

# The All Hands

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

January 2017

Volume 5, Issue 1



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## Special points of interest:

- Farewell—Firefighter Varela
- Lieutenant Promotions
- Driver/Engineer Promotions
- New Hires

## Deputy Chief's Message

By Darrel Donatto, Deputy Chief



It is hard for me to believe, but another year has sped by - 2016 is over. As I get older, it sure seems that, for me, time is moving faster. I know that is not the case, but it certainly feels that way.

With time moving by so quickly, I seldom take the time to take stock of the recent past - and instead always seemed to be focus upon what is next. So the question I need to ask more often is: "What just happened?" And now, at the end of one year and the beginning of another, it is a perfect time to reflect on exactly that.

### What went really well?

In 2016, there were a lot of things that went really well for Palm Beach Fire Rescue. We were very fortunate to be able hire a lot of great people, including a new Fire Marshal, a new Fire Inspector, three new Lieutenants, and 15 new firefighters. We also had the opportunity to promote some really great people including a new Battalion Chief, 4 Lieutenants, and 5 Driver Engineers.

We saw significant improvements in the pension benefits for our supervisory personnel. A study, funded by members within our community, showed that our Palm Beach Fire Rescue employees were significantly below the market in terms of pension benefits and based upon that study, the Town Council reinstated a defined benefit pension plan for Fire-Rescue supervisory personnel.

We saw a reduction in the number of hours in a work week for our supervisory personnel. The same study, mentioned earlier, showed that our employees were required to work more hours to make the same salary as their peers in the surrounding market. This was placing us at a significant disadvantage in terms of competitiveness for talent with surrounding Fire-Rescue departments. Based upon the study results, the Town Council reduced the work week for Fire-Rescue supervisory personnel from 56 hrs/week to 50.4 hrs/week.

We replaced a rescue truck damaged by fire with a new rescue truck. This unit offers a more comfortable and much safer ride for our patients, who are being transported by stretcher, and our employees who are attending them.

We improved the efficiency and effectiveness of emergency response by providing an additional full time staffed Rescue at the North Fire Station through the reallocation of shift personnel.

Through a very intentional effort, we have reduced the number of False Fire Alarms by 22%. While this is great news, we have our sights set on further reductions in an effort to keep our units available for more serious medical and fire related emergencies.

Our Ocean Rescue lifeguards came in 3rd Place in Regional Lifeguard Championship Competition. There were 22 teams competing, most from very large organizations. We are really proud of our lifeguards and their exceptional abilities.

*Continued on page 4*

## Administrative Update

**By Jimmy Duane**  
Assistant Chief



On January 5th, personnel from Fire, Police and Public Works attended a Flagler Memorial Bridge meeting to discuss the shift in traffic patterns, moving from the old bridge to the new bridge. On December 18th the new Flagler Memorial Bridge opened to two lanes of traffic. After evaluating the first couple

days of traffic, Public Works and FDOT adjusted the signals on both the Palm Beach and West Palm Beach sides of the bridge in order to help alleviate bridge congestion. The Fire Rescue Department contacted GTT for quotes on the install of the final Opticom Pre-emption device, which will be installed in late Spring on the light at Flagler Drive and the North Bridge.



Council approved this month the purchase of two new Fire Rescue vehicles. The new Ford Escape units will be assigned to the Fire Prevention Division. Ordered through the Florida Sheriffs bid, both vehicles will come equipped with emergency lights and graphics matching our vehicles.



Engine 98 was sent to the Palm Beach County vehicle maintenance shop for its annual preventative maintenance and needed repairs. Included in the repairs is a possible engine rear main seal leak, which would have to be sent to Detroit Diesel due to the

extent of the work required. In addition, the service will include a detailed check of all vehicle systems as well as any needed repairs and required maintenance procedures.

