

IN THE LINE OF DUTY

January - March, 2017 Volume 3 – Issue 10



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Professionalism ~ Integrity ~ Compassion

Greater Naples Fire Rescue District

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Office of the Fire Chief

By: Kingman Schuldt, Fire Chief



As a Fire Chief, there is no greater responsibility than preparing your organization and its people for the future. I often ponder the growth and future of the District; intrigued by the intelligence, enthusiasm, and professionalism of the members, and whom I am certain will be the future leaders. Whether one is a chief fire officer, line firefighter, or support staff, everyone can be good leaders now. To effectively impact the organization a number of skills are necessary to positively interact with your fellow employees. Such skills, if applied correctly will prepare everyone to assume leadership roles within the organization regardless of formal rank, duties or responsibilities.

A large part of leadership involves listening. Leaders should establish a steady flow of communication between themselves and other team members. Make yourselves available to discuss issues and concerns with other employees regardless of rank, and never forget to be a good listener.

Inspire others to go the extra mile; it's not just about the pay. Motivate others around you; recognize others for their accomplishments no matter how large or small, give others new responsibilities to increase their investment in their work unit. We have a lot of good people doing great things every day.

We have a great team here in Greater Naples, use their talents. Those who try to take on too many tasks by themselves will struggle to get anything done. Delegation is not a sign of weakness, rather a sign of a strong leader. Empower your people!

Positivity is infectious. Create a happy and healthy work environment, even routine things get a bit stressful. Good leaders develop a positive atmosphere in the workplace, and raise morale. If employees feel that they work in a positive environment, they will be more likely to work harder for the team. Our recent adoption of the Blue Zones initiative is a prime example of creating a happy and healthy workplace.

A leader is responsible for both the successes and failures of their team. Accept blame when something does not go correctly. If your employees see their leader pointing fingers and blaming others, they will lose respect for you. Accept mistakes and failures, and then devise clear solutions for improvement. Hold yourself and your team accountable for their actions, understanding it is not always easy being a boss, or going from friend to boss.

Finally, leaders need to be flexible, accepting whatever changes come their way. The very nature of the fire service often dictates this. The ability of leaders to maintain flexibility and communicate this to the team will support creativity and produce more productive outcomes. This was visibly demonstrated during the recent Lee Williams Road wildfires when everyone was forced to quickly adapt to rapidly changing conditions, and abandoned day-to-day activities in effort to address a critical situation with potentially devastating effects. We need to strive for similar results in every aspect of the mission at hand; training, administrative, maintenance, life safety and emergency response.

We have a great group of leaders in our organization. Some are in formal positions of authority, while many others informally. Regardless of your organizational rank, position or function, everyone can demonstrate leadership. Are you ready to be a leader?

Job Searching: Top 10 Leadership Skills, Leadership Skills Employers Look For, Alison Doyle, December 22, 2016

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Operations Section

By: Nolan Sapp, Assistant Chief

The Fire District finds itself in the beginning of what has become an active brush fire season. Just recently we experienced a 7,230 acre fire which began in the Belle Meade area of the Picayune State Forest. The fire was named the Lee Williams Road Fire by the Florida Forest Service. The fire swept through the State Forest and endangered numerous homes on the western boundaries of the State Forest.

Over the week-long incident many of our fire service partners from across the region came to the aid of our community. At the peak, there were 78 Fire Service units responding and or on scene, as well as 125 Florida Forest Service assets combating the fire. Together we saved over a thousand residences, however we lost four houses. Many of our crews fought straight through a twenty-four-hour cycle with no sleep, to defend those properties.

There was an overwhelming sense of community support from those who brought food, water, and other items to help feed and hydrate the Firefighters. The American Red Cross responded to our aid and assisted the families affected by the fire. The Salvation Army responded and helped to feed the line crews for the days when hundreds of firefighters were on scene. We can't thank the community enough for the support they have shown.

After several days of intense firefighting the District followed up with even more days of overhaul and mop up after all Fire Service personnel returned home. We offer our thanks to all that answered the call for assistance and responded to our community.

The Lee Williams Road Fire was early in the season and just a snap shot of what is yet to come. Our dry season has truly just begun and should continue for the next couple of months.

We hope that both the community and the Fire Service personnel take notice of the potential for Wildfire in the urban interface. Communities should become Firewise, and use the suggestions on how to protect your family and property. Residents in the Wildfire prone areas should also read and understand the "Ready, Set, Go!" program.

