

# IN THE LINE OF DUTY

January - March, 2020 Volume 6 – Issue 22



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*Professionalism ~ Integrity ~ Compassion*

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## Office of the Fire Chief

By: Kingman Schuldt, Fire Chief

On or about March 1, 2020 Florida Governor DeSantis issued Executive Order 20-51, directing a Public Health Emergency and establishing Florida's Response Protocol for COVID-19. As a result, the State Surgeon General issued a Declaration of Public Health Emergency for the State of Florida.

Since the onset of the pandemic, our personal and professional lives have been disrupted, and in many cases derailed with loved ones who have become ill, lost jobs, or redirected to care for the young and old. It appears our new norm will be with us for some time as we adapt to social distancing, Zoom business meetings and happy hours, and life staying at home. Experts estimate these new lifestyle limitations will be necessary for some time into the future. What I have witnessed in the relatively short time since the COVID-19 onset are the socio-economic hardships affecting so many; tragedies stricken upon the elderly and sick, further financial hardship to the poor and under privileged, and emotional stress weighing down the first responders and healthcare workers on the front lines of this crisis.



Through it all, there are many shining moments, glimmers of hope, and a resilience in the bond that makes our families the cornerstone of our existence. Many forces in today's fast-paced world influence our personal family values. Yet through this crisis we see families spending time together doing the simple things from days past.

Families teach each other, serve one another, and share life's joys and sorrows. Families provide a setting for love and personal growth. A family works together to overcome struggles and to provide happiness to each of its members no matter what circumstances are present.

Maybe the lessons learned from this public health emergency are; less is more, family is more important, and Sundays are meant for family. I hope each of you can also see a shining moment, a glimmer of hope, and a brighter tomorrow through the strength and value of your family.





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## Operations Section

By: Nolan Sapp, Assistant Chief



**A**pril finds us in the middle of a pandemic and between our annual seasonal retreat of northern visitors back home, and our annual beginning of hurricane season. The pandemic presents its own concern and uncertainty but even though it's a difficult time, the weather marches on with little to no rain and receding water tables. First and foremost, we must take whatever steps are necessary to protect ourselves, family, and co-workers against the pandemic. Second, we need to prepare for the upcoming wildfire season which will be quickly followed by hurricane season.

It is the time to ensure you have the proper setbacks for your house defined by Florida Forestry Service. Those include:

1. Clear 25 to 30 feet around the house so in the event of a fire, there is defensible space to fight the fire and it is less likely to become overrun by the fire.
2. Have pine needles cleaned out of gutters and roof area.
3. Clean around the exterior of house and dispose of yard waste away from all structures.

Look for those other items of concern such as debris piles, stored lumber or firewood, gas cans, and other easily ignitable materials that present a danger. The time you take to mitigate these things now means a better support to those defending your space should the need arise.

The month of April is generally peak season for the threat of a wildfire, and Greater Naples Fire Rescue takes it very serious. This is the time we stress to properly maintain your property in preparation. Along with prepping your house, don't forget to maintain the driveway. To be ready to accommodate fire apparatus, driveways should be a minimum of 14 feet wide, with an overhead clearance of 14 feet high. If fire crews can't get to you, they can't help you.

During these trying days everyone needs to be safe and practice good social distancing. It is a good time to take advantage with the social distancing measures that are in place and prepare for wildfire season because the rest of our annual hazards aren't going away because of a pandemic. Stay healthy and safe.





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## Professional Development

By: Rob Low, Assistant Chief



### When “Team” Becomes Code-word for “Micromanagement”



**R**emember the first day of the fire academy- nerves, excitement, lots of intimidation, and the instructor, you know the one: high and tight hair, uniform perfectly pressed, shoes shined, followed by a cadre of clones walking sternly into the room and “welcoming” everyone with a plethora of pushups. From that point forward, the term “team” was drilled into your head, and you lived by it; you worked as a team, studied as a team, ate as a team, succeeded and failed as a team. By design, this was to make you a better person and prepare you for life in the fire service. Graduation came and went,

careers moved forward, and the path for success was clearly in front of you- nothing could stand in your way.

Fast forward, you have now settled into your career, and you begin to move up the ranks; driver engineer, then company officer, chief officer, and for a few- the fire chief. Each stop along the way you are met with new challenges and numerous questions from subordinates- “how do I do this and that?”, “why do we do it this way or that way?” Overwhelming at times, you soon transition from supportive insight to, step by step instructions, and into tunnel vision that restricts you from seeing any additional way or opportunity other than yours. You lose sight of a bigger picture and slowly fall into the “micromanagement” spiral! You know the one, where every process, opinion, or approach to a problem has to be aligned with how you would do it or else it is wrong. You say to yourself, “I am not that person!” In a time of panic, you go to what is familiar, just as you were trained - you quickly fade back to the academy days, and “team” comes to mind. There it is, the magic pill, I found it! I need to have a team. Soon, everything that you do or work towards involves a team, problem solved, back on track!. Not so fast....

