



# The All Hands

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

October 2015

Volume 3, Issue 10



## In This Issue:

Deputy Chief	1
Adm. Update	2
Ocean Rescue	2
EMS Division	3
B/C Update	5
Training & Safety	6
Fire Prevention	7
Photo Ops	11
Dates and EOM	12

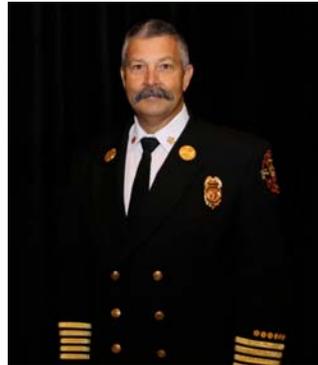
## Special points of interest:

- Positive Attitude at work
- Ground Ladder Skills
- Rapid Intervention Crews
- New Hires

## Deputy Chief's Message—Talent Alone is Never Enough

By Darrel Donatto

Deputy Chief



Talent and skill are extremely important in the fire service. You must know what you are doing or you run the risk of harming yourself or others. This is one of the main reasons we focus so much of our time and effort on training. We want the citizens of our community to remain safe and we want the members of our department to remain safe. But – talent is never enough when it comes to determining one's success.

John Maxwell, an internationally recognized leadership expert, speaker, coach, and author wrote a great book (actually he has written many great books) that I would highly encourage each of you to read: Talent is Never Enough.

In this book, Maxwell points out that many people have natural talent or they develop talent, but that talent is a mere starting point, not a final destination. Success comes from being intentional; from making choices that set you apart from all the others who also possess talent. As I read Maxwell's book, I think about how what he has to say relates to success at Palm Beach Fire Rescue. Maxwell offers 13 traits that he has identified as traits of a "Talent-Plus Person" or someone who has the character traits to rise to greatness. Some of those traits almost directly align with the elements found in our performance evaluation system – which should not be of any surprise – as we are looking for traits that produce greatness when we evaluate employees.

Maxwell identifies passion as an important character trait for success. He says that "passion energizes your talent" and describes passion as the "Foundation for Excellence." People who are passionate about what they do are contagious. They help make those that are around them passionate about what they do. Likewise, there are those who are negative and lack love for what they do and these individuals will drag those around them down and make them negative as well. We highly value employees who are enthusiastic about their work and who act in a way that furthers the organization's interests. Maxwell is correct in his assertion that passion is the foundation for success – here or elsewhere in life.

Another key character trait for success is initiative. Maxwell says that initiative is often the difference between success and failure and that talent, no matter how much, never reaches its potential without initiative. There is no doubt that self-motivated and proactive people do better in life and in work. People who just do what they are asked to do or just what they are required to do never reach their full potential. If you want to stand out, you must go beyond that what is needed to just do the job. It is easy to do, but it is amazing how few do it. Maxwell groups people into four categories as it applies to initiative:

*Continued on page 8*

## Administrative Update

**By Brodie Atwater**

Assistant Chief



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

- All required claim paperwork was completed for the Horton Rescue that was damaged beyond repair by fire. The unit has been picked up by a salvage company. Chief Duane and the apparatus committee have been evaluating potential replacement apparatus. They are reviewing several different manufacturers and unit configurations.
- Required annual flow testing by an outside vendor was completed on most of the department's air packs. The company will return in the near future to complete this important safety evaluation. This testing was coordinated by the department's SCBA technician, James Weber.
- New bunker gear has been received as part of scheduled gear replacement. The gear is currently being distributed throughout the department and new harnesses will be added soon. The bunker gear currently in use will be cleaned, inspected and repaired and then will serve as back up gear. This back up gear will be available for use when front line gear is contaminated, out for cleaning, or out for repair.
- A touch pad entry system has been added to the bay doors at the south station. This paid will allow for easier access to the bay areas by fire and Ocean Rescue personnel without the need to go through the station.
- An Engine and two Rescue trucks were sent to the Palm Beach County vehicle maintenance shop for annual preventative maintenance and needed repairs. This service is performed on all of the department's apparatus. The service includes a detailed check of all vehicle systems as well as any needed repairs and required maintenance procedures.
- The vehicle exhaust system upgrade by the Magne Grip company continues. System components have been added to the existing rails systems and rails have been repositioned so that exhaust removal drops are available for each apparatus. An outside vendor has added all required vehicle exhaust diverters and adapters. They have also added system transmitters to all Rescue units and are in the process of adding transmitters to the suppression units. Personnel should be connecting the system to all apparatus at this time and reporting any deficiencies to AC Atwater. The entire system should be up and running within the month.
- An Opticom traffic interruption signal transmitter has been added to Ladder 97. All apparatus are now outfitted with this technology, which will allow for traffic to clear out in front of responding units by activating traffic lights in advance of their arrival. The department has budgeted for additional Opticom installations in the current fiscal year which will allow for the inclusion of an additional seven intersections into the system. With the additional units, traffic interruption technology will control the great majority of traffic lights in Town, allowing for a safer and faster response to emergency calls.