All of the vehicles hydrant maps have been updated. With the help of Cory Cordero from Information Systems, the maps now include the size and location of all of the gas lines in town. We currently have this information on the vehicle MDC's, however the speed of the program can be inhibited depending on the location of the call. This will assist Officers when trying to determine locations and directions of gas lines during emergency incidents.



On February 11th from 11:00 – 2:00, the Fire Rescue and Police Department will host its annual Public Safety Day event. Normally held in midtown, this year's venue will be determined at a later date. Residents, visitors and employees of the town will have a fun packed day. Some of the events planned are; CPR and Pet CPR instruction, Good Samaritan Hospital providing blood pressures and education, Police pepper ball demonstration, vehicle extrication with the "jaws of life", a SWAT demonstration, Fire Extinguisher education, Ocean Rescue table and fire hose "knock down the cone" game. There will plenty of food and drinks, a photo booth, face painting, balloon artist and much more. Plan on bringing your family and friends for a fun packed afternoon.

January and February are set aside for fire hose testing. The Insurance Service Office (I.S.O.) and National Fire Protection Association (NFPA) requires an annual service test for all fire hose and also requires hose to be assigned to apparatus. Testing the hose is conducted utilizing pressures much greater than what we typically pump with in order to find any potential problems before we arrive at a fire scene. A burst hose in the middle of a hose lay can shut down operations for several minutes before the section can be replaced. Testing also serves to keep the departments inventory updated.



## EMS Division

By **Dave Burke**

Division Chief

The beautiful beaches of The Town of Palm Beach draw visitors arriving on all types of conveyance. Those wanting to experience the tropical elements sometimes choose motorcycles and scooters. Unfortunately, though the speed limit does not exceed 35 miles per hour on the island, the draw of riding near the beach on a mechanized two-wheel vehicle can invite occasional motor vehicle collisions resulting in various types of injuries. Fire Rescue personnel are faced with several challenges when caring for patients involved in these types of accidents. Head injuries are more prevalent due to some riders choosing to not protect themselves by using a helmet. Still, even when a helmet is worn, patients can still suffer head and other injuries. All of these challenges and more are why Palm Beach Fire Rescue personnel recently attended a 3-hour Motorcycle Trauma Transport course. The training focused on the techniques of helmet removal with airway management, when not to remove helmets, transport criteria with regard to trauma alert patients, scene safety with the likelihood of fuel leakage, and caring for the fuel-soaked patient. Fire Rescue personnel reinforced skills with regard to blunt trauma and learned the latest techniques based on data gathered from motorcycle collision injuries. Thank you to David Summers, RN, EMT-P of the Health Care District of Palm Beach County, for providing and delivering this informative (free!) training.



Palm Beach Fire Rescue has new medical protocols! Local Fire Rescue agencies in our area with a common medical director have released new medical protocols. The protocols are used as a guide to the Paramedic and EMT in treating patients of nearly any foreseeable problem. The new directive is a 170-page document based on global data gathered from treating patients in the prehospital setting with a goal of not only delivering a stable patient to the receiving facility, but treatment that is based on successful patient discharge from the hospital with the same or better quality of life (pre-emergent). Nearly a dozen personnel from PBFR have proofed the draft version and the results are now at a local vendor for print. Each member will receive a hardcopy of the directive, as well as access to a digital version handy for use with mobile devices. PBFR Field Training Officers will instruct shift personnel on changes and reinforce protocols which have remained. Once all shifts have received guidance and demonstrated compliance through a testing process, the protocols will officially be adopted. Continuing improvement in the care of the sick and injured will always be one of Palm Beach Fire Rescue's achievable goals.

Saturday, February 11th is CPR Day in Palm Beach County. Any person from the community who desires to learn CPR can attend a free, simple, and brief course. All courses are between the hours of 9:00am and 12:00 noon with a relaxed schedule and one-on-one instruction. Personnel will be specifically designated at local area Fire Rescue stations to teach all people willing to learn this valuable lifesaving skill. All Town of Palm Beach Fire Rescue stations will be participating!

