity for self-awareness and self reflection, you increase your capacity for meaningful purpose.

Measuring ourselves, assessing our actions, evaluating our behavior—these things offer us endless opportunities to begin doing things differently.

Lead From Within: Great leadership is not something we experience, it is something we create—and that is why we must always see how we are measuring up.



The Heart of Leadership: Courage is Required

By **MARK MILLER**

Great Leaders Serve
August 21, 2013

Years ago, when I began the process of writing *The Heart of Leadership*, I identified dozens of leadership character traits. In my attempt to create a short list of the most essential, I decided Respond with Courage had to be included. Courage is the catalyst for great leadership.

Without courage, our leadership is latent, unseen and nothing more than unrealized potential. Leadership without courage is not leadership at all. It is courage that puts leadership into play. Its presence in our lives empowers us as leaders; its absence quickly disqualifies us as someone people want to follow.

Courage is needed virtually every day in the life of a leader. Courage is needed to...

- Establish a bold vision.
- Confront big problems.
- Allocate resources strategically.
- Deal with difficult people.
- Stay the course when things get hard.
- Make decisions without all the information.
- Challenge the status quo.
- Bust bureaucracy.
- Get out of your own comfort zone.
- Make unpopular decisions.
- Break with tradition.
- Tell the whole a truth.
- And the list goes on and on and on – forever!

One additional benefit of becoming a leader who responds with courage: our courage will be contagious. Our courageous response in challenging and difficult situations will embolden those we lead.

If we are going to lead well, courage will be required.

The question you may be asking, “What if I’m not coura-

geous?” First, I don’t think courage is a binary function – meaning you either have it or you don’t. I think it is much more complicated.

For me, I find my courage is situational. As an example, I may be very courageous when facing questions of strategy. To say, “Burn the boats” and move into uncharted waters is usually not that difficult. However, I often have trouble finding the courage to make hard people decisions.

The other complicating factor about courage is that it’s not a constant. Even in arenas where you are typically courageous, you may find, from time to time, your courage waning.

The bottom line is simple – you and I need courage to lead well. The more courageous we can become, the better we’ll lead. If we can’t muster significant courage in the day-to-day situations like the ones I mentioned earlier, we’ll forever limit our influence, our impact and our leadership.

Courage may seem like a good idea to you but you may be wondering, how to make it so in your life and leadership. In *The Heart of Leadership*, I share several ideas how we can grow our ability to Respond with Courage. For today, I’ll offer one tip: be courageous in the little things.

I know this may sound strange, but think of courage like a muscle. The more you use it, the more you’ll strengthen it. Look for opportunities throughout your day to respond with courage. Here are a few examples...

When you’re in a meeting and you have a question, ask it.

When you see a problem, confront it.

When you hear of a new cross-functional team being formed that you’d like to be a part of, volunteer.

When you make a mistake, own it.

When someone treats you poorly, forgive.

Decide today that you will become a more courageous leader and begin talking small steps every day. When you do, you’ll be amazed at the effect.



Photos and announcements



Probationary training-Lt Bortot and F/F Dick deploying the 2.5 inch preconnect.



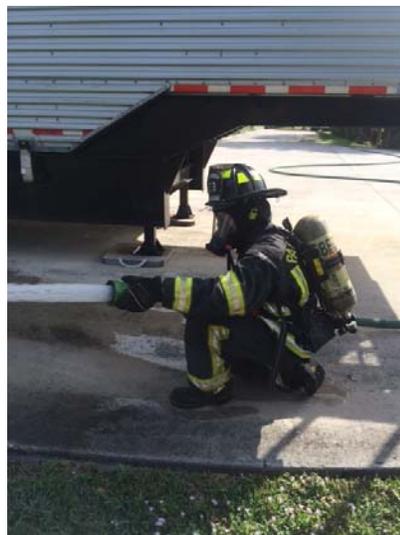
Lt Bortot and F/F Dick flowing water



F/F Palmer deploying the 1.75 inch preconnect.



F/F Stern managing the Kelly loop.



F/F Palmer flowing water.

Awards Ceremony

PALM BEACH FIRE RESCUE AWARDS CEREMONY

Date: 02/06/2015

Time: 9:00 am

Palm Beach Fire Rescue will be conducting our Annual Awards Ceremony to recognize personnel who bring honor to themselves and the Department through heroic or meritorious acts.

