

# On the Line

***Our Core Values: Pride, Respect, Duty, Unity, Integrity and Compassion.***

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## Upcoming Events

Easter – April 12

Kids Fire Academy June 3-5

Be sure to check the pub-ed calendars for upcoming events!

### Types of Fire Calls

The 57 fire calls we had in March fall into the following categories:

<b>Fire / Explosion:</b>	<b>9</b>
<b>Hazardous Condition:</b>	<b>1</b>
<b>Good Intent Calls:</b>	<b>12</b>
<b>False Calls:</b>	<b>24</b>
<b>Service Calls:</b>	<b>11</b>



### Last Safety Incident:

(As of April 1st)

8 days without a safety incident  
234 days without a lost time injury

### UFD statistics for March

Calls for service: 211 YTD: 580

Average response Time – All incidents:  
**6 minutes and 59 seconds**

Average response Time – **Emergency** incidents: **6 minutes and 50 seconds**

**Emergency Medical Service calls: 154**

Average Response Time **EMS: 6 minutes and 47 seconds**  
Emergency: 6 minutes and 34 seconds  
Non-Emergency: 7 minutes and 6 seconds

**Fire related calls: 57**

Average Response Time **Fire: 7 minutes and 23 seconds**

Average turnout per fire incident: 6 people

We **received mutual aid ten times** – nine times for EMS calls and once for a fire call.

We **gave mutual aid two times** – one time for a fire call and once for an EMS call.



### Sick or Distressed Members

Please keep Joe Bonewitz in your thoughts and prayers as he is being treated for cancer. The prognosis is good and we expect Joe to return to work very soon!

### Birthdays:

Lesley Olsasky	April 16
Dave Wyner	April 16
Mike Gentosi	May 5
Judy Hojati (SST)	May 13





## Chief's Corner—Chief Jerry Holt



### The Seven Habits

Steven Covey wrote a book several years ago regarding seven principles that if incorporated in to one's life as habits, will improve one's effectiveness. It is a great book, has sold more than 15 million copies and has spawned numerous other books and classes on self-improvement. The book, *The Seven Habits of Highly Effective People* was a tremendous hit to say the least and has been published in more than 38 languages.

I enjoyed reading Covey's book. I strive to incorporate his lessons in life but like most, making change in who you are and how you live your life can be hard work. It is a constant effort and sometimes it is easier to stay the course than it is to try to become a better you. But if it were easy, then we would all be like Covey and traveling the world telling others how to be "all they can be!"

One of Covey's points in his book is that before one tackles the seven habits, one must first change their perception of how the world works. Covey leads you through this change which is designed to affect how one perceives and acts regarding certain areas of life. It is really about changing perception so that the seven habits can "be adopted" and become part of your life leading to a better you.

In Covey's book, the seven habits are listed as:

Habit 1: Be Proactive: Principles of Personal Choice

Habit 2: Begin with the End in Mind: Principles of Personal Vision

Habit 3: Put First Things First: Principles of Integrity & Execution

Habit 4: Think Win/Win: Principles of Mutual Benefit

Habit 5: Seek First to Understand, Then to be Understood: Principles of Mutual Understanding

Habit 6: Synergize: Principles of Creative Cooperation

Habit 7: Sharpen the Saw: Principles of Balanced Self-Renewal

Each one of these habits is interesting and important. I couldn't expand on Covey's work but I do think that two of these habits affect all of the others; Seek first to under-

stand and synergize. Those two principles go along way to establishing a spirit of cooperation that is essential in a team setting and often a source of conflict. While I could go on and on, I'll be brief in this discussion.

Seek first to understand. This is a simple statement but one that often takes one out of their comfort zone. We all fully understand our point of view but do we always try to see things from the other person's perspective? I don't think so. I think we often see things from a narrow view of how something affects me and not from a big picture perspective. It is imperative that we try to see the other's point of view.

This is accomplished by listening to the other person with the intent to understand them and their point of view, not the intent of crafting a response to what they are saying. Listening is an important skill – one that most of us can improve. Only when we listen can we truly **hear** what the other person is saying... and this involves *really* listening to what is being said. We've all been there...if you have children you can definitely relate! There are many barriers to listening but suffice it to say that it is difficult to hear through barriers such as anger, disinterest, distrust, or a lack of concern. All of those filters are alive and well when you "listen" with the intent of responding as opposed to listening to hear how someone else sees things. A difficult task but one that surely improves the communication process and the end result.