## Ocean-Rescue

**By Craig Pollock**

Lifeguard Supervisor

After the Labor Day weekend beach attendance started to subside on the weekdays with weekends staying fairly busy. For the first half of the month of September swimming conditions at Mid-Town Municipal beach were good with lifeguards flying the Green Flags (Low Hazard). The second half of the month saw an increase in wave activity as a North swell came ashore to the Palm Beach coast. As the waves increased so do the threat of rip currents. Rip currents account for more than 80% of rescues performed by ocean lifeguards. Rip Currents are powerful, channeled currents of water flowing away from the shore out to sea. They typically extend from the shoreline, through the surf zone, and past the line of breaking waves. The best way to stay safe is to recognize the danger of rip currents and always swim at beaches with lifeguards. When caught in a rip current it is imperative that you stay calm and don't try to swim directly towards shore. Instead swim parallel to the shoreline until the current begins to lose strength and then swim back to shore. As we move in to Fall and Winter the threat of rip currents will increase along the Palm Beach coast.

## EMS Division

By Jimmy Duane

Division Chief

As we begin the new fiscal year, future EMS training is currently being planned for the year. The goal is to continue with the EMS modules with advanced airway, followed by trauma assessments. In addition, this year we will be conducting PHTLS training for all personnel, which will be scheduled mid-year. Station 3 has been working on their EMS training room, additional props and aids are currently being planned to aid in training. Station one has begun to do the same, utilizing the unoccupied dorm room.

The purchase of our new Rescue is progressing. Recently the committee met with Demers Ambulance Corporation, who was in town with a demo unit similar to what we are looking at purchasing. The vehicle will be mounted on a Ford F450 (2) wheel drive chassis, which will be equipped with the new liquid spring suspension. This new suspension will offer a smoother ride while responding and transporting. In addition, when loading patients or during morning vehicle checks, the suspension can be easily dropped to a clearance of 6" from the ground.

The safety aspect is one of the primary missions as we spec this vehicle. Some important features that will be included in our purchase are, the new EVS track seat, which will give the attending Paramedic/EMT the ability to remain seated and belted during transport. The single seat is built on a track system that slides along the stretcher and can be rotated for maneuverability. Traditionally we have installed cameras to assist the driver when backing. An additional camera will be placed in the patient compartment area, giving the driver the ability to be aware of the location and status of personnel during transport. To help the driver maintain constant visibility on the road, a heads up console will be included in the vehicle. This provides easy access to the rescues switches and touchpad, while letting the driver keep their eyes on the road for increased safety. Because the tire size is smaller than our traditional rescue's, the working height of the vehicle and height of the compartments are increased. Demer drops the side of the vehicle far below the frame, decreasing the ground height and increasing the compartment space on the exterior.

The vehicle is something different than we have ever purchased. We have had some good experiences with vehicles, while others not so good. Though this is a large change from what we are used to, I am confident that once you drive the vehicle and work in the patient area, you will quickly realize that this change is good. The vehicle layout is very efficient and practical, set up for the benefit of patient care. The interior compartment design increases countertop space and provides easy accessibility to supplies. The driving is far more maneuverable, tighter turning radius and smoother drive. The delivery of the vehicle is expected to be around March of next year.



## How to Have a Positive Attitude at Work (While still being yourself)

By Chrissy Scivicque, August 1, 2015

Posted at: <http://www.eatyourcareer.com/2011/08/positive-attitude-at-work/>

My former co-worker (let's call her "Ruth") always saw the negative in everything. When an idea was presented, she was the first one to say, "That won't work." Fair enough. But she never offered alternatives. She never looked for solutions. She never, ever gave anything or anyone the benefit of the doubt. Ruth was an absolute nightmare to work with.

