

The All Hands

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

July 2013

Volume 1, Issue 7



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Deputy Chief's Message

By **DARREL DONATTO**

Deputy Chief

By time this newsletter is published, the Department's Proposed FY2014 Budget will have been submitted to the Town Council by the Town Manager, a study of the Department and its operations, along with a number of significant recommendations for efficiency will have been submitted to the Town Council. Moreover, the new Priority Dispatch System will be in effect, new response assignments will be prompted, a new Lieutenant will have been promoted, a senior Lieutenant will have retired, and a new system for transferring data directly out of the Zoll and into EMS reports will be in the final stages of implementation. Change is a new constant for us at Palm Beach Fire Rescue.

We can never be satisfied with just doing as good as we did yesterday, we need to continue the pursuit of excellence and strive to get better where opportunities exist. It is especially important that our front line people

look for ways to make the organization better – and that we as a management team listen to our front line people when they offer suggestions. Our front line people are smart, experienced, and know what our customers want and what our employees need to make Palm Beach Fire Rescue better.

At Palm Beach Fire Rescue, we are committed to creating an organization that the community loves. We do this by providing exceptional quality in our service – both from a technical and a customer experience perspective. You know that – and you deliver on that commitment every day. But we cannot assume that what we did yesterday was enough. We need to strive to find ways to exceed the expectations of the public we serve. We need to find ways to make the place in which we all work a better place to work. And, we need YOU to do that.

We need people to be courageous. Try new things, expect mistakes, step outside of

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Administrative Update

By **DARREL DONATTO**

Deputy Chief

The Town's Proposed FY2014 Budget has been submitted and is under consideration by the Town Council. The Fire Rescue overall FY2014 Proposed Budget represents an increase of \$285,338 to a total amount of \$11,309,331. This increase is largely due to increase cost from wage increase and pension cost increases.

The FY2014 Proposed Budget also includes the elimination of 3 vacant/frozen Fire-

fighter positions, the elimination of the EMS Billing Technician position which was outsourced to a private company, and the sharing of the Fire Prevention Office Assistant position with PZ&B. The Department's Training Budget was increased by \$11,500 to cover additional training at the new Palm Beach State College Training Facility. Overtime to cover minimum staffing was increased to \$150,000.

As a part of this year's budget process, a

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Administrative Update

	Proposed FY2014	FY2013	FY2012	FY2011	FY2010	FY2009	FY2008
Total FR Budget	\$11,309,331	\$11,023,993	\$11,187,310	\$14,024,819	\$13,703,380	\$13,384,816	\$12,713,785

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thorough study of department operations and subsequent recommendations for improvements were made. All of the proposed recommendations have been accepted by the Town Manager and are supported by the Town Council. They include:

FY2014

- Sharing Fire Prevention Office Assistant II position with Planning Zoning and Building
- Use of Dry Sprinkler Powdered Aerosol (DSPA) Devices by both Fire and Police
- Implementation of Fire and Medical Priority Dispatch

- Reduction of Resources sent to Residential Automatic Fire Alarms (300 incidents per year)
- Reduction of False alarm calls received. (Reduction of 200 false calls per year).
- Expansion of Community Education, CPR and AED programs, and prevention efforts.
- Elimination of 3 vacant/frozen Firefighter positions through attrition
- Closest Unit Response / Automatic Vehicle Location
- Purchase of a new Quint Fire Apparatus to replace an Aerial Tower and Fire Engine

FY2015

- Reallocation of one position from Central Fire to North Fire
- Reduction in minimum staffing during off peak hours

FY2016

- Reorganization of the management structure
- Civilianize Fire Prevention Division

The efforts here are focused on making Palm Beach Fire Rescue better, not bigger, by doing our very best to provide exceptional service in the most efficient manner possible. 🔥

EMS Division

By **BRIAN FULLER**
Division Chief

With the recent nighttime closure of the North Bridge, personnel are encouraged to review the Flagler Bridge response plan and the Aeromedical Transport Bridge Disruption plan in anticipation of an incident(s).

During the last month a representative from the department's EMS billing contractor EMSMC conducted training over a three day period on a number of topics regarding EMS transport billing. Personnel responded with a number of very valuable questions. Personnel are encouraged to continue the thorough

documentation of patient information to maintain success.