That takes us to the other habit; synergize. This one is easily summed up. It is the realization that when we work together, we can come up with a better solution than any of us can up with on our own. I think that is critical in our organization – there are a lot of bright people with a lot of great ideas. When those ideas are shared with others and built upon, there is no stopping our potential. I am convinced that when we work together, we can develop better solutions. As Covey says, "not my way, not your way, but a better way than any of us could come up with individually." This is a great approach to solving problems.

Both of these habits can be incorporated into our department. They often take us out of our comfort zone but when given the effort, they both can improve our ability to deliver our mission and I think they can make the department better in how we treat our customers and each other!

OVER 15 MILLION SOLD

THE 7 HABITS OF  
HIGHLY  
EFFECTIVE  
PEOPLE

Powerful Lessons  
in Personal Change

With a New  
Foreword and  
Afterword  
by the Author

"A wonderful book that could change your life."  
—Tom Peters, bestselling author of *In Search of Excellence*

Stephen R. Covey

## Chalk Talk – AC Mike Cardwell

Many departments, including our own, have done a good job of completing pre-incident plans. These often detailed plans diagram the dimensions of the buildings, the presence of fire suppression systems, and the location of nearby hydrants. Some pre-incident plans document to location of potential hazards within the building, such as chemicals, electrical service panels, or the storage of large amounts of combustible materials.

When a pre-incident plan is completed (when a new building is constructed or its occupancy is changed) it is reviewed by personnel in fire prevention for accuracy, then published for line personnel. In older systems, pre-plans were kept in large binders on the fire apparatus. In newer systems, information is saved in on-board MDC's, ready to be recalled when responding to an incident at that address. But are you as ready as you can be if a fire were to occur in that building?

Some of us who have been around 20 years or so may remember taking a video tactics course called "Fire Attack." In it, we were introduced to the idea of chalk saws, where ladder companies were encouraged to get on the roofs of the buildings in their first due area and chalk out vent openings. In this way, the "truckies" would be able to identify the most likely places where they would cut should an actual fire occur. The vent crews would also get an advance look at what obstacles they would need to overcome in order to vent the building.



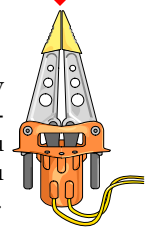
This idea of "chalking out" has stuck with me as a simple, but very effective way of being prepared for fires that will eventually come. What better way to get familiar with roof construction than to get out and walk on a bunch of roofs? What better way to become familiar with building layouts and access than to actually walk the building? And the last time I checked, chalk was still pretty inexpensive.

Over the years, the notion of chalking out has become what I call pre-fire drilling. The term may be different, but the concept is the same – take your crew to commercial/multi-family buildings in their first due and plan for an actual event. This can be completed as a single company, a crew or as a shift with multiple companies. If the building has a completed pre-plan, this is an excellent time to pull it out (or up), and review it. "Chalking" a building takes pre-incident planning to the next level – more than just touring a building, actually breaking down the building from a tactical point of view.

Apparatus placement is one of the first things to chalk out.

### Safety Tip – Know your equipment

Recently, we received new fire gear. Soon we will be getting new hydraulic equipment for station 41. And eventually (we hope) we will have a new ladder truck. Whether it's something that we already have or something we are getting, know your equipment. What we have can do some amazing stuff, but if you don't know your equipment, you can also get hurt with it. Training will come with the new equipment before we put it in service. But make sure you also know what we already have and how to use it. If you don't – get with an officer. They are always willing to help.



Many buildings present unique challenges to us from access to entryways (think about apartment buildings with no entry door facing the parking lot) to roof access (will our aerial reach over the building setback and parked cars). Even access to the complex should be looked at. Many office and apartment complexes have very limited access which may require a wide swing or access thru a secured gate. Wouldn't it be better to have practiced this in the daytime instead of finding out the hard way at 2 am?