I understand that some people are just naturally more positive than others. And I truly believe that every operation works best when there are a wide variety of personalities in the mix. But negativity for its own sake rarely serves a purpose. And people who can't demonstrate a positive "can do" attitude in the workplace are truly damaging their career future.

In a recent survey, negative attitude was listed as the fifth most common career limiting habit. Not surprising. Who wants to work with a sour puss? What company wants to reward (i.e., promote) that kind of behavior? Negative people, at best, stay put. At worst, they're shown the door.

**Why Attitude Matters** - You may be thinking, "What's the big deal? I'm just being honest. I have to voice my opinions and be myself. I don't do the fake stuff."

That's fine. No one's asking you to fake it...much. The workplace is a living, breathing organism and everyone impacts it. Your negative attitude can bring down the entire thing. It's as contagious as an airborne virus.

Now, let me also be clear: Voicing a dissenting opinion, speaking assertively and saying "no" are not inherently negative. You can—and should—embrace your individuality and your professional power. But your delivery has a huge impact. Done in the wrong way, these things can certainly appear negative.

There are, however, a few simple strategies to keep in mind that will help you demonstrate a positive attitude, while still being yourself in the workplace:

**Smile** - It's amazing how powerful a smile can be. It actually changes your brain chemistry. Even if you don't feel like it, try to smile regularly throughout the day. Others will respond to you more favorably and you'll naturally feel more positive.

**Seek Solutions** - Negative people see obstacles. Positive people look for solutions. Instead of pointing out a challenge and waving the white flag of surrender, approach it like a puzzle. How can we turn the situation around? How can we fix the problem? How can we make this work? It's fine to be skeptical, but bring your own ideas to the table as well.

**Remain Professional** - Negativity comes from a place of emotion: Frustration, anger, disappointment, etc. Do your best to set these feelings aside. The workplace is a professional environment—it's your responsibility to act professionally. That means using tact and diplomacy, stating facts before feelings, and finding ways to get the job done—even when it's uncomfortable.

**Respect the Team** - Negativity sucks the energy from those around you. Give your team members the respect they deserve. Even if you aren't feeling particularly positive, focus on the bigger picture. You're a part of the team and your attitude matters. A little effort goes a long way.

Negativity is like a boomerang: It always comes back to you. Likewise, the more you project a positive attitude, the more positivity will come your way. You don't have to pretend to be someone else. Just recognize the powerful force that is your attitude, and use it to your advantage.

## B/C Update—Captivator Hydrant Lock

By Keith Golden

Battalion Chief

### Locking Hydrant Caps throughout the County

In a recent mutual aid training exercise, it was brought to our attention that, due to theft and Homeland Security issues, Palm Beach County water utilities has implemented the use of locking hydrant caps. These caps spin freely without coming off. The Captivator system is a locking cap (all 3 caps) that can be visually identified with a stainless steel “Lock Barrel” in the center of the nut. It is designed to be used with the Captivator wrench.



### Using the Captivator Wrench

In the event we are water supply in a mutual aid situation, recognizing this cap is going to save time establishing a water supply. If we have access to the tool from a county unit, unlocking the cap is pretty simple. Just place the end of the tool over the part of the lock that is exposed, squeeze the handle in the middle of the tool and pull. At this point, the cap will operate like any normal cap.



### If you don't have access to the Captivator Wrench

It is more likely that we will not have access to the Captivator wrench. If that is the case, we have been advised to break the cap. It is a fairly simple procedure and can be done with our standard hydrant wrench. Strike the cap several times until the outer cap cracks. Once cracked, break the outer cap away. Once the inner cap is exposed, place the square end of a standard hydrant wrench into the exposed slot and remove