Atropine is once again difficult to obtain and Ketamine does not look like it will return anytime soon. We have been successful in obtaining Dextrose 50% using the multi-state purchasing cooperative program established earlier this year where other communities continue to struggle obtaining this life-saving medication.

The departments medical director, Dr. Kenneth A. Schepke, recently conducted another successful Rapid Sequence Induction (RSI) class at the North fire station for several crewmembers.

Furthermore, the on-duty crewmembers were able to additionally train on the new King Vision video laryngoscopy devices .

The EMS Division will be seeking individuals soon to volunteer for an EMS improvement committee. One of the first orders of business will be to take a look at the medical devices we currently carry, and offer guidance as to whether or not there has been any advances in the technology. We will also be looking at replacing our current 12 lead EKG monitors. 🇺🇸

Deputy Chief's Message

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your comfort zone, move boldly forward without knowing the outcome, eschew popularity, accept new assignments gladly, embrace challenges, and catch others when they fall.

We need people to speak up. Speak up in meetings, asking tough questions, admit when your wrong, swallow defensiveness, listen carefully, don't whine, offer suggestions, confront conflict, and respect others' points of view – just do it constructively and with the intent of making Palm Beach Fire Rescue better.

We need people to take action. Whenever you encounter a problem – you should feel empowered to fix it, or if you can't fix it – to offer ideas on how it can be fixed. Whenever you see an opportunity to be nice to someone in the community – you should seize the moment and “be nice.” Whenever you

come across a way to make work more fun – while still accomplishing the work we need to do – you should do that.

We need to bind together as a team. Share knowledge and expertise, step in to help others, commit to a common goal, accept responsibility, provide honest feedback, challenge your team members, push for better results, show compassion, support other people personally and professionally, and celebrate our successes.

We can't be satisfied with how the current state – we need to work together to make Palm Beach Fire Rescue better. We need YOU to be courageous, to speak up, to take action, and to stick together as a team.

I want tomorrow to be better than today and I am sure that you do as well. The great ideas are out there. I am listening... 🔥

Battalion Chief's Message

By DAVE BURKE

Battalion Chief A Shift

Fair and accurate performance appraisals are a department goal. I stress they are a department goal, because the people who comprise the organization want to be judged fairly; and the management (also part of the organization) need the appraisals to be accurate. So how do both groups of the organization get what they want? The answer is as simple as the answer to nearly all problems in this organization, and in life in general....stay positive.

Let's say you are four months from your annual performance appraisal, and you haven't documented or achieved as much as you planned for the year. It's not too late. Don't feel deadline stress or panic, begin documenting the past months and record all significance. Continue your diligent documentation throughout the remainder of the appraisal period. Giving your eval-

uator information to justify marks and comments is the first step in helping yourself. When giving information, read the category and the description to ensure you are providing information relevant to the topic. Try and give specifics that hit the benchmark words.

All of the advice listed can be used for Lieutenants conducting appraisals as well. Giving specific, relevant information will ensure the appraisal is not returned for light content or inaccuracies.

DO's

- Begin documenting as early in the appraisal period as possible.
- Use your strengths and don't be afraid to mention your weaknesses, especially if you have made improvements.
- Check in with your evaluator periodically to ensure you are on track. Officers should discuss their pro-

gression toward Individual Performance Goals with B.C.

DON'T's

- Provide fluff for justification. Instead be specific and factual.
- Expect high grades for unrelated actions. An example would be attending a funeral for a fallen firefighter or retiree; I would hate to think someone would attend a funeral just to claim it on a performance appraisal.
- Provide unrealistic goals or be too afraid to set even one goal.
- Procrastinate! 🔥



Training and Safety Division

By **JIMMY DUANE**

Division Chief

As the summer months are upon us, heat becomes a major factor with training. Be sure to hydrate prior to and during training. The crews have and continue to step up their game with company training and probationary training. Bringing in new Firefighters has given everyone a chance to get back to the basics, and begin a fresh start. The MTT is now available at Station 3 for companies to use. Officers are encouraged to take advantage of the opportunity and use this valuable resource as much as possible.

Starting on July 15th, the Fire Rescue Department will start two more candidates, who will begin with a one week orientation, followed by shift assignment as the extra Firefighters on Engine 1 where they will continue to train with Lieutenant Dudley and Firefighter Dorcas. Please welcome both of them as the

Department is very happy to have them onboard.