Almost every tactical operation can be chalked when conducting pre-fire drilling. Lets look first at engine company operations. Water supply assignments can be addressed by identifying hydrant locations and measuring the distance to FDC's or entry points. Hoseline advancement can be looked at by identifying potential entry points and determining the length of the stretch. A rolling measuring stick or a long tape can help with this. Chalk off where the truck would be placed, then measure off the distances. Do you have enough hose to get to the door, then make the attack? If possible, do the same inside the building, taking measurements from the doorway to possible fire locations.

Pay attention to the building layout and alternative egress points.

Search & Rescue is likely to be a critical function that needs to be completed quickly. Pre-fire drilling should start with identifying the likelihood of need for search & rescue. If rescue is a possibility, then crews should walk the building and identify rescue locations. If the building is multi-story, what are likely interior pathways for people to exit (and become trapped)? If pre-fire drilling on a multi-family building, consider what size ground ladders would be needed to reach upper floor balconies or windows (if possible, throw a ground ladder to make sure).

Lets look at some ladder company functions which pre-fire drilling can be very helpful. Look at the security hardware – what will it take to force entry? Which doors can be forced easily, and which are so secure that they should be avoided? If your company is directed to control utilities, where are utility shut-offs located, and how can we get to them? If you need to ventilate the building, what is your best roof access – where would you place your ground ladders?



When it comes to planning, nothing beats first-hand information. With a little bit of time – and a piece of chalk – you and your crew can have that information the next time you respond on that commercial assignment.

## FireHouse Expo—Captain Joe Malloy

I had a great opportunity to attend the Firehouse World conference in San Diego. A number of good instructors and some not so good speakers that seemed to have their own agendas. I will note some of the most notable:

John Normal is a retired Special Ops Chief from New York. He started out by prefacing his class with a question on what we wanted to be when we grew up, a dynamic fireman? He hoped that our wish was to be a retired fireman. John went on to present an eight hour program describing line of duty deaths in NY and other parts of the company, most of which could have been prevented.

His class "Strategic Analysis/Fire Tactics" was very good, covered everything from strategies to tactics, emphasizing safety. He sounded a little like AC Cardwell as he described strategies for putting out fires, basing it on compartmentalization, a series of boxes and tactics is how we complete that task.

He said be smart whether fighting fire or conducting search operations. He used COAL IS WEALTH as a size up acronym for Incident Commanders, however he said FFs used to be able to do a size up in route, however we no longer ride the tailboard, FFs need to make sure they do a size-up to insure we don't get ourselves into trouble. They need to ask themselves six questions focused on life safety (Survival Safety), what's going to keep me alive, Occupancy who/where, where is the fire, how do I get in, what is my responsibility or task, how do I get out (barred windows doors), and what is happening to the bldg (how long has it been burning).

Fire Attack is the primary mission of first arriving engine along with protecting life (both ours and theirs). Best way to protect life, place fire hose between fire and any victims, nothing wrong with attacking from outside as long as a line also goes in the front door.

When assigned as primary search remember there are 3,000-4,000 deaths a year from fires – 34% are found sleeping, 32% escaping, 22% unable to react, strokes, incapacitated, or in wheeled chairs, 7% irrational acts like children hiding, getting in shower with the water on thinking it will save them, 2% trying to do fire control and 3% trying to rescue children/family pet. Another acronym when searching, VES - vent, enter search.

Risk evaluation for commercial fires, FF deaths in 2005, 9 in vacant bldgs, 14 in stores, 9 in public assembly, 4 in residential (based on # = every 100,000 calls). More civilians die in car fires than die in strip malls. Normally no civilian hazards as they have escaped. Commercial fires aren't like residential, not normally 15 minute fires, call for additional assistant. Commercial fires normally require forcible entry.

Cardiac 2009 - Dr. Angelo Salvucci – Medical Director Santa Ana County. New 2010 AHA guidelines coming out with training to be in 2011. New Prehospital guidelines track mean time of call to compression. Their findings back up finding of using continuous chest compression w/o rescue breathing on adult witnessed arrests. Called Cardiocerebral resuscitation, 100 compressions (3 cycles) w/o ventilations have same if not slightly better than stopping for ventilations. He states that findings show Amiodarone doesn't work any better than Lidocaine and that survival to discharge basically same as Lido-

caine except Amiodarone leaves pts in impaired neurological deficit. Use of ET mixed to negative, that use of other airways like the King Airway works as well or better due to uninterrupted ventilations. Waveform capnography is now standard could be a liability issue if not used. New hyperthermia treatment using iced saline IVs. Prehospital thrombolytics not working. Major push for increased QI; you can't improve what you can't measure.