Wildfire is the single greatest Target Hazard event, preceded only by Hurricanes, which follow our dry season. Residents should heed the warnings and clearly understand the information provided by all fire service providers. Emergency responders should ensure they are properly trained, personal protective equipment (PPE) should be in optimal condition, and our apparatus should be ready to respond and protect. Crews need to maintain clear situational awareness and look out for each other.

Be safe as our season is just beginning.



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Lee Williams Road Fire



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Training



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Finance Section

By: Tara Bishop, Deputy Director of
Administration and Finance

With the recent addition of 15 new employees, and recent retirements of long-term members, it's a great time for all to consider; it is never too early to start planning your retirement. In addition to the District's sponsored retirement pension plans; Florida Retirement System, 175 Greater Naples Firefighters'

Pension plan, or the 401 Nationwide Solutions plan, all members are eligible to participate in the Nationwide Voluntary Deferred Compensation plan, otherwise known as a 457 plan. A 457b deferred compensation plan is a voluntary retirement plan offered by the employer, created to allow public employees to put aside money from each paycheck toward retirement. A deferred compensation plan can help bridge the gap between what one has in their employer pension and Social Security. For additional information on deferred compensation plans you may contact the District's Human Resources Branch.



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Award Ceremony



Civilian Employee of the Year
Charlie Heweker



Firefighter of the Year
Kevin Nelmes



Fire Chiefs Values Award
John Taylor



Excellence in Service- Logistics
Tom King



Excellence in Service- Operations
Brian Heath



Unit Citation
Erin Gill, Dennis DiSarro



Tenzinga Leadership Award
Mike Cruz, Shawn Hanson, Matt Trent



Educational Achievement
Rob Low, Jesus Padilla, Brian Mading, Josh Williams



FF/Civilian Emp of the Year Nominees
Susan Morris, Tom King, Charlotte Johnson, Erin Gill, Terrence Maisano



Eagle Award
Brian Mading, Brian Heath, Rob Hofstetter, Daniel Garretto, Tom Purcell, Corey Nelson, Daniel Sawyer, Tim Sims, John Taylor



Citizen of the Year
Barry Gerenstein



Employees of the Month
Suanne Woeste, Judy Schleiffer, Brad Buczko, Aaron Stewart, John Taylor, Tim Garner, Brad Sprowls, Jason Bright

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Award Ceremony



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Investigative Section

By: Shawn Hanson, Division Chief

March 25th marked the anniversary of the Triangle Shirtwaist Factory Fire that claimed the lives of 146 New York City workers, many of whom were young teenage girls. The fire began in the “fireproof” building around 4:45 p.m. on Saturday, March 25, 1911 as approximately 500 predominately young immigrant woman were quitting for the day. Of the 146 who perished that day, 140 worked on the 9th floor; 54 jumped or fell to their death as passersby on the streets below witnessed the horror. This was the deadliest industrial disaster in the history of New York, prior to the 9/11 attacks.

What went wrong in the “fireproof” building? Fire Hazards.....numerous and deadly. An insufficient number of fire exits - one of them filled with toxic smoke and fire while the other was locked to prevent worker breaks, material theft, and union organizers entry, cluttered work areas, oily floors that lead to rapid flame spread, wicker baskets full of combustible scraps, exits blocked by boxes, flammable barrel of oil, long wooden tables became obstacles, a rusty fire escape...that collapsed during the fire, a locked door to the stair well, and pails of water in place of an automatic fire sprinkler system, just to name a few. Also working against life-saving efforts was a lack of water pressure and ladders that would only reach the 6th floor.

The Triangle Shirtwaist Factory Fire lasted a mere 15 minutes, but the impact became a pivotal moment in American history sparked by public outrage. More than 100,000 people marched in the funeral procession and another 400,000 people lined the streets to protest change for the safe and humane treatment and protection of workers, automatic fire sprinkler systems, prohibition of locked fire exit doors and required outward-swinging fire exit doors. By 1914, the State of New York had enacted dozens of laws that reshaped factory safety and became a National model. At the urging of a young reformer named Frances Perkins, who would go on to become Secretary of Labor under Franklin Roosevelt, NFPA expanded its mission from protecting buildings to protecting the people who worked in them and undertook efforts that would eventually result in the creation of the Building Exits Code - the precursor to the Life Safety Code. Efforts, however, didn't stop there; a broader reform movement included addressing wage and hour issues and child labor laws.