Fire Rescue crews took part in live fire training at Palm Beach Community College Fire Academy in June. With the help of (6) of our employees certified as Live Fire Training Instructors. Crews were taught several valuable methods and techniques all during real life situations. Their state of the art facility will provide Fire Rescue with priceless training in the months to come and give us the opportunity to practice lifesaving skills. The feedback received was very positive. More related training will take place in August and September.

Each shift personnel are reminded to take the time to ensure that your bunker gear, (your primary protection while operating in a hazardous atmosphere) and your tools (your most valuable asset which helps you perform your job to the best of your ability) are in top condition. If there is a tool on the rig that needs

cleaning, painting, or a handle re-wrapped, take care of it immediately. The fire trucks and the tools have historically been the pride of the fire service, keep this important tradition going.

Many of you have submitted ideas for training, most of which have already been or will be done in the future. If there is a class that you would like to teach department wide, submit your suggestions to me for consideration. 🔥



Fire Prevention Division

By **TIMOTHY POMPOS**

Division Chief

The Fire Prevention and Life Safety Division would like to thank everyone for completing all the assigned residential Knox Box inspections forms. In the month of June, we completed 124 fire prevention inspections with the assistance of Fire Operations shift personnel.

While completing assigned fire company inspections, Company Officers need to check and verify all BTR's (Business Tax Receipt) are up to date and posted in the place of business. Please notate any deficiencies in the occupant report attached to the fire company

inspection report.

Also, Company Officers make sure all turned in Pre Incident Plans forms have your rank, name and the date completed at the bottom of the page.

In regards to testing fire hydrants, please take the opportunity to check out some of the construction sites throughout the Town. It's an excellent way to pre-fire plan on the residential and commercial properties like



the Breakers and 1200 South Ocean Blvd.

Just a friendly reminder, all hydrant inspection forms need to be completed and returned through the Battalion Chiefs to the Fire Prevention and Life Safety Division no later than July 15, 2013. 🔥

Change is the New Constant

By the16percent on July 10, 2013

<http://the16percent.wordpress.com/2013/07/10/change-is-the-new-constant/>

Today is the fifth anniversary of the Apple app store, which doesn't sound like a big deal until you realize how dramatically mobile apps have altered the way we live.

I have a meeting today at a location I have never been to, so when I get in the car, I will enter the address and follow the directions provided automatically. As I start the engine, I will hear a song I like on the radio and open an app that will immediately tell me the artist and name of the song and save it, so I can come back to it and buy it later. Since I am not familiar with my destination or my route, I will use an app to help me find a local Starbucks for my morning cup of coffee.

I will pay for my coffee with my electronic wallet app that not only lets me pay with my phone, but tracks my loyalty points. While drinking my coffee,

I will use my travel app to check on the status of my son's flight which arrives late in the day. Once I arrive at my meeting, I will use my timer app to make sure that my meeting stays on schedule. When I break for lunch, I will use my calorie counter app to evaluate which meal I select.

You get the picture. Mobile apps have completely altered our daily routines. They have transformed the way we live life – and the way we do business. Today there are over 750,000 apps available for Apple and over 800,000 available for Android. By the end of the year, it is predicted that over 1,000,000 will be available for each. But what is stunning is not the number of apps available or even the way we have become so dependent upon them.

What is truly stunning is how fast they have transformed our world. Five short years ago, they did not even exist! But it is not just mobile apps; breathtaking change is happening on every front. And it is not just that things are changing; it is that the nature of change itself is changing. The pace of change is

shaking the very foundations of how we do business and live our lives.

Unfortunately, too many of our organizations are using technology, organizational structures, and operating policies that were designed for a world that no longer exists. Old world organizations who still think that change management means learning to tolerate and endure change will increasingly be victimized by the change and will sink further and further behind with each day that passes until they are so far out of sync with the new world that recovery is almost impossible.