Trauma Assessment and Management - Heather Davis - Program Director, UCLA- Paramedic Education Program: For the older crowd, initial and detailed surveys are out, and Primary and Secondary are back in. C spine with major facial damage may not constitute use of LBB, may cause vomiting due to blood aspiration and compromise airway. Bare the chest, must see chest/back/abdomen, try cutting clothes up the back when log rolling to place on board or checking injuries, pull out from the front. Same with trousers. Look for redness on the skin, chest/abdomen and back; first sign will not be bruising but redness.

Listen to lung sounds early and more than once. Make sure you count breaths, <12>30 is an early indicator of major problems. Breaths result in tidal volume/minute volume, and a big area of dead space. She showed a great video showing the effects of oxygen deprivation, find it at: [www.youtube.com/watch?v=qLQMupV3DLk](http://www.youtube.com/watch?v=qLQMupV3DLk). She said we are not splinting rib injuries with pillows or other stabilization, treat with pain meds and bvm. Bleeding, use direct pressure as to save every red blood cell, "pressure, like you mean it", uncontrolled bleeding – tourniquet, "CAT" (was mentioned in Combat class as well), tight as possible. 31% of trauma deaths are from extremity hemorrhage. Check peripheral and central pulses at the same time, reduce errors and save time. 750ml loss = shock, forearm 250ml, humerus 500ml, tib/fib 750ml, femur 1000/1500ml, pelvis 3 liters.

Disabilities – GCS and pupils good sign of head injury/shock, avpu good but not numeric, big pupils hypoxic. Expose – keep warm, if they get cold, blood doesn't clot (cold backboard) if possible cover, normal clot time 7 min. protect from heat loss.

Primary is only ABCD, treat only life threatening injuries. Early BPs not needed. They take time and space and not an early shock indicator, suggests that more emphasis be given to pulses, respers, and visualization of pupils and skin parameters.

Package and transport, trauma transport flat unless airway compromise. No head elevation w/head injuries anymore. Penetrating injury, need not immobilize from waist up unless neuro deficit. Focused history – if pt fell back striking head w/ nose bleed suspect cushings, increased bp w/ decreased pulse irregular respers. No spinal cord below L2, okay to flex legs. Peripheral vasodilatation below the spinal injury site "line of demarcation" pink probable spinal injury at that point. Permissive hypotension, if brain is perfused can go as low as 60-70 systolic in animals, 80-90 humans. Cardiac tamponade Becks triad – JVD hypotensive muffled heart sounds. Pelvic girdle fractures new splints; need to slide on, no rolling.

Exhibits were good; I just wish we had an unlimited budget. Some times you can't tell if we are coming or going...

## Pride – Lt. Mike Gentosi

How many people can recite the Urbandale Fire Department's Core Values? How many people can recite the Mission Statement? Can you name two places where they are placed?

Last month, we had our last session of city management training. This has been an ongoing training for the past year and a half plus. The instructor asked who could state the core values of our department, if in fact there were some in place. She was pretty impressed that we actually knew them. Actually, the fire department was the only department that could recite it verbatim on both training days.

I was pretty taken aback that recalling such a vital piece of information was such a big deal. If you truly say you are a part of this organization and have buy-in to what we are attempting to accomplish, you should be able to recite the core values and mission statement at any given time. No questions asked. These state why we come to work, why we respond to our customers needs, and that we truly value providing a service to our constituents.

Pride is the first core value listed. What does pride really mean? Pride can have both negative and positive meanings. A wise man once said that pride comes before the fall, a haughty spirit before destruction. This is the case when we let personal pride fog our view of life. We got so entangled into ME!!! This happens by always putting yourself out there. Look what I have done, people!! I am this; I am that. Pat me on the back. It doesn't matter about anyone else; it is about me. Look what I have accomplished. I, I, I, me, me, me. This is the pride that devastates both a person and the organization.