All personnel and families are invited to attend.



Battalion Chief Peter Codispoti, Lieutenant Roger Basset, Division Chief Brian Fuller Retirement Party Combined 73 years of service



WHERE
Brogue's
621 Lake Ave Lake Worth FL 33460
(561) 585-1885



DATE January 17, 2015



TIME 1800-???

Arrive early for Happy Hour and Appetizers



Christina Codispoti
codispotic@yahoo.com
Teasha Fuller
dolphin8173@yahoo.com



“Doesn't matter if the glass is half-empty or half-full. All that matters is that you are the one pouring the water.”

Mark Cuban

Blast From the Past



Mike Curcio, Roy Griffin, Wayne Lindros, George Ojea, Bruce Petterson, Pete Codispoti and Ray Daley

Training and Safety Division (con't)

From page 7

Mike's great effort will help us to better capture and maintain the training hours and certifications earned by all. Our 3 year training calendar initiative and Target Solutions will work seamlessly to ensure all of our hard work and innovation is documented for recognition on many levels.

Our training hours will change. This is not a prediction; it is an order from the Deputy Chief. Our hours will change because we will document them and connect them to our credentials/certifications, our Company Officers will document all training correctly, and all 68 of us will make it our daily concern to ensure we are getting credit for what we do. This isn't a bad thing...it is our opportunity to show what we do! We will continue to partner with Palm Beach State College, West Palm Beach Fire Rescue, Palm Beach County Fire Rescue, and others to ensure our employees are well trained and equipped. Live fire, confined space, hazmat, vehicle mechanical rescue, high rise, and marine training will all continue. These trainings will appear on the 3 year calendar, allowing those interested and qualified to instruct the opportunity to step up and do so.

We have purchased exciting new Incident Command software allowing all levels to improve fire ground communications and decision making. Digital Combustion software coupled with the technology of our Smartboard at PBFR Station 2 will provide an excellent training and leadership experience, educating our future leaders.

The training opportunities are here for those who seize them. Educate yourself, practice, train, research and communicate...before you know it you will be the expert. This can happen not just in our sandbox, but in a larger market. My hope and vision for this department is to become the respected specialists in what we do. It starts with passion, and stays with passion. 🔥

DECEMBER DEPARTMENT STATISTICS

Training Hours

A Shift	505
B Shift	582
C Shift	476
Total	1,563

Fire Prevention

Inspections	146
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Ocean Rescue

Visitors	23,534
Town Ordinance Enforcements	179
Preventative Actions	178
Jelly Fish Stings	73

FIRE and EMS

FIRE Calls	76
EMS Calls	183
Transports to Hospital	120

JANUARY BIRTHDAYS:

Jose Ruiz	1/01
Nancy Roedel	1/14
Nei Silva Filho	1/20
Oscar Geerken	1/22
Craig Johnson	1/22
Darrel Donatto	1/25

JANUARY ANNIVERSARY CELEBRATIONS:

Richard Buttery	1/09	26 years
Brodie Atwater	1/30	26 years
Brian LeBrun	1/04	16 years
Darrel Donatto	1/20	11 years
Lacie Nicole Flynn	1/06	06 years
Brad Fabben	1/06	01 year
Eric Legore	1/06	01 year
Angel Sronce	1/06	01 year
Robert Wood	1/06	01 year

EMPLOYEE OF THE MONTH 2014:

January	Frank Mavigliano	July	Willie Bonfante
February	Michael Marx	August	Deryl Buckeck
March	Joe Sekula	September	Scott McCracken
April	Mark Bradshaw	October	Michael Curcio
May	Willie Bonfante	November	Danny Dunnam
June	Ryan Zabovnick	December	Michael Marx

Employee of the Month— Michael Marx

Lieutenant Marx has served in the Palm Beach Fire Rescue organization for over 10 years. He is currently assigned to the Central Fire Rescue Station on "C" shift in Charge of Engine 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 and February 2014, 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.

Recognizing the importance of documentation, Lieutenant Marx has immersed himself with the Target Safety program. Mike attended a training session while off duty at Palm Beach County Fire Rescue, working closely with the Target Safety representative, Division Chief Duane and Division Chief Burke to ensure the training credentials are tied to training. This process has assisted in the preparation for the departments ISO audit, requiring an incredible amount of Lieutenant Marx's time and effort.

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 December 2014 Employee of the Month Award.