“16% organizations” recognize that **change is the new constant**, and they are investing in **creating an organizational culture that anticipates, embraces, harnesses, and channels the change rather than being victimized by it.**

*Written by: Ron Holifield
CEO, Strategic Government Resources
governmentresource.com*

Ocean Rescue

By CRAIG POLLOCK

Lifeguard Supervisor

Over the month of June Mid-Town Municipal Beach lifeguards had to hoist up Yellow Flags that indicates medium hazard due to moderate surf and Rip Currents on 15 days out of the month, lifeguards flew the Red Flag a total of 2 days (a Red Flag indicates High Hazard due to high surf and/ or currents) and Green Flags were flown 14 days in the month of June (Green flags indicate calm conditions).

Typical water conditions for the Summer months are usually calm, however so far this Summer there has been a steady South-

easterly wind blowing keeping the surf chopped up in the 2-4 foot range. Summer months also bring in the afternoon thunderstorms which include dangerous lightning. In the event of lightning, lifeguards will ask all beach patrons to exit the beach and seek safe shelter. 🚫



How Prepared Are You?

Posted by Jason Moore on May 14, 2013i

<http://fireofficermentor.com/2013/05/14/how-prepared-are-you/>



I know it has been a while since my last post, but a newborn and final semester of a graduate program are fairly demanding. I apologize and look forward to getting things back on track in the next month or so. With that out of the way, I figured I would kick off with a subject that hits close to home for me.

Personal preparedness is something many people take for granted, especially fire officers. This concept applies to more than your ability to perform at an emergency scene. Whether preparing for the shift, promotion opportunity, or hardship we all lose focus and suffer from a lapse in preparedness. The question then becomes... who is responsible for your preparedness? This is a double edged sword in many cases, as one would hope your peers and supervisors would take it upon themselves to help you but it is ultimately your responsibility. With that being said, we often need our peers and supervisors to help us prepare making the issue complicated.

When it comes to relying on others to prepare you, there are several ways to look at the situation. First, in a perfect world, everyone would want their peers and subordinates to reach their potential, thus freely offering their assistance in preparing you. That is probably not always the case making option two more likely. In option two, you are highly motivated to improve yourself and need to find a mentor or teacher to help you reach the next level. They serve as a sounding board for ideas, allow neutral party "vent" sessions, and point you in the right direction when reaching a career crossroad. In this scenario you can settle for what you have or network to find someone that will invest in you. Many of my mentors and teachers have never been in my chain of command. I started this website as an attempt to open channels for those without local opportunities to find someone who would help prepare them to step up and be the fire officer our career field desperately needs. Other great places to find these solid foundations include: fire conferences, other departments, other agencies, higher education providers, and community service organizations.

It is easy to blame others for your lack of preparedness, and in some cases those people do share some of the blame however, no one will look out for you like you! I have never relied on someone to take me to the next level or set me up for success. Success is accomplished through hard work, foresight, and tenacity. When opportunities present themselves, grab them and run with it. Accept failure, learn from it, and grow as a person, leader, and officer. The next time you are sitting around flipping through the TV channels, think of the lost opportunity in preparing for your future. Whether taking college classes, reviewing strategies and tactics, or planning your career progression; you must invest in yourself if you want others to invest in you! It is easy to fall into a rut and get comfortable where you are.... it takes courage to pursue something better. The next time an opportunity comes up, don't let your personal failure to prepare cause it to pass you by!

Retiree Locator

By **ANNETTE RICHARD**

Retiree

I started with the Town in December of 1994 working in the Personnel Office (now called Human Resources). Working in HR was a very challenging and demanding job working with all employee benefits, salary and payroll changes, vacation and sick time, greeting new applicants and conducting the entire hiring process. After learning all the positions in the Town and what they did, I decided I really wanted to become a firefighter. Little did I know what a challenge that would become? After two long years of many challenges and overcoming obstacles, I was hired as Firefighter EMT in October 1998. Ten years later, I retired from the department in 2008.

I started with the Town as a Personnel Secretary and was promoted to HR Assistant, then transferred to the Fire Rescue Department as a Firefighter EMT and later got my Fire Inspector Certificate.

There are so many memories that come to mind working for the Fire Dept. but the challenge of becoming a firefighter at the age of 42 is definitely something I will never forget. The physical challenges for women in the fire department are tough enough but being 42, short (5'1"), mother of two kids, working full-time, going through a divorce, having a new relationship, and going to the Fire Academy four nights a week

and all day on Saturdays was the **BIGGEST** challenge of my life. My first challenge was taking the Physical Agility Test to get into the Academy; I took that test five times before I eventually passed it. Every time I took it and failed, it became an even bigger challenge for me to do it again. I came that far I couldn't give up now. Once I finally got into the Academy, every night became a new challenge which only made me stronger and work harder. The feeling of accomplishment on the day I graduated from the Fire Academy has been unsurpassed and that memory will last forever.