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Blue Zones Recipe

Creamy Corn Chowder

INGREDIENTS

1 small onion, cut into 1 ¼ inch dice (about 1 cup)
6 small garlic cloves, minced (about 1 tablespoon)
6 to 7 cups FOK Vegetable Stock, or no-oil, low-sodium store-bought
6 cups fresh or frozen corn kernels (from 6 fresh cobs or about 24 ounces frozen)
1 large russet potato (about ¾ pound), scrubbed and cut into ¼ inch dice (about 3 cups)
1 medium red bell pepper, cored, seeded, and cut into ¼ inch dice (about 1 cup)
1 tsp finely chopped fresh parsley
1 tsp finely chopped fresh thyme
1/3 cup almond flour
Sea salt and freshly ground black pepper

DIRECTIONS

1. In a large stew pot or Dutch oven, place the onion, garlic, and 1 ½ cups of the vegetable stock. Cover the pot and bring to a boil over high heat. Reduce the heat to low and simmer, covered, until the onion is translucent, about 10 minutes.
2. Add the corn, potato, and 4 ½ cups of the remaining stock. Bring to a boil over medium heat. Reduce the heat and simmer until the potato is soft, 10 to 15 minutes.
3. Transfer half of the mixture to a blender and blend until smooth. Return to the pot. Add up to 1 cup stock to adjust the consistency if necessary.
4. Add the bell pepper, parsley, and thyme. Bring to a simmer and cook for another 10 minutes, until the flavors have blended and the pepper is tender.
1. Meanwhile, place the flour and 1/3 cup water in the blender and blend until smooth. Stir the almond cream into the chowder. Add salt and pepper to taste. Serve hot.
Storage: Cool soup completely and transfer to an airtight container. Store in the refrigerator for 4 to 5 days or in the freezer for up to 1 month.



"Cooks" and "noncooks" will have an easy time with this one. This soup was incredibly filling as I served it as a main dish for my family. The only negative is that the almond flour is \$10 a bag but other than that it is a relatively quick, very easy dish to make. Stay tuned as I start to serve up some more healthy alternatives at "The House of Pain" Station 21.

-Captain Craig Weinbaum

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Planning Section

By: Wayne Martin, MS, EFO
Deputy Director Planning Division

The Strategic Plan is a guiding document for the Greater Naples Fire District (GNFD). In 2016 a review of the original 2015 Strategic Plan took place. A team of stakeholders, fire commissioners, and all ranks of the District participated in review and update of the plan.

Added to the updated Strategic Plan is “Develop Section Operating Plans for each of the major functional areas (Finance, Logistics, Operations, Planning, and Investigative) of the organization that will support the District’s overall strategic planning efforts”.

All Sections have provided input as to how the strategic plan will be implemented within the Section. The Section Operating Plans are being reviewed at this time.

The following are selected Strategies and how they have been implemented within the District.

Strategy 1 C states: Renovating current fire rescue and support facilities, as necessary, to help ensure effective and efficient operations throughout the Fire District.

The District has been diligently working to improve the current fire rescue facilities. Included are painting, lighting, and landscaping at Station 73 and Headquarters. For Station 20 an architect and Engineer have been engaged to create a plan for a station upgrade and improvements.

Strategy 2 C states: Determining and promoting the best education and training agenda for the District’s fire service personnel.

Training and Education is a priority for the District commencing in 2016 -2017. It has included District reorganization and resources provided to the Training Branch.

Strategy 3 B states: Instilling accountability and responsibility by monitoring and measuring performance and efficiencies in every aspect of work.

All probationary employees are evaluated once a week in Tenzinga and all Full-Time Regular employees are evaluated once a month on Tenzinga. Weekly and Monthly goals are established when appropriate to track efficiencies and aid in monitoring performance.

Strategy 3 D states: Making succession planning an integral part of personnel management and development.

Succession planning is exercised on a daily basis within the Sections by maintaining open communications and training on fundamentals and leadership. Regular meetings with personnel ensures Section leadership direction remains on point with succession planning goals.

The District continues to work toward implementation of the strategic plan. The GNFD Strategic Plan can be located on the Fire Districts website at www.greaternaplesfire.org.