There is also personal pride that can be beneficial to both the individual and the organization. This pride comes



from striving to provide the best quality care to our customers. It comes from not cutting corners on an ambulance call. It comes from being in shape enough to not get winded in the first ten minutes of a fire. It comes from treating everyone with respect and sharing what you know to those below you in a nondemeaning nature. This type of pride has its limits, though. It stops itself from lording itself over people and being utterly vomited onto those around you.

Organizational pride is a completely different concept. We truly do struggle around here at providing the service we desire to provide. We lack at having the number of people in house and available to respond to the needs of our customers. We do have some feats that we can be proud about. We can be proud together that we have increased our level of response to the customers. We have increased our advanced life support protocols. We have really good equipment. And of course, we have Chief Holt.

Organizational pride has to do with US. It is never I did this, or I did that. It is this is what WE have accomplished as an organization. The fire service is very much a team oriented culture and industry. There is very little outside personally assigned projects that a person can accomplish on their own. The very few things one can accomplish on their own usually come from support from others in one fashion or another, so truly it's not on their own.

I am not quite sure where I was going with this. I just sat down and started putting some thoughts on paper. Nonetheless, there comes a point where everyone needs to look within themselves and ask if they have buy-in to what we are trying to accomplish- responding to the dire needs of those we have sworn to protect. Are you here to provide a quality service? Are you here for the right reasons?

### “YOU’VE BEEN CAUGHT DOING AN OUTSTANDING JOB” LETTERS...

We continue to recognize your efforts. Whenever we receive a thank you letter, card or a phone call, we pass that along to the people involved in the form of a “You’ve Been Caught Doing An Outstanding Job” letter. As of April 6th, we have sent 29 letters to our personnel. The following people received “You’ve Been Caught” letters since our last newsletter:

4/6/09: Lt. Birkett, Demir Miljkovic, A/C Cardwell, Kyle Karsjen, Chad Jackson, John McCannon, Stu Wilson & John Ouverson). We received an email regarding a fire call on April 1<sup>st</sup>. The call was a reported electrical fire in a condo on 62<sup>nd</sup> Street. The home owner was very appreciative of our efforts, how professional, friendly and courteous everyone was. He sent a thank you email to say how much he appreciated the efforts and to say “thank you”. He was especially thankful for the time and effort Lt. Birkett spent with him in keeping him informed on what was happening.

*Thanks to all of you for providing outstanding service!!*

Member Profile...

Member Profile: Jake Beach

Length of time with UFD: Since January 09

Level: FF/EMT-B

Why I became interested in the UFD: I was laid off from my full time job and didn't want to take a new job doing something I hate so I figured it was best to spend my days doing something I love in a firehouse.

Previous EMS experience: Ankeny Fire Department 3 years

Previous Fire experience: Ankeny Fire Department 3 years, and one college semester as an intern doing preplans

Family life: Engaged to Jessica. We are having a baby girl who is due May 4th, but the name is top secret. Pets include a Chocolate Lab – Rocky and a Ditch Tiger (Cat) – Riley.



Activities or hobbies I enjoy: I enjoy anything fire service related from the history to new innovations and training. I like playing slow pitch softball, taking my dog swimming or taking him to DMACC to play fetch. I also enjoy spending time with friends and family.

Most memorable moment: Graduating college from ISU

Favorite TV programs: Usually anything on ESPN, South Park, Fantasy Factory, Nitro Circus

Favorite movies: Ladder 49, Backdraft, The Guardian, The Sandlot, Superbad

Last book that I read: Pump Apparatus Driver Operator & Aerial Apparatus Driver Operator, Rube's Rules for Survival by Dennis Rubin, and Probie Days by Jerry Ingle.

Personal goals: My personal goal is to get hired onto a FD full time, with my dream department being DCFD.

What I enjoy about the Urbandale Fire Dept: I have really enjoyed all the people I have met so far. I also like that we may be give the opportunity to ride in the officers seat or the drivers seat. I think it's great to potentially get some time to act in those positions and really encourage decision making and leadership skills.



Other programs/training/projects completed by UFD in March:

Training Report: 1,076 hours of training were completed in March.

Fire Training: 770 hours

EMS Training: 306 hours

(539 in-house hours – 231 outside hours)

(132 in-house hours – 174 outside hours)

Prevention & Inspection Activities:

Conducted public education for 161 people - 78 adults and 83 children

WHAT'S HAPPENING AROUND THE DEPARTMENT...