## Congratulations Abigail!!



Palm Beach Fire Rescue would like to congratulate Firefighter Abigail Farrell for graduating from paramedic school. Abigail has been a hard working firefighter for our department since July 13, 2015. She was actively pursuing her paramedic certificate before she was hired with the Town of Palm Beach, and had to put her schooling on hold to focus on her new career. Firefighter Farrell went back to school and graduated from Palm Beach State College. Abigail has a bright future and we look forward to watching her grow and excel in the fire department. Great Job Abigail!

*Abigail pictured with her father Kerry Wiess*

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

We completed the work on our new Medical Simulation Lab, where we are now using a state of the art computerized human patient simulator. This high tech device allows us to create realistic emergency medical scenarios that challenge our paramedics and it help us ensure they are highly skilled and well trained to care for the people within our community.

We put in place a new Company Officer Development program. This 2-day program helps prepare employees who are seeking promotion to the Lieutenant level. The program covers topics on firefighting strategy and tactics, the basics of personnel management, the administrative tasks and paperwork associated with being a Lieutenant, and also provides leadership tips for success.

We started a "Palm Beach Public Safety Leadership Development Series" to cultivate and train the future leaders within Fire-Rescue. The program is aimed at recruiting highly acclaimed leaders from the business, non-profit, and government sectors who live and work within our Town and allowing them the opportunity to share their wisdom and to pour into and expand the leadership potential of our members. We had the opportunity to spend time with and hear from Paul Leone, Morton Mandel, and most recently David Duffy. This has been a great experience and we have many more outstanding speakers to come.

We have expanded our relationship and our training with our police partners. Both of our organizations are here for the safety of this community. It just makes sense that we work closely together, we train frequently together, and that we are both on the same page when it comes to dealing with public safety issues within the Town.

### What did not go so well?

Turnover. We lost far too many great people to other organizations. Seventeen (17) people left our employment in 2016,

ten (10) of them to take a job with another Fire-Rescue agency. Our employee turnover rate was over 26%, while the industry average is closer to 7% and Palm Beach Fire Rescue's historical turnover rate has been around 5%. We expended a lot of time and money interviewing, screening, hiring, and training new members, only to see them leave for another department. It is unhealthy for our organization.

Technology problems. We continue to be plagued by technology challenges. We have implemented a lot of new technology to make us more efficient and effective at what we do. However, we seem to experience more than our share of technology problems, including problems with our mobile data terminals, our dispatch alerting system, and our medical priority dispatch software.

### What/who am I grateful for?

I am really grateful for the incredibly great people we have working here at Palm Beach Fire Rescue. I have had the great fortune of working in this business for over 36 years and I have never seen so many exceptionally talented and good people as we have here at Palm Beach Fire Rescue. They have such great attitudes, kind hearts, and extreme passion to help others.

I am especially grateful for Assistant Chief Jimmy Duane. He is such a talented and dedicated guy. He gives his all and then some. I can always count on him. I can always trust him. And, I always know that whatever needs to get done - he will get done right. His softer side helps keep me grounded. I will be forever grateful for his friendship, his advice, and his help.

### What do I want to pay attention to in the next year?

Over the course of the next year, we will be working hard to clarify our organizational "Purpose," "Values," and "Vision." Some work has been done and we hope to

finish that up early in the year. This effort will drive all that we do in the future and it is so incredibly important.

It is my goal to reduce the high turnover rate we have experienced in the recent past. We hope to do this by ensuring we are competitive in the labor market, providing our employees with meaningful opportunities to contribute to the organization, and making this the best place ever for both our community and our employees.

I will be working hard with our partners in the Information Systems department to resolve our technology challenges so we can offer the best that we can be to our residents.

We will be very intentional about preparing our people for future promotional opportunities and ensuring our organization is prepared for succession in all ranks.

