



FULLY INVOLVED