- It's that time again—time for evaluations! Your supervisors will be contacting you later this month to schedule your evaluations. They are to be completed by June 1st.
- We hope to order the hydraulic replacement tool in early April. It is scheduled for Council approval on April 6th.
- All members will be receiving a new safety vest in April. These vest will be part of the PPE ensemble and will be worn all of the time being removed only when directly involved in fire fighting activities.

*Picture this...*

**W** To our newest members...

**E**  
**L**  
**C**  
**O**  
**M**  
**E**

Our newest members...

Left: Dave Wyner

Right: Zach Clear, Jake Beach, and Laura Lyons



Left: Derek Manser and Ben Truetken

Below: Ryan Shafer, Joe Poschner, and Dan Seda



**INDICATIONS**

Intravenous fluids or medications are urgently needed and a peripheral IV cannot be established in 2 attempts or 90 seconds AND the patient exhibits one or more of the following:

1. An altered mental status (GCS of 8 or less)
2. Respiratory compromise (SaO<sub>2</sub> 90% after appropriate oxygen therapy, RR <10 or > 40/min).
3. Hemodynamic instability (Systolic BP <90mm HG)

EZ-IO should be considered prior to peripheral IV attempts in the following situations:

1. Cardiac arrest
2. Profound hypovolemia with altered mental status
3. Patient in extremis with immediate need for delivery of fluids and/or medications

**CONTRAINDICATIONS**

Fracture of the bone selected for IO insertion

Excessive tissue at the insertion site with the absence of anatomical landmarks

Previous significant orthopedic procedures (IO with 24 hours, prosthesis, etc)

Infection at the insertion site

**PRECAUTIONS**

THE EZ-IO IS NOT INTENDED FOR PROPHYLACTIC USE

**CONSIDERATIONS**

**PAIN:** Insertion of the EZ-IO in conscious patients has been noted to cause mild to moderate discomfort. HOWEVER, IO infusion for conscious patients has been noted to cause severe discomfort. Prior to IO syringe bolus or continuous infusion in alert patients, SLOWLY administer preservative free Lidocaine 2% through the EZ IO hub (ensure patient has no allergies or sensitivity to Lidocaine). Dosage as follows:

EZ-IO AD-slowly administer 20-40mg Lidocaine 2%

EZ-IO PD-slowly administer 0.5mg/kg Lidocaine 2%

**FLOW RATE:** Due to the anatomy of the IO space, flow rates may appear to be slower than those achieved with an IV catheter. Ensure the administration of an appropriate rapid SYRINGE bolus (flush) prior to infusion. NO FLUSH=NO FLOW.

EZ-IO AD=Rapid syringe bolus with 10ml NS

EZ-IO PD=Rapid syringe bolus with 5ml of NS

To improve continuous flow rates, always use a syringe or pressure bag.

**EQUIPMENT**

EZ-IO driver	EZ-Connect or standard extension set	NS
EZ-IO AD or EZ IO PD needle set	10ml syringe	Pressure bag
Alcohol or Betadine swab	2% Lidocaine (preservative free)	EZ-IO yellow wristband

**Continued on the next page...**

## ON THE LINE

### Protocol - APPENDIX Q

### EZ-IO INSERTION

**PROCEDURE:** If patient is conscious, advise of EMERGENT NEED for this procedure and obtain informed consent.

1. Wear approved BSI equipment
2. Determine EZ-IO AD or EZ-IO PD indications
3. Rule out contraindications
4. Locate insertion site at proximal tibia or proximal humerus.
5. Prepare insertion site using aseptic technique
6. Prepare EZ-IO Driver and appropriate needle set
7. Stabilize the site insert appropriate needle set
8. Remove EZ-IO Driver from needle set while stabilizing catheter hub
9. Remove stylette from catheter, place stylette in sharps container
10. Confirm placement
11. Connect primed EZ-Connect
12. Slowly administer 20-40mg of preservative free Lidocaine 2% IO to conscious adult patients (0.5mg/kg in pediatrics)
13. Syringe bolus (flush) the EZ-IO catheter with the appropriate amount of normal saline
14. Utilize pressure (pressure bag or syringe bolus) for continuous infusions
15. Begin infusion
16. Dress site, secure tubing and apply wristband as directed
17. Monitor EZ-IO site and patient condition-Remove catheter within 24 hours