We will work hard to reduce the impact of falls within our community. Falls are the most frequent call for Fire-Rescue medical help. Last year, Palm Beach responded to 312 calls for victims of a fall. Some of these falls led to serious health complications for the victims and more tragically, many were preventable. We plan on initiating a full scale fall prevention program in an effort to reduce the number of falls that cause medical complication and to reduce the morbidity and mortality from falls within the Town.

### Next year will be even better than the last.

So much has happened over the past year - mostly good - some not as good. There is so much to be thankful for, and there is so much more that we can and will accomplish in 2017. With all of the great people we have on our team, I know that we are going to make Palm Beach Fire Rescue even better for our community and our employees in 2017. And 2017 is here - so let's get to work.

# Training

**By Sean Baker**  
 Division Chief

Palm Beach Fire Rescue has closed out an excellent year in training for 2016. The department continues to provide vital training to its members, while finding innovative methods to improve firefighter safety and health. During this past year the department has implemented carcinogen reduction procedures to reflect some of the best safety practices in the industry. Further, firefighters are being educated on the importance of mental health and resilience to ensure their minds are as fit as their bodies. Next we invested heavily on developing the future leaders of the department by providing specialized training opportunities, leadership sessions, and in-house mentoring programs to give department firefighters the tools needed to assume leadership roles.

Probationary training continues and the department has taken steps to improve the quality of training available to our recruits. The program has been incrementally improved and the feedback from the instructors and students have been wholly positive. The Training Division took advise from all levels and incorporated those requests into an onboarding system that truly reflects the needs of the department. The goal is constant quality improvement, and to provide recruits with the foundational knowledge of what it takes to be a Palm Beach Fire Rescue Firefighter.

During the month of December crews received Traumahawk refresher training, Bailout training, Leadership training with Mort Mandel and continued our leadership sessions with James Rowan, the department’s leadership coach. The department also concluded the first ever Officer Development Class taught by Lieutenant McKay to 9 of our promoted or upcoming company officers. This was all in addition to crews completing the required online training utilizing our Target Solutions Training Software and the training that department Company Officers provide to their crews throughout the month. All are to be commended for their commitment to professional development and their dedication to training.



The department is in the process of selecting our new Thermal Imaging Cameras (TICS) and several crews were involved in the testing process. The department had the opportunity to test two of the finalists in a live fire training evolution at Palm Beach State College during this past month. Crews utilized the cameras in condition that exceeded 700 degrees F in condition that were completely blacked out. This process allowed the operational firefighters to truly determine what best fits the department’s needs and will give us the best overall experience to choose the best camera based on performance and value. We hope to have the cameras on the trucks by the middle of March.



New recruit training

Free Hands only CPR will be taught at each of our three Fire-Rescue Stations on February 11, 2017. 9:00 am—12:00 pm Please call 561-838-5420 for additional information.

## B/C Update—The Importance of Rehab

By Phil Dudley

Battalion Chief

We as firefighters sometimes forget the importance of rehabilitation for personnel engaged in emergency operations and training exercises. Firefighting is one of the most physiologically demanding careers, and is sometimes related to an Olympic sport. We go from a resting state to a full response, which causes considerable strain on the human body, especially when startled from a deep sleep. The physical and mental demands associated with firefighting, along with the environmental hazards including heat and humidity have an impact on the health and safety of firefighters. If we are not well rested and hydrated, we increase the risk for illness and injury, also jeopardizing the safety of others on scene.