Teams take on a variety of shapes, and this is where you, the leader, need to have the most insight. There are many successful teams: sports teams, management teams, and fire rescue teams, just to name a few. But what makes them a team? A team is not merely an assembly of people; it is a group of talented, hardworking, and educated people that need a strong leader to manage them, not micro-manage them. Many leaders fall into the trap of micromanagement, and by doing so, the message sent is not one of leadership and support, but a lack of confidence and trust in the employee. Regardless of rank, you must remain diligent for the signs and symptoms that you may be becoming a micro-manager.

The implications of micromanagement are far-reaching, a study by Dr. Richard White lists the following as symptoms (White Jr, 2010):

- Micromanagers oversee their workers too closely and spend an excessive amount of time supervising a particular project and telling people exactly what to do and how to do it.
- Micromanagers are control freaks.
- Micromanager typically go alone to the bosses office, as they do not wish subordinates to gain credit. They become irritated when others make decisions without consulting them.

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## Professional Development

By: Rob Low, Assistant Chief



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- Micromanagers are obsessed with meaningless details. They love numbers, lots of them. They confuse accuracy with precision.
- Micromanagers come in earlier than their employees and stay later.
- Micromanagers dictate time, often creating deadlines for deadlines sake. They demand overly frequent and unnecessary written status reports.
- They are so busy that delays happen frequently, while people wait for their input or signoff.
- Micromanagers stretch themselves too thin and take on too many projects. They move from one to another without completing any of the jobs. They are too busy to meet with subordinates and not available to provide guidance.
- Micromanagers have no idea why they are a bottleneck because they are too busy trying to do all of the jobs of the organization.
- Micromanagers abhor mistakes. Seldom praising, they consider their employees incompetent and soon lose the respect of coworkers and employees. While quick to blame, they seldom admit their own mistakes and shortcomings.

Current and future leaders in the fire service must remain diligent for the symptoms of micro-management. Encouraging success, supporting the ideas of others, and having confidence can build a real team. Getting in the trenches and trusting that other team members are supportive of the mission are vital components to being successful. Building a team is more than just a name; it is a process of trust, confidence, dependability, and providing tools for success.





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## Awards & Recognition



### 2019 Annual Awards

Fire Chief's Values- Lieutenant Inspector Steve Riley

Firefighter of the Year- Lieutenant Josh Grimm

Civilian Employee of the Year- Accountant Charlotte Johnson

Excellence in Service in FLS- Administrative Assistant Tracey Caparrelli



### Lieutenant Josh Grimm 20 Years of Service



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## Chaplain's Corner

By: Jack Strom, District Chaplain



Ever since I was a child I've been taken with history and the many wars in which man has been engaged. From the wars fought and recorded in the Bible on through the centuries of time, and also the wars that have been fought and are told in the history books where it was nation against nation. I am especially intrigued with the history of our own country of America and our fight for independence. Not just in 1776 but down through the decades to this very hour.

Right now we are engaged in a war of consequence. Although it is a war other than that of us fighting against another nation, it is a war against a silent and invisible enemy. It is a war against a disease called COVID-19. It is being fought on the battlefield called *pandemic*. The outcome will shape our future and even that of our world.

In my prayerful concern while my wife and I have been isolated in our home by the directive of the CDC, our age put us in the group that is identified as being vulnerable. In the quietness of our home, I've been recalling the memory of some of the old war stories of history. Providentially, the story of Napoleon and Wellington and the battle of Waterloo came to my mind.

During the Napoleonic wars before radio or telegraph, news was more challenging to tune into. The news was shared by sending signals by what was known as "wig-wag flags" over long distances from one watchtower to the next and viewing the coded messages via telescopes and parlaying the message delivered unto the next watchtower.

After long years of fighting to bring all of Europe under his control, all that stood between Napoleon and victory was England. The English banks had poured every available Pound of money into the war. If the Battle of Waterloo was lost, Britain also would be lost.

The people were greatly concerned about it. They watched from Dover's Cliffs, waiting for some news of the battle raging on the other side. Suddenly, the wig-wag flags began to spell out a message: **W-e-l-l-i-n-g-t-o-n D-e-f-e-a-t-e-d**. Just then a great fog settled down over the English Channel. The people could no longer see. Whether there was more to the message they could not decipher it through the fog.

They were in despair, for apparently Wellington was defeated. They fled back into the city where the news spread quickly. Houses were fortified and roads were blocked. Napoleon apparently would be upon their shores in another 48 hours. Shock set in, fear, despair, mistrust, hopelessness, remorse, disbelief and they felt alone.

For hours terror filled the hearts of the British. Then the fog lifted. And the wig-wag flags were still sending the message: **W-e-l-l-i-n-g-t-o-n D-e-f-e-a-t-e-d t-h-e E-n-e-m-y**. Sorrow turned to joy... when the complete message was delivered.

When it comes to our war with our enemy COVID-19, let's be sure we wait for the *fog* to lift and we get the whole story of who defeats who. With God's help, I believe we are going to win.



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## Employee News

### Just Arrived!

Welcome our newest family members:



Konrad Kristian born to Kristen and Kenny King on January 19, 2020.

## Employee Spotlight

Receptionist Jean Schwarz joined the Fire and Life Safety Section on February 24, 2020. Welcome to the GNFD Family!





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## In the Community