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Awards & Recognition



AA Michele Packard
10 Years of Service
(Pictured Left)



DC Alan McLaughlin
15 Years of Service
(Pictured Right)



DE Dolores Perez
Promotion to
Driver/Engineer
(Pictured Left)



Lt. Tom Szempruch
Promotion to
Lieutenant
(Pictured Right)



DE Tony McGee
Promotion to
Driver/Engineer
(Pictured Left)



Brian Heath
Jason Sellers
Craig Weinbaum
Promotion to
Captain
(Pictured Right)

Lt. Ruddy Forte
Lt. Derek Jones
DE Adam Orsolini
DE Trenton Mading
DE Kenny Moyer
FF Jose Garcia
10 Years of Service
(Pictured Right)



Awards & Recognition

Greater Naples Fire Rescue District (GNFD) is pleased to announce that Deputy Chief Shawn Hanson was awarded the 2016 Fire Marshal of the Year by the Florida Fire Chiefs' Association. She was presented the award on January 18, 2017 at the opening ceremony of their annual Fire-Rescue East conference held in Daytona Beach, Florida. Chief Hanson was awarded Fire Marshal of the Year in 2014 by the Florida Fire Marshals and Inspectors Association and again in 2015 by the State Fire Marshal, Chief Financial Officer, Jeff Atwater.

Congratulations Chief Hanson!



L to R: Assistant Director Stone, Fire Chief Schuldt,
Deputy Chief Hanson, Director Halas

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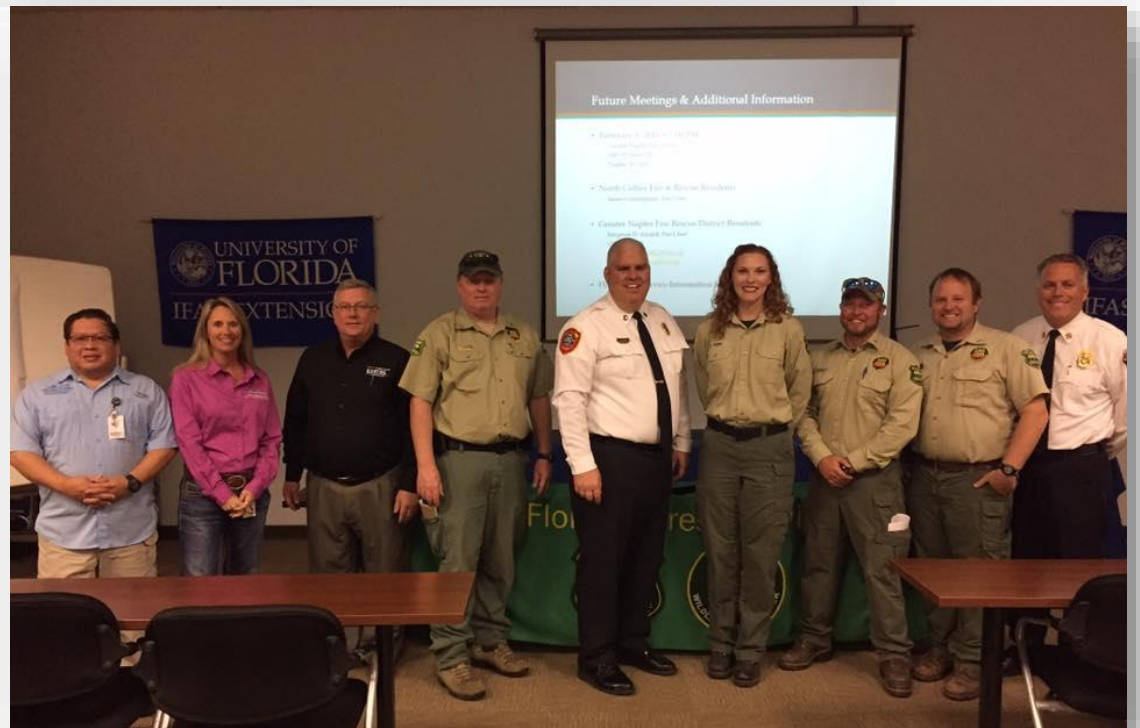
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Wildfire Education Meetings



Greater Naples Fire Rescue partnered with the Florida Forest Service and North Collier Fire Control and Rescue District to educate our communities on the dangers of wildfires and ways to reduce the possibility of exposing homes to wildfires in the urban interface communities. Several Wildfire educational meetings were held to allow the public to meet fire safety personnel, tour fire stations, and see the wildland firefighting trucks while being educated on wildfire awareness and preparedness.