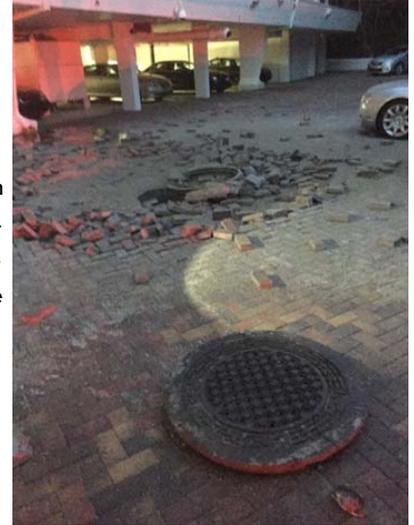


## Training and Safety Division

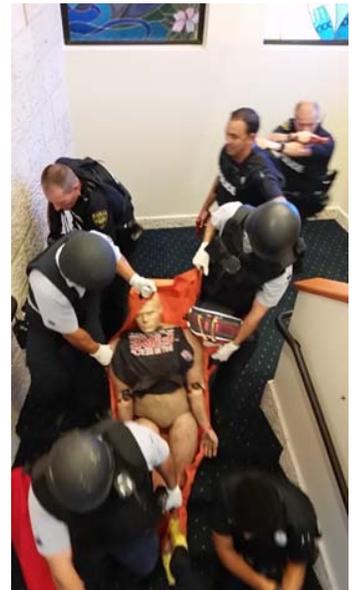
By Dave Burke

Division Chief

Becoming the expert for your crew, shift or department with regard to new equipment and procedures is absolutely invaluable. Keeping that in mind, we have seen a few calls in our community that are completely relevant to our recent training subjects. A recent call for an electrical emergency at a large condo building in zone 2 proved just the type of emergency to use our skills and equipment. The electrical emergency was caused by an electrical supply line finding an unintended path to ground in or near an underground service vault. The fault resulted in a rapidly expanding release of energy causing a manhole cover to blow off the vault and the surrounding paver bricks to be catapulted into the air, raining down on a few parked cars. Thankfully the emergency was in the early predawn hours and nobody was injured. The lesson here is how we responded. We used our knowledge, ability and equipment in the right sequence and manner to ensure our personnel and residents remained safe. The crew immediately used the Hot Stick to monitor for electrical presence, the 4 gas monitor to sample for explosive gas, and followed the electrical emergencies procedure coupled with the high rise procedure. Using the systems we have in place and becoming the “expert” on a something we use will lead you and your crew toward the goal of safely mitigating emergencies



Every Wednesday in October Fire Rescue and Police personnel are participating in a Public Safety Active Shooter Drill. The intent of the drill is to build hands on skills using already learned tactics from our training with Palm Beach Sheriff Office earlier this year. The drill is giving us the opportunity to evaluate new gear and establish effective and expedient operations with our partners at Palm Beach Police as well as our joint Communications Center. The drill is held at Temple Emanu-El of Palm Beach with on duty Fire Rescue, Police and Communications personnel participating in real time. We have adopted equipment and procedural ideas from local departments and lessons learned reports on the national level. Crews traded bunker gear and fire helmets for body armor and battle helmets, used new patient moving devices, were exposed to new medical treatment equipment, and practiced movements within a structure while being protected during foot-travel by heavily armed police personnel. Many things were learned and ideas cultivated and honed to improve our response and operations. Unfortunately our nation has experienced far too many of these types of tragedies, we can only prepare as a way to prevent and mitigate in case it happens in our community.



## Fire Prevention—Making a Difference

**By Tim Pompos**

Fire Marshal

In the past four years, the Fire Prevention Division has successfully reduced false fire alarm activations from 694 (October 1, 2010 thru September 30, 2011) to 393 (October 1, 2014 thru September 30, 2015). Unwanted fire alarms pose a major problem for the fire service. In 2009, United States fire departments responded to an estimated total of 2,177,000 false fire calls. Of those, 77 percent were due to unintentional activations or system malfunctions. These fire responses have a real cost to Fire Rescue Departments and the communities nationwide in terms of allocating resources, maintenance, fuel consumption, lost productivity, risk and liability exposures. Under the risk and liability exposures, it was estimated that 29 firefighter fatalities were a result from responding to false fire alarm calls for the last 10 years ending in 2009.

In October 1, 2010 through September 30, 2011, our department responded to 694 false fire alarm calls, which accounted for 26.6 percent our call volume for Fire and EMS responses.

Realizing our department had a serious false alarm problem, Deputy Fire Rescue Chief Donatto and Fire Prevention worked together to establish a list of the top 50 occupancies with the most false fire alarm occurrences. The list included commercial and multi-family occupancies, along with single-family residential properties.

The Fire Prevention and Life Safety Division researched literature from the Fire Protection Foundation along with NFPA journal files on how to reduce false fire alarm activations. Also, Fire Prevention reached out to other Fire Rescue Departments, locally and nationally like Las Vegas and Plantation Fire Rescue Departments to provide us ideas how to eliminate unwanted fire alarm calls. Over the next three and half years through hard work and dedication the Fire Prevention Division met individually with each property to address and resolve their false fire alarm issues. In addition, we teamed up the P/Z/B Department and Palm Beach Community Managers Association to provide several false fire alarm prevention classes to condominium managers and general contractors. On residential properties, we individually met each homeowner or their property manager in providing them assistance in mitigating unwanted false fire alarm activations.