Favorite Food: Anything seafood (especially lobster bisque!)

My life has never been boring even after retirement. I've always said I create my own turmoil. So as if I wasn't doing enough with my kids, grandkids, and part time jobs, I just opened up a store with my sister-in-law, Kathy, called Second Wind



Coastal Living on East Ocean Avenue in Lantana. It is a unique home furnishing and décor store. We reuse and repurpose gently used furniture giving it new life in unique and creative ways. Our one-of-a-kind designs are fun and very unique. We specialize in Shabby Chic, beach cottage, and coastal décor. We do take consignments of similar décor. So come on in and check us out, I'd love to see you all again.

Second Wind Coastal Living,
211 E. Ocean Avenue, Lantana,
33462 561-557-2188.

If I had to give any advice to firefighters today, it would be to make sure you create another career for your future (besides firefighting) that is less physically demanding. Find a calling and something you enjoy doing for the rest of your life.

Advice to retirees: Stay busy, be creative.....create your own havoc!

In the past 5 years since I retired, I've moved 5 times!! Moved to north Florida with my husband, divorced my husband, moved to Boca Raton and lived with my daughter, lived in my RV for awhile, then moved to an apartment and now renovated and moved back into my original house in Lake WorthFOREVER!



New Recommendations Aim to Improve CPR Quality

Published: Jun 25, 2013 | Updated: Jun 26, 2013

By Elizabeth DeVita Raeburn, Contributing Writer, MedPage Today

Reviewed by F. Perry Wilson, MD, MSCE; Instructor of Medicine, Perelman School of Medicine at the University of Pennsylvania and Dorothy Caputo, MA, BSN, RN, Nurse Planner

This article was produced as part of a news collaboration between:



More than half a million adults and children suffer cardiac arrest each year, and less than 15% survive, making it "one of the most lethal public health problems in the U.S.," according to a new consensus statement from the American Heart Association.

Although CPR is "the cornerstone of resuscitation," the quality of it varies among EMS departments and hospitals, Peter A. Meaney, MD, MPH, of Children's Hospital of Philadelphia and his co-authors wrote in the statement, published online in *Circulation*. "A large gap exists between current knowledge of CPR quality and its optimal implementation."

The authors cited studies reflecting survival rates ranging from 3% to 16% for cardiac arrests occurring outside hospitals and 12% to 22% for those that occurred inside hospitals. Poor-quality CPR, they wrote, is "a preventable harm."

"If we focus on improving quality of CPR, we can save lives," said Meaney. "We can do better."

The focus should include better measurement, training, and systems-improvement processes, the consensus statement authors wrote.

Based on expert opinion and analysis of existing studies, the statement reflects CPR guidelines issued by the AHA in 2010. Among its specific recommendations:

- A chest compression fraction (CCF) of greater than 80%
- A chest compression rate of 100 to 120 per minute
- A chest compression depth of ≥ 50 mm for adults and at least one third of the anterior-posterior dimension of the chest in infants and children
- No residual leaning between compressions
- Limiting ventilation to less than 12 breaths per minute
- Using at least one method to continuously monitor the patient's physiological response to CPR. (The statement recommends using coronary perfusion pressure when both arterial and central venous catheters are in place, diastolic pressure when only an arterial line is present, and ETCO₂ values, when neither arterial nor venous lines are present.)



Action Points

- Note that this consensus statement from the American Heart Association calls for greater attention to and measurement of CPR quality to improve cardiac arrest outcomes.
- Be aware that the recommendations largely parallel the guidelines put forward by the AHA in 2010.

The writing group recommended having at least one method of monitoring the rescue team's performance during CPR and

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CPR Quality

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ensuring that a team leader oversees the effort and delegates tasks effectively. A continuous quality improvement (CQI) approach would be appropriate to assure quality, the statement suggests. The process should include debriefing, checklists, data monitoring, continuous training, and a system that provides feedback to directors, managers, and providers.