# Announcements

Your ideas and input requested: Officers and Staff;

As you know, we will be applying for a SAFER grant this year to hire additional FT staff. One of the SAFER grant activities is the hiring of FT staff and another is the Recruitment & Retention of volunteer firefighters activity. We can apply for both activities. The goal of R&R activity is to create an increase in the number of trained, certified, and competent firefighters capable of safely responding to emergencies likely to occur within the fire department geographic response area... The primary focus is the recruitment and retention of volunteer firefighters who are involved with or trained in the operations of firefighting and emergency response. Volunteer, paid-on-call, and combination fire departments as well as local and statewide volunteer firefighter interest organizations are eligible to receive grants in this Activity.

While many different types of recruitment and retention activities may be eligible for funding, it is important to link the R&R activity being requested to an identified R&R issue or problem within the department. With proper justification, applications for assistance in the Recruitment and Retention of Volunteer Firefighters could include activities that would require as many as four years to complete. **There is no local match requirement for this activity and there are no maximum Federal share limits.**

Right now, I am planning on applying for the R&R grant activity. So...I am looking for ideas on recruitment and retention of POC/PT staffing. The key is to identify an issue and then tie the request to that issue...for example, we could identify one of the issues as "marketing". Our biggest pool of candidates are not in Urbandale so a program aimed where the biggest population lives in the area seem logical. A program could be designed to fund an advertising campaign - TV, direct mailings, newspapers, etc. Then a program could be designed to target four recruit classes a year for four years to meet the needs of those selected - to get the certified as firefighters. The sky's the limit but the activity must be tied to a problem - it must solve some problem regarding recruitment and retention and it doesn't pay for everything:

Here is some of the guidance from last years program (this year's rules have not been announced yet - to review last year's program guidance, check out this web site: <https://firegrantsupport.com/docs/2008SAFERguidance.pdf>):

Ineligible expenses - Cash payments given directly to members for participation in activities for recruitment and retention of volunteer firefighters, other than those directly linked to operational services, are not eligible. Stipends, such as pay-on-call, and payments of lost wages resulting from attending training and/or participating in operational services, are eligible, if included as part of the grantee's fringe benefit package and supported by formal personnel policies and/or standard operating procedures.

Contributions to individual member retirement accounts are eligible if the activity is highly rated during the application review process and is included as part of the grantee's fringe benefit package and supported by formal personnel policies and/or standard operating procedures. However, incentives for retention (such as contributions into a retirement account) cannot be retro-active.

Ineligible uses of funds include cash payments for years of service or membership and payment for travel for pleasure. Costs associated with award banquets (such as food, facilities, or entertainment) are not eligible; however costs for non-cash awards are eligible.

The limited funding available for SAFER activities precludes the award of funds for operational activities, such as the equipment and training of newly hired or recruited firefighters. Therefore, personal protective clothing, firefighting equipment, and costs for providing training to the firefighter minimum-staffing level, as offered in the Assistance to Firefighters (AFG) grant program, are not eligible. However, applicants receiving SAFER funding will receive priority consideration in applying for funding under subsequent cycles of the AFG program. In this case, applicants will be reviewed by the AFG peer evaluation, provided that the AFG funds would be used to support SAFER-funded activities.

The grants will likely be due in June. Last year, the deadline was June 28th - the program dates haven't been announced yet but I am expecting them to be in the same general time frame. We will have about a month once the dates are posted to submit. It is important that we start that process early so that we can research and accurately put a plan together that will have a solid opportunity to be awarded and if awarded, we will have the funds and resources required to actually do what we said we were going to do. As such, I need your ideas and thoughts on recruitment and retention in within the next three weeks. I am not looking for just ideas, I am also looking for the effort that goes along with the idea...researching cost and such.

Thanks - I look forward to hearing some of your thoughts on recruitment and retention programs. Chief Holt

## Chief's thanks...

A great big thank you to Jamie Erie for spending the time to remove the wood, sand and paint the picnic table at station 42. He put a lot of time and effort into the project. I know there were others that pitched in—thanks to all of you for your work on this project. It turned out to be a great job!