The position of rehab on emergency scenes needs to be established early in an operation with a minimum of 2 personnel assigned to that position. The Rehab Officer needs to find a location away from environmental hazards to set up rehab and report the location back to Incident Command. As units report to rehab, they shall provide their Passport to the Rehab Officer. The Rehab Officer's responsibility is to make sure all personnel entering Rehab are assessed, hydrated and vitals documented. Personnel need to undergo rehab for a minimum of 20 minutes after using a single 45 minute SCBA bottle, as well as meet the NFPA 1584 recommendations for vital signs before being released. The recommended vital signs are as follows:

Temperature: <100.6 F

Heart Rate: <100

Respiratory Rate: 12-20

Blood Pressure: <160 systolic and <100 diastolic

Pulse Oximetry: >94 percent

If any personnel do not meet the required parameters for release after 20 minutes, they are to remain in rehab for further observation and assessment. Remember, the intent of rehab is to reduce the risk of injury and illness that may result from extended field operations so we all go home safe and healthy.

## Farewell—Firefighter Varela



Firefighter Paramedic J. Varela was hired by Palm Beach Fire Rescue on September 12, 2016. In his short amount of time here he proved himself to be a bar setter as he displayed his superior work ethic and professionalism on a daily basis. F/F Varela had aspirations to be the best firefighter he could be and we are saddened by the news that he is now taking his talents to South Beach. F/F Varela has accepted a job offer from Miami Beach Fire Rescue and will work his last shift for us on 01/17/17. We wish him the best of luck and are confident that he will continue to excel in his new Fire Rescue home.



## Fire Prevention

**By Marty DeLoach, Fire Marshal**

January is a time of year that many people travel. This has also been a month that a lot of hotels have incurred deadly fires. On January 16, 1972, a fire broke out in the Pennsylvania House Hotel in Tyrone, Pennsylvania, killing 12 people. On January 10, 1976, a fire broke out in the Hotel Pathfinder in Fremont, Nebraska, killing 20 people. On January 28, 1978, a fire broke out in the six-story Coates House Hotel at 1005 Broadway in Downtown Kansas City, Missouri, killing 20 people and injuring at least six. It is the worst fire disaster in the history of Kansas City. Unfortunately, the list goes on citing one tragedy after another.

### **We recommend the following Hotel Fire Safety Tips:**

- Choose a hotel/motel that is protected by both smoke alarms and a fire sprinkler system.
- When you check in, ask the front desk what the fire alarm sounds like.
- When you enter your room, review the escape plan posted in your room.
- Take the time to find the exits and count the number of doors between your room and the exits.
- Make sure the exits are unlocked. If they are locked, report it to management right away.
- Keep your room key by your bed and take it with you if there is a fire.
- If the alarm sounds, leave right away, closing all doors behind you. Use the stairs — never use elevators during a fire.
- If you must escape through smoke, get

low and go under the smoke to your exit.

### **If you can't escape ...**

- Shut off fans and air conditioners.
- Stuff wet towels in the crack around the doors.
- Call the fire department and let them know your location.
- Wait at the window and signal with a flashlight or light colored cloth

### **Facts:**

On average, one of every 13 hotels or motels reported a structure fire each year.

The majority of hotel fire deaths result from fires that started in the bedroom.

Cooking equipment is the leading cause of hotel/motel fires.

We are excited to be working with all of the residents as well as all of the charitable events that are scheduled in the next few months. These events are always enjoyable to attend and they provide funding for countless worthwhile causes. Please remember to follow the simple guidelines when attending large events. When it comes to safety, always trust your gut instincts. Look for security or staff members who are working the event. They can be of great assistance anytime there is an emergency. Always know where the exits are located.

The Fire Prevention Bureau is looking to improve our public education programs that are offered from our outstanding team members. We have such talented members on our team, who are always happy to help provide information to our residents before an emergency. We will be using a

planning template that we acquired from the United States Fire Administration that uses a five step process. We will be looking for community partners in the near future to help us focus on how we can concentrate on our community needs.

December is a tough time to perform inspections. The businesses are all real busy and the holidays limit the available days to get the inspections completed. We did perform 62 inspections between the fire crews and our bureau. We walked through just under five hundred thousand square feet of buildings.