The authors also provided a long list of "future directions" that would further advance CPR quality. These include a way to standardize reporting of CPR quality, research on the influence of victim's age and cause of arrest on optimal CPR approach, and determining optimal targets for CPR characteristics and their importance to patient outcome.

Meaney serves as a medical expert reviewer for medical issues unrelated to CPR. Other members of the writing group reported relationships with the Medtronic Foundation, the NIH and NHLBI, the Doris Duke Foundation, Philips Healthcare, Stryker Medical, HeartSine, Velomedix, Resuscor, Zoll Medical, Quant HC, Philips Healthcare, and Laerdal.

Senior Lieutenant Retires

By BRODIE ATWATER

Assistant Fire Chief

On Saturday, July 13th, Palm Beach Fire Rescue said farewell to Lt. John Cuomo. After 23 years of service, Lt. Cuomo celebrated his last day on shift prior to retirement with a full day of visits and reminiscing with both his own family and his PBFRC family. Crews from each station, as well as off duty personnel stopped by to wish John well and talk about shared experiences during his career. Those attending also had the opportunity to enjoy a great Italian meal prepared by Lt. Cuomo and members of the Station 2 crew.

John was hired as a Firefighter in 1991 and was promoted to Lieutenant in 2004. During his tenure with the Department, he became very knowledgeable in finances and investments and served on the Pension Board as one of the Departments representatives. Another of John's passions was Firefighter

safety and survival; he developed and conducted numerous classes and drills teaching RIT and firefighter self-rescue techniques. His training has helped ensure that everyone goes home safely after each shift.

John's outlook on the fire service and his dedication and commitment to the profession is illustrated in the following excerpt from his farewell e-mail to his brothers and sister on the Department:

"Being a firefighter is the best job in the world, it is the noblest profession out there. And that is what you do every day. Remember that every time you put that great uniform on and every time you serve someone who needs your help whether you are pounding on a chest trying to get a heart to beat again or answering a question for directions. I know you may feel it is easy for me to say now but I always felt proud of what I did and who I was and I always felt amazing when I put my uniform on, in

fact when I put my bunker gear on I felt like I was superman. At the end of your days you will be able to remember that you did great things for humanity. No one will ever be able to take that from you."

We wish John all the best in his retirement and future endeavors and recognize his many contributions to the Department. 🔥



Photo Gallery / News and Notables



Display table at the recent Greater South County Road Association "Talk of the Town" Breakers Hotel.



AED signs are being installed within the Town's public buildings indicating locations.

Welcome Our New Employees



My name is Oscar Geerken. I am 29 years old and I was born in Cuba. I have lived in Miami, Florida since 1993 when I immigrated from Cuba. I enlisted in the U.S. Army when I was 17 and I completed 6 years of service, including a tour in Iraq. Shortly after I attended Miami Dade College Fire Academy and Emergency Medical Services Program in order to become a Firefighter/Paramedic.

I enjoy spending my spare time with my wife and 18-month old daughter, working out (cross-fit), running, and fishing. On July 15th 2013 I was hired by the Town of Palm Beach Fire Rescue Department where I am excited to pursue my future as a Firefighter/Paramedic.

My name is Jeff Metts. I am 48 years old and have been in the fire service for about 15 years. Prior to coming to Palm Beach Fire Rescue I worked for Brevard County Fire Rescue. I made the transition to PBFR for a few reasons; its closer to my home in Port Saint Lucie, it pays more, and the upward mobility is greater. I am looking forward to a favorable career.

During my previous career I held several positions such as EMT, Driver engineer, Paramedic, Lieutenant. I hold many technical certifications and also teach part time at Indian River State College as a paramedic instructor.

The majority of my time these days are spent with my 5 year old daughter going to ballet, gymnastics and church. Being a single dad I really don't have much time to myself anymore.

My goal with PBFR is to learn my new job and responsibilities, earn the respect of my peers, and to participate in promotional opportunities as they occur.



Quick Drill: Apparatus Drill for Appliances

Posted May 17, 2013
www.firefightersenemy.com

So, sometimes we need a change of pace or we've had a busy day on shift, but we still need to drill. Or, maybe you're at your volunteer department and you have some guys just hanging out waiting for the next call.

Here is a quick drill that, in many cases, will turn into a great discussion and even progress into some flowing of water or advancing of lines.