Some of the key items that the Fire Prevention Division developed was a false fire alarm prevention checklist along with an authorization letter to allow for property owners/managers the option of occupant alarm verification for their properties. NFPA 72 Fire Alarm Code allows for supervising stations (fire alarm's central monitoring company) to verify alarm signals from occupancies with fire alarm systems to notify the occupant prior to contacting the local jurisdiction if such verification will not delay reporting by more than 90 seconds. Occupant alarm verification would only be allowed for smoke or heat detector activations, excluding any water flow signals and pull station devices. Occupant verification is included for all properties (residential and commercial) that can provide 24 hours a day, 7 days a week on-site verification such as a homeowner, property manager, doorman, housekeeper, maintenance person, or security guard.

On September 8, 2014, our department revised our Standard Operating Guideline 516 for Automatic Fire Alarms to allow for fire rescue responding units to be cancelled enroute to a false fire alarm call, provided if Communication Center is notified by the fire alarm's monitoring company that it is a confirmed false fire alarm and a proper code was given. Also, the Fire Prevention Division stepped up and took initiative to follow up with each false fire alarm occurrence within 24 hours depended on weekends and holidays, this helps with the property managers and homeowners to eliminate their unwanted fire alarm activations promptly. Reducing unwanted fire alarm calls has truly been a team effort department-wide. It started with Deputy Fire Rescue Chief Darrel Donatto setting the tone for Fire Prevention to achieve less than 400 false fire alarms responses in a fiscal year. To the fire company officers who responded to the false fire alarm calls in a professional and friendly manner, along with the Fire Prevention Division following up with the property managers or homeowners to ensure that the issues don't keep re-occurring. Now our false fire alarm responses only account for 15 percent of the call volume, it has made our Fire Rescue Department become more efficient and safer for years to come for our personnel and Town residents.

## Deputy Chief's Message (Con't)

*From page 1*

1. People who do the right thing without being told;
2. People who do the right thing when told;
3. People who do the right thing when told more than once;
4. People who never do the right thing, no matter what.

Where would you fall in these groupings? Anyone who does what they must only when they are in the mood or when it is convenient isn't going to develop their talent or become successful.

While you may know what you are doing well, it takes practice to hone your skills to perfection and practice to maintain those skills over time. Practice is another of the traits identified by Maxwell as being essential for success. There is no doubt that we highly value training here at Palm Beach Fire Rescue. We do a lot of training – and everyone participates; but not everyone participates the same. We value those who participate in a professional and enthusiastic manner. Training as a professional means training like what you are doing really matters – because it does. Lives are at stake in our business; our lives, the lives of those we protect, and the lives of our co-workers. Training is very serious business and must be approached that way at all times. Maxwell says nothing is interesting if you are not interested. The person who approaches training like every moment matters and who trains with enthusiasm will stand out and be noticed. Likewise, those that don't will be noticed as well.

The final trait I will highlight here is character. Maxwell says that "character protects your talent." Maxwell describes characters as: "Character is what they think and never share with others. It's what they do when no one else is watching them. It's how they handle failure and success." Character is essential to success. People with character adhere to the highest ethical standards by displaying honesty, trustworthiness, and professional integrity. They consistently act in accordance with department policies, procedures, and regulations. They follow directions and accept personal responsibility for their actions and statements. Maxwell suggests that you can demonstrate positive character by not giving up or giving in to adversity. If you want your talent to take you far, then don't quit under duress. Don't give up in the midst of a storm. Don't bail out in the middle of conflict. Every time you face adversity and come through it with your core values affirmed and your integrity intact, your character becomes stronger. And he says always "DO THE RIGHT THING."

While I have highlighted a few traits that can lead to one's success – Maxwell covers all thirteen of the traits he identifies as making someone a Talent-plus person. His advice for the reader is wise and I would encourage you to his book if you are interested in growing as a person and a leader. Your growth is the organizations growth – and with that growth - together we can make Palm Beach Fire Rescue better.

## Congratulations



Congratulations to Kathryn and Anthony Ranieri on the birth of their beautiful daughter Abigail Grace born on 10/9/2015.