We have been reviewing the fire sprinkler inspection reports and have found that many of our condominium owners have been cited for painted sprinkler heads. This is normally done by hired contractors who paint the residence for the owners. Painted sprinkler heads are specifically addressed in the fire prevention code. They must be replaced if they are painted. They CANNOT be cleaned. The recessed heads that have a cover plate also cannot be painted. They must be replaced if they are painted. Please ensure that your hired painter does not paint your sprinkler system parts. In the event that the contractor does paint them, you should work with them to repair the damage that they have done before settling your bill with them. Our condominiums that receive a discount on their insurance for a completely sprinkled building is out of compliance when your sprinkler heads are painted. Please be diligent when you inspect the work of your contractors to ensure that they have not damaged this life saving device in your building. Sprinkler heads can only be replaced by a Florida Licensed Sprinkler contractor.

## Lieutenant Promotions



Gabriel Cadet started with Palm Beach Fire Rescue on October 2013 as a Firefighter/Paramedic after working at Pasco County Fire Rescue. He was promoted to the position of Driver Engineer on October 8, 2016. Gabriel has an exceptionally positive attitude and is having a positive impact at Palm Beach Fire Rescue. In January 2017, Gabriel Cadet was promoted to the position of Lieutenant. Cadet is currently assigned to "C" Shift, as the relief Lieutenant.



James Weber began his career with Palm Beach Fire Rescue on May 9, 2005. James was previously promoted to the position of Driver Engineer and also served as the Assistant Fire Marshall and the Public Information Officer. James has been one of our go to employees, managing our SCBA maintenance, all of our gas monitors, and serves on the dive team. He has proven to be a valuable asset to Palm Beach Fire Rescue. In January 2017, James Weber was promoted to the position of Lieutenant. Weber is currently assigned to "C" Shift, Rescue 99 at Station 3.



Jerry Castillo was hired with Palm Beach Fire Rescue in May 2004. Jerry was promoted to Driver Engineer in October 2014. Jerry has been a great inspiration and help in improving the physical fitness of our members. He recently obtained his State Certification as a Fire Inspector and a Fire Instructor. In January 2017, Jerry Castillo was promoted to the position of Lieutenant. Castillo is currently assigned to "A" Shift, as the relief Lieutenant.



Alex Mahy was hired with Palm Beach Fire Rescue in October 2012. Alex was promoted to Driver Engineer in May 2015 and then enrolled in Paramedic school. Immediately after he obtained his paramedic certification, Mahy was authorized to fill in as an Acting Lieutenant. Mahy was the Employee of the Month in May 2016. He also serves as a Field Training Officer for B Shift. And, in January 2017, Alex Mahy was promoted to the position of Lieutenant. Alex is currently assigned to "B" Shift, Rescue 99 at Station 3.

## Driver/Engineer Promotions



Michael Bennett started with Palm Beach Fire Rescue in July 2015 as a Firefighter/Paramedic after working at Alachua County Fire Rescue. He is driven to succeed and immediately began taking classes and working toward the next promotion. He was promoted to the position of Driver Engineer in January 2017. D/E Bennett was recently approved to start filling in as an Acting Lieutenant. His positive attitude and drive to succeed will help take Mike to great places in the future. Mike is currently assigned to "C" Shift, Ladder 99 at Station 3 as the Driver Engineer

## Driver/Engineer Promotions (con't)



Stephen Montoya started with Palm Beach Fire Rescue in January 2015 as a Firefighter/Paramedic after working at Good Samaritan Medical Center in the Emergency Room. Stephen was an immediate standout. He became involved in numerous projects including our EMS Simulation Lab and the training of new recruits. He was selected as the Employee of the month twice in 2016. Montoya serves as Field Training Officer for A Shift. Montoya is a Nurse Graduate, that has his A.S Degree in Emergency Medical Services and A.S Degree in Nursing. Stephen was promoted to the position of Driver Engineer in January 2017. D/E Montoya was recently approved to start filling in as an Acting Lieutenant. Montoya's positive attitude and work ethic are commendable and greatly appreciated. Montoya is currently assigned to "A" Shift, Truck 97 at Station1 as the Driver Engineer.