As the company officer we are tasked with drilling our company and personnel. It doesn't matter whether your paid or volunteer, the task is the same. For this drill make a list of the hose appliances and equipment you have on your apparatus.



- Give each member the correct name or label for one piece of equipment.
- Make them correctly retrieve it and identify it and to hook it up or deploy it.
- They have to give a little presentation on what it is for, how your organization uses it and a scenario that would require its use. This should include flow rates, friction loss, limitations, capabilities, etc.

This creates some great discussion and is excellent for



reviewing items that are infrequently used but could be critical for our success if needed.

This same format can be used in relation to other tools and pieces of equipment as well. Hand tools, forcible entry tools, hose loads, specific parts on your SCBA, RIT bags and so on. You should get the point by now.

The idea is to get intimate with all of the equipment on your apparatus and to do it as a team.

Another method is to have the crew inventory the entire apparatus. Write each piece of equipment on a piece of paper and tear it off and place into a hat or empty coffee can. Have each firefighter draw a slip of paper and have them write down what compartment its in. After everyone has drawn and written down the compartments, go out and see how you did and explain each piece of equipment you drew.

This is a great familiarity drill and works really well during inclement weather.

Whatever you do, get out and drill.

JUNE DEPARTMENT STATISTICS		JULY BIRTHDAYS:	
Training Hours		Willie Bonfante	07/25
A Shift	171	Dominic Calamita	07/23
B Shift	495	Andrea De La Riva	07/17
C Shift	274	Larry Katz	07/21
Total	940		
Fire Prevention Inspections	124	JULY ANNIVERSARY CELEBRATIONS:	
Ocean Rescue Visitors	20,196	Brian Fuller	07/18/1994 19 years
Town Ordinance Enforcements	210	Don Taylor	07/15/1996 17 years
Preventative Actions	221	Andrea De La Riva	07/23/2001 12 years
Minor First-Aid	3	Michael Grubba	07/19/2004 9 years
Major First-aid	1	Michael Marx	07/19/2004 9 years
FIRE and EMS		Marc Bortot	07/18/2005 8 years
FIRE Calls	97	Anthony Wallace	07/18/2005 8 years
EMS Calls	92	Dominic Calamita	07/12/2011 2 years
Transports to Hospital	58	EMPLOYEE OF THE MONTH 2013:	
		January Stephanie Mavigliano	July
		February Jody Sronce	August
		March James Weber	September
		April Roger Bassett	October
		May Joe Sekula	November
		June Wayne Dorcas	December

Employee of the Month—Wayne Dorcas

The Palm Beach Fire Rescue Awards Committee has chosen **Firefighter Wayne Dorcas** as **Employee of the Month** for June 2013.



Firefighter Dorcas has served in the Palm Beach Fire Rescue organization for 10 months, following a 28 year career with Delray Beach Fire Rescue where he retired as a Company Officer. He is currently assigned as a Firefighter on “B” shift at Station 1. He holds state certifications as an Instructor 1, Live Fire Instructor, and Fire safety Inspector.

Firefighter Dorcas has dedicated his life to teaching Firefighters at all stages of their careers and experience levels. Teaching minimum standards at the fire academy since 1992, Wayne has had the opportunity to instruct most Firefighters throughout the region. F/F Dorcas takes the opportunity every day at shift change to teach other probationary candidates new and existing techniques that will help them throughout their day. His Lieutenant states that Wayne is “extremely dedicated and has a motivating attitude which is contagious and encouraging to all that work with him”. Furthermore, stating “it is an absolute pleasure working with him”.

Firefighter Dorcas was very instrumental with creating the recent changes to our current hose loads. When approached by the Training Division about teaching all of the sessions for the recent live fire training, Wayne was eager and enthusiastic about the task. Wayne planned, prepared and instructed all (9) sessions of training which took place at Palm Beach State College Fire Academy. The valuable hands on exercises helped to familiarize the crews with firefighting techniques during real life situations. The feedback received from the on-duty crews stated that the training was “very organized and beneficial to everyone”.

We highly commend Firefighter Dorcas for his service of dedication and devotion to the Palm Beach Fire Rescue Department. His work, dependability, and perseverance, makes him a great asset to the Town of Palm Beach, therefore, making Wayne Dorcas an outstanding recipient for the June 2013 Employee of the Month award. 🏆