## Rapid Intervention Crews

By Phil Dudley

Battalion Chief

One of the most important jobs on a fire ground is Rapid Intervention. Often crews are disappointed when given this assignment. Regardless, these crews need to be proactive and ready to go into action to save our own. The proactive Rapid Intervention Crew (RIC) has the following actions and responsibilities on arrival:

- Preform 360 degree size up of the building

- Monitor radio traffic

- Ladder the building in multiple locations for secondary egress (especially where crews are known to be working).

- Soften structure (identify and prepare openings for additional means of egress)

- Secure utilities

- Remove hazards

- Prepare staging location for tools

- Have handline dedicated to RIC

- Review PIP if available

In the upcoming weeks Palm Beach Fire Rescue will be rolling out a new Rapid Intervention Crew SOG that has been adopted by the departments within Palm Beach County. The new SOG was developed by a committee comprised of members from a majority of departments including Palm Beach. It has since been adopted by the Fire Chiefs Association of Palm Beach County. The new guidelines identify the need for a recommended number of personnel assigned to RIC or RIG (Rapid Intervention Group) depending on the size of a structure as well as having a "Ready Rescue" available when crews are working in IDLH for an extended amount of time. In the next few months we will be training on the changes within the new County Wide Rapid Intervention Crew guidelines.



Lt. Reyes and Jackson Cunningham (Christine Cunningham's son) doing hose evolutions.

## Congratulations Mike Perez for Passing your Paramedic Exam

Congratulations to Firefighter/Medic Mike Perez who passed his paramedic state exam on September 29. Firefighter Perez attended EMT, Fire and Paramedic school all at Palm Beach State. Firefighter Perez was hired here at Palm Beach Fire Rescue on 07/13/2015. At the start of his employment Firefighter Perez was still in medic school and graduated medic school on August 21. Great Job on passing the state test.



## New Hires

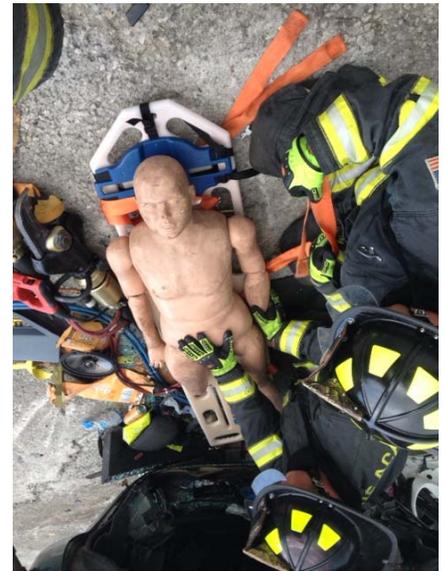


My name is Michael Gallagher and I was born and raised in Southern Illinois. At the age of 18, I left home to serve my country in the U.S. Navy where I actively participated in both Operation Enduring Freedom and Operation Iraqi Freedom. I currently live in Delray Beach, and I'm happily married to my beautiful wife Jennifer. We have two dogs, Rusty and Maci, who are like our children. In my spare time I enjoy working out and spending time with my family. I am very excited to be a part of the Town of Palm Beach. Being a Fireman is something I'm very passionate about, and I look forward to my career that lies ahead!

My name is Chris Wetherington. I am originally from Atlanta, Georgia, however now I currently reside in Fort Lauderdale, Florida. At the age of 19, I enlisted in the United States Marine Corps in September of 2008. During my time in the service I deployed to Afghanistan twice in support of Operation Enduring Freedom. I was honorably discharged in September of 2012, which was when I decided to pursue a career in the fire service. In 2013 I attended EMT & Fire School at Broward Fire Academy. After completion of Fire school, I began the Paramedic program at Coral Springs Fire Academy in October 2014. I am set to finish Paramedic class in December of 2015. I am very thankful to have the opportunity to serve the residents of Palm Beach.



## Photo Ops-Extrication Training at the Junk Yard



## Recruit Training



You can't have a good day with a bad attitude, and you can't have a bad day with a good attitude.  
-Positivelifetips.com

TRAIN  
LIKE YOUR  
LIFE  
DEPENDS  
ON IT

**Ability**  
is what you are capable of doing.  
**Motivation**  
determines what you do.  
**Attitdue**  
determines how well you do it.