Eric Legore started with Palm Beach Fire Rescue January 2014 as a Firefighter/Paramedic. Eric's background before Palm Beach Fire Rescue was as an Athletic Trainer for sporting teams and events Legore was promoted to the position of Driver Engineer in January 2017 and is currently assigned to "C" Shift, Engine 98 at Station 2 as the Driver Engineer.



Yorgui Beltran started with Palm Beach Fire Rescue in January 2015 as a Firefighter/Paramedic after working at Lauderdale by the Sea. Yorgui went right to work preparing himself for promotion. Yorgui was promoted to the position of Driver Engineer in January 2017. D/E Beltran was recently approved to start filling in as an Acting Lieutenant. Yorgui is currently assigned to "B" Shift, Truck 97 at Station1 as the Driver Engineer.



Timothy Martin started with Palm Beach Fire Rescue in August 2013 as a Firefighter/Paramedic after serving for 10 years as a volunteer with Palm Beach Gardens Fire Rescue. Tim was promoted to the position of Driver Engineer in January 2017. Tim serves on the department's Safety Committee. D/E Martin recently started paramedic school and has his sights set on a future promotion to Lieutenant sometime in the future. Martin is currently assigned to "A" Shift, Engine 97 at Station1 as the Driver Engineer.



## Welcome New Hires



Luis Aguilar is one of our 3 new hires here at Palm Beach Fire Rescue. He currently lives in Jupiter, Florida where he has resided for the past 11 years. On the side, Luis also works for a pool business and teaches music to young students. His main hobby is participating in Olympic weight tournaments as a competitive powerlifter. Luis is eager and excited to be working for the Town of Palm Beach as a Firefighter/ Paramedic, which has been his dream career since childhood. He believes that working in the fire service is a huge honor; To be able to give back and be a part of something larger than himself.

~  
Welcome  
to our  
family.  
~



Thiago Barosa was born in Rockville, MD, but was raised in Sao Paulo, Brazil. He moved back to the U.S. when he was 19 years old in order to join the military where he served in the United States Air Force as a Joint Terminal Attack Controller. Most of his time in the military was spent in Fayetteville, NC. He and his wife Graziella have a 3-year-old son named Lucas. He has always been very active, some of his hobbies include, going to gym, scuba diving, playing soccer, and mixed martial arts. Working for the fire department as a firefighter has always been an inclination he had as a child. Upon separation from the military he decided to become a firefighter and continue serving his community closer to home. His goals shifted a bit as he went back to school, but once he got established and learned more about Florida fire departments, he was convinced to achieve this goal.



Justin Millio was born and raised in West Palm Beach, graduating from Wellington High school. He played 4 years of collegiate football at the University of Dayton, where he obtained his Bachelor's Degree in Education and Exercise Science. In his spare time to he likes to play recreational sports and work as a substitute teacher in Palm Beach County area schools. Before being hired by Palm Beach Fire Rescue, he was a high school teacher at Wellington High and worked with the Firefighting Magnet Program. As a third generation firefighter it was only natural for Justin to find his way into the fire service and carry on the tradition of helping people in their time of need.