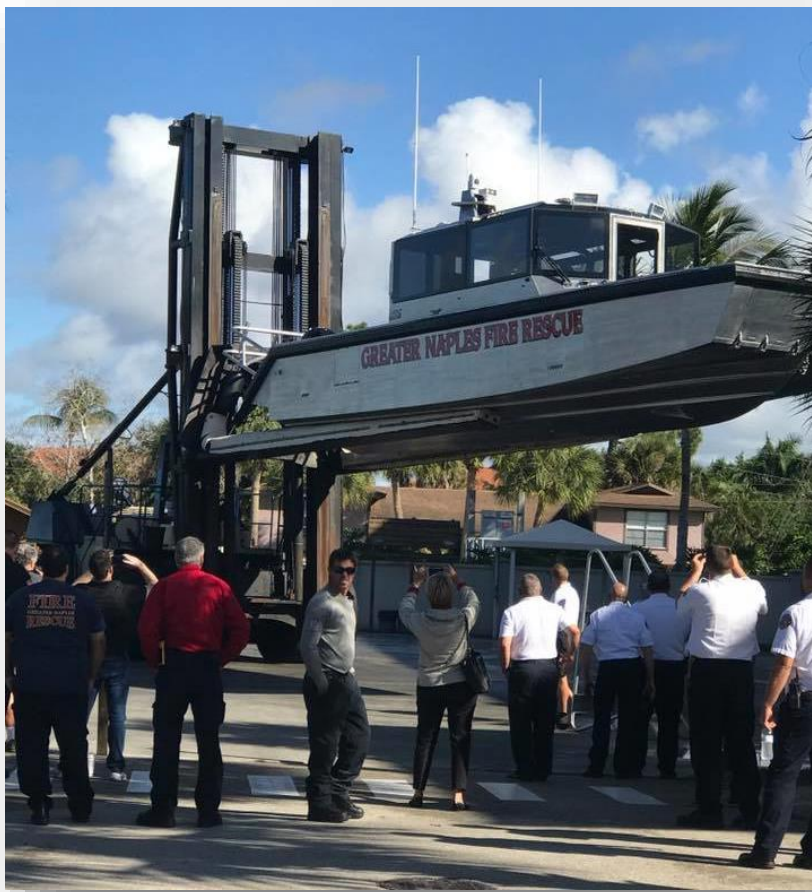


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Boat 90



On February 23, 2017, Greater Naples Fire members along with Marco Island and City of Naples Fire personnel, gathered at Hamilton Harbor to officially launch the custom-built, one of a kind, state of the art emergency rescue/fire Boat, Boat 90.

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Employee News

Condolences

Our prayers are with the following families:

Chris Diaz Family
Justin Diaz Family



Chaplain's Corner

By: Jack Strom, District Chaplain



I recently re-read a story* about a wise man who was a builder. He was building something of value. He was building his "soul home." The writer of the story also told about a foolish man who was also a builder. He too was constructing a home in which he would live in for the present but also forever.

And this is true of all who read my short article in this GNFD Newsletter. We are building all the time, whether wisely or foolishly. Never-the-less we are building. We are building with everything we do. We are building with every thought that we think.

Unfortunately... some people build with shoddy and poor grade material. Some people put material in their construction project that will not stand the test of the storms of life... the cursing that comes from their lips... the time that they remained silent when they should have spoken up for another's defense... or they held tight to their money in the presence of another's need.

It is a wise builder who uses material that is of a high grade. These are the people who speak positive words of encouragement to others... they are people whose word is their bond... they give rather than take.

However, whether we are building foolishly or wisely, using bad or good material... We are all building. And one thing for sure, what we build will be tested by the storms of life. For this reason, we should not build for fair weather only... we must build with an awareness of impending storms and possible resulting crises.

Of all people, those of us who are privileged to serve on the GNFD Team, know about the importance of good and strong construction of any house people live in. Those of you who are called upon to knock-down the fires that break out and endanger those who live in compromised construction, know how much more important the quality of construction becomes.

It seems to me that it is all the more important for the "soul home" you and I build and live in. To withstand such storms, we need to build on a firm foundation as well as use the best materials and construction concepts and designs.

The story of the two builders I introduced to you had two different outcomes. The foolish builder experienced failure because his house didn't survive the storm but the wise man's house came through the storm because it was built with the best supplies, with good construction concepts and was positioned on a rock.

* The story of the two builders is in the Bible at Matthew 7:24-27

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Employee Spotlight

Name: Sarah Pike aka Spike

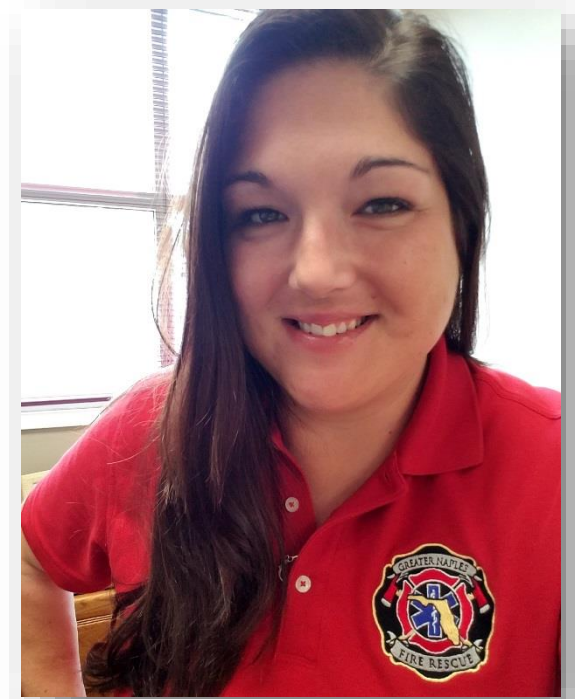
Job Title: Administrative Assistant/ Logistics Section

Hire Date: April 6, 2009

Hobbies: Photography, Painting, Arts/Crafts

Interests: Science, Music, Interior Design & Architecture

Can't Live Without: A heartbeat



Name: Kristen King

Job Title: Fire Inspector II/ Fire and Life Safety

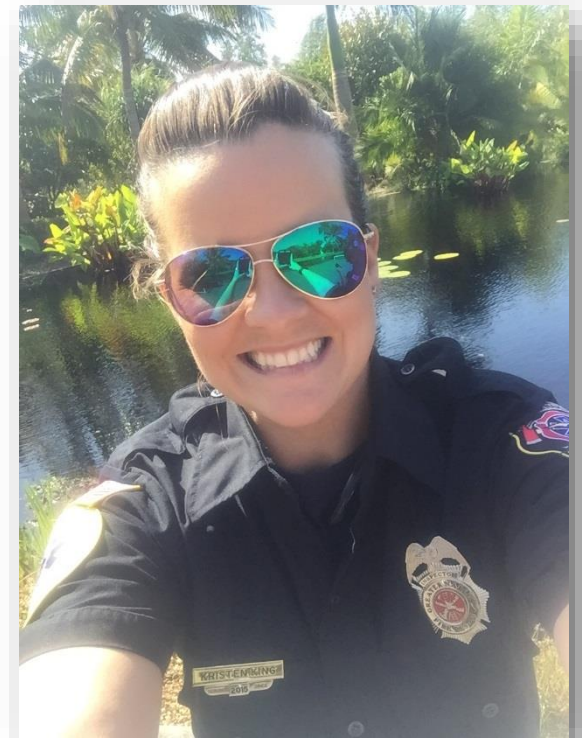
Hire Date: October 26, 2015

Hobbies: I love to do anything outdoors. Boating and fishing is up there along with camping and traveling. Anything I can do so I can spend quality time with my family. I also refinish furniture when I have extra time, which means not that often.

Interests: I really enjoy learning about the human anatomy and how working out and eating well effects the body and its functions. I'm fascinated with how our bodies work and what makes them better or worse. The human heart is something that has always kept my attention. As a certified firefighter/paramedic, I believe these interests are one key to my passion for this field of work.

I love watching shows about vehicles. Like Gas Monkey Garage, Top Gear (USA, because the British version is all about BMW's and Jaguar's [no thanks]), and Mecum Auto Auctions etc. If it's a show about fixing up and selling really cool vehicles, I'm all about it.

Can't Live Without: My family. I have an amazing husband and a brand new son. They are my everything and my life wouldn't be amazing without them.



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Public Relations