## SEPTEMBER DEPARTMENT STATISTICS

<b>Training Hours</b>	
<b>A Shift</b>	<b>802</b>
<b>B Shift</b>	<b>560</b>
<b>C Shift</b>	<b>805</b>
<b>Total</b>	<b>2167</b>

<b>Fire Prevention Inspections</b>	<b>188</b>
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<b>Ocean Rescue Visitors</b>	<b>17,178</b>
<b>Town Ordinance Enforcements</b>	<b>134</b>
<b>Preventative Actions</b>	<b>71</b>
<b>Minor Jelly Fish Stings</b>	<b>199</b>

<b>FIRE and EMS</b>	
<b>FIRE Calls</b>	<b>92</b>
<b>EMS Calls</b>	<b>96</b>
<b>Transports to Hospital</b>	<b>63</b>

## OCTOBER BIRTHDAYS:

<b>Caesar Mustelier</b>	<b>10/03</b>
<b>Jody Sronce</b>	<b>10/14</b>
<b>Danny Dunnam</b>	<b>10/22</b>
<b>Stephen Montoya</b>	<b>10/22</b>
<b>Stuart Grimes</b>	<b>10/29</b>

## OCTOBER ANNIVERSARY CELEBRATIONS:

<b>Sean Baker</b>	<b>10/99</b>	<b>16 years</b>
<b>Brian Matzen</b>	<b>10/08</b>	<b>7 years</b>
<b>Alejandro Mahy</b>	<b>10/12</b>	<b>3 years</b>
<b>Scott McCracken</b>	<b>10/12</b>	<b>3 years</b>
<b>Brendon Andrews</b>	<b>10/13</b>	<b>2 years</b>
<b>Jordan Euliss</b>	<b>10/13</b>	<b>2 years</b>
<b>Gabriel Cadet</b>	<b>10/13</b>	<b>2 years</b>

## EMPLOYEE OF THE MONTH 2015:

<b>January</b>	<b>Oscar Geerken</b>	<b>July</b>	<b>Mark Myhre</b>
<b>February</b>	<b>Mark Bradshaw</b>	<b>August</b>	<b>Frank Mavigliano</b>
<b>March</b>	<b>Don Taylor</b>	<b>September</b>	<b>Steph Mavigliano</b>
<b>April</b>	<b>Tim Pompos</b>	<b>October</b>	
<b>May</b>	<b>Brian Matzen</b>	<b>November</b>	
<b>June</b>	<b>Danny Garguilo</b>	<b>December</b>	

## Employee of the Month—Stephanie Mavigliano



Stephanie Mavigliano has proudly served as part of the Palm Beach Fire Rescue organization for over twenty-one years. She was previously awarded Employee of the month for November of 2005 and January of 2013.

Stephanie is an incredible employee in loyalty, helpfulness and eagerness to do the best job possible at all times. She has consistently found the energy to always be positive and full of life. Her communications skills are precise and leave others with a feeling of pleasure. She is part of the toy drive at St. Peter's Catholic Church, volunteers at All Saints Catholic School and is a Brownies troop helper. At work, Stephanie is a confident and competent coordinator and never fails to try her very best at all endeavors. Her attitude and work ethic have led to her success and have always brought positive results to the Fire Rescue department.

Stephanie has worked very hard, putting in long hours at times, in assisting with the recruitment, hiring and promotional processes for suppression and prevention personnel. She is the point of contact for Fire Prevention when others are unavailable, requiring her to have knowledge outside of her job description.

Stephanie does all things with enthusiasm and professionalism. Her ability to accept change and view all things as new learning experiences and professional challenges inspires others.

Stephanie has flexed her schedule, stayed late and came in early when asked and when operations dictated hard work and long hours. She never complains and always asks how she can contribute more to lighten the load of others. She coordinates and assists in all aspects of the department's annual awards ceremony, plays an integral role in the budget process, coordinates and publishes the department's monthly newsletter. Stephanie's day is seldom routine as she is asked to do dozens of tasks by all members of Fire Rescue staff. She is truly counted upon to complete tasks correctly and above expectations.

Maintaining a constantly positive attitude, Stephanie always finds a reason to be happy and of service. She conducts herself with professionalism and compassion, always finding a way to give praise or thanks to others. Stephanie is highly moral and reminds others of ethical standards making her a great asset to the Town of Palm Beach and the deserving recipient for the September 2015 Employee of the Month Award.