### Photo Ops



Palm Beach Ladder Trucks at the South Fire Rescue Station



C shift car fire

**Two steps to save a life:**



**Call Right Away!**

**Push Hard & Fast in the Center of the Chest!**



## DECEMBER DEPARTMENT STATISTICS

<b>Training Hours</b>	
<b>A Shift</b>	<b>885.72</b>
<b>B Shift</b>	<b>499.87</b>
<b>C Shift</b>	<b>716.25</b>
<b>Total</b>	<b>2101.84</b>

<b>Fire Prevention Inspections</b>	<b>79</b>
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<b>Ocean Rescue Visitors</b>	<b>22,432</b>
<b>Town Ordinance Enforcements</b>	<b>78</b>
<b>Preventative Actions</b>	<b>137</b>
<b>Jelly Fish Stings</b>	<b>21</b>

<b>FIRE and EMS</b>	
<b>FIRE Calls</b>	<b>75</b>
<b>EMS Calls</b>	<b>164</b>
<b>Transports to Hospital</b>	<b>114</b>

## JANUARY BIRTHDAYS:

Jose Ruiz	01/01
Taylor Janitz	01/04
Nancy Roedel	01/14
Charles Shinn	01/17
George Klein	01/17
Nei Silva Filho	01/20
Craig Johnson	01/22
Darrel Donatto	01/25
Richard Andrews	01/26

## JANUARY ANNIVERSARY CELEBRATIONS:

Brian Lebrun	01/99	18 years
Darrel Donatto	01/04	13 years
Eric Legore	01/14	03 years
Brad Fabben	01/06	03 years
Angel Sronce	01/14	03 years
Stephen Montoya	01/27	02 years
Brennan Santini	01/27	02 years
Yorgui Beltran	01/27	02 years
Charles Shinn	01/04	01 year
Christopher Mckay	01/04	01 year
Adriana Rodriguez	01/04	01 year
Charles Colson	01/04	01 year
Daniel Dirocco	01/04	01 year

## EMPLOYEE OF THE MONTH 2016:

January	Michael Marx	July	Richard Ward
February	Charles Shinn	August	Stephen Montoya
March	Stephen Montoya	September	Brian Matzen
April	Chris McKay	October	Marc Bortot
May	Alex Mahy	November	Chris McKay
June	Abigail Farrel	December	Anthony Curtis

## Employee of the Month— Anthony Curtis



Lieutenant Curtis has served in the Town of Palm Beach Fire Rescue organization for 6 months, starting his career on June 27, 2016 hiring on as a Lieutenant from Brevard County Fire Rescue. He is currently assigned to the Central Fire Rescue Station on “C” shift. Anthony has earned the respect of his peers and his supervisors very quickly with his exceptional work ethic and his passion for training. Anthony is the consummate team player and always looking for ways to make the department better.



In addition to fulfilling his regular job duties and responsibilities as a Lieutenant Paramedic, Curtis consistently goes above and beyond his normal work duties. During this past month Anthony worked with the Training Division to help test the new Thermal Imaging Cameras being tested by the department, repaired a device that is used to test department fire nozzles, assisted with training the departments new recruits and he is currently working on creating forcible entry training that will be used by the entire department. Curtis’s biggest contribution in December involved his work with firefighters as they prepared for the Lieutenant promotional process. Lieutenant Curtis took time to mentor and coach candidates that were seeking to promote with incredible results. The candidates were well prepared and exceeded expectations on all aspects of the process, thanks to Curtis’s tutelage. One candidate stated that he owes his success directly to lessons learned from Lt. Curtis.

Lieutenant Curtis also works as an adjunct Fire Academy instructor at Palm Beach State College and Wellington High School’s Fire Science Academy. This fire academy is a 4-year program offered at the high school level that gives kids the opportunity to start their career in the fire service as early as 15 years-old. He has recently been assigned as a Field Training Officer (FTO), bringing with him his experience in fire suppression training and tactics to Palm Beach Fire Rescue Firefighters. His training efforts are making the fire service better starting from the most junior recruit to the most seasoned veteran.

Lieutenant Curtis is a humble, yet courageous leader and his efforts are making Palm Beach Fire Rescue better and safer. We highly commend Lieutenant Curtis for his dedicated devotion to the department, and to the citizens of the Town of Palm Beach. Anthony demonstrates an attitude of service through compassion and excellence. His consistent positivity makes him a great asset to the Town of Palm Beach and the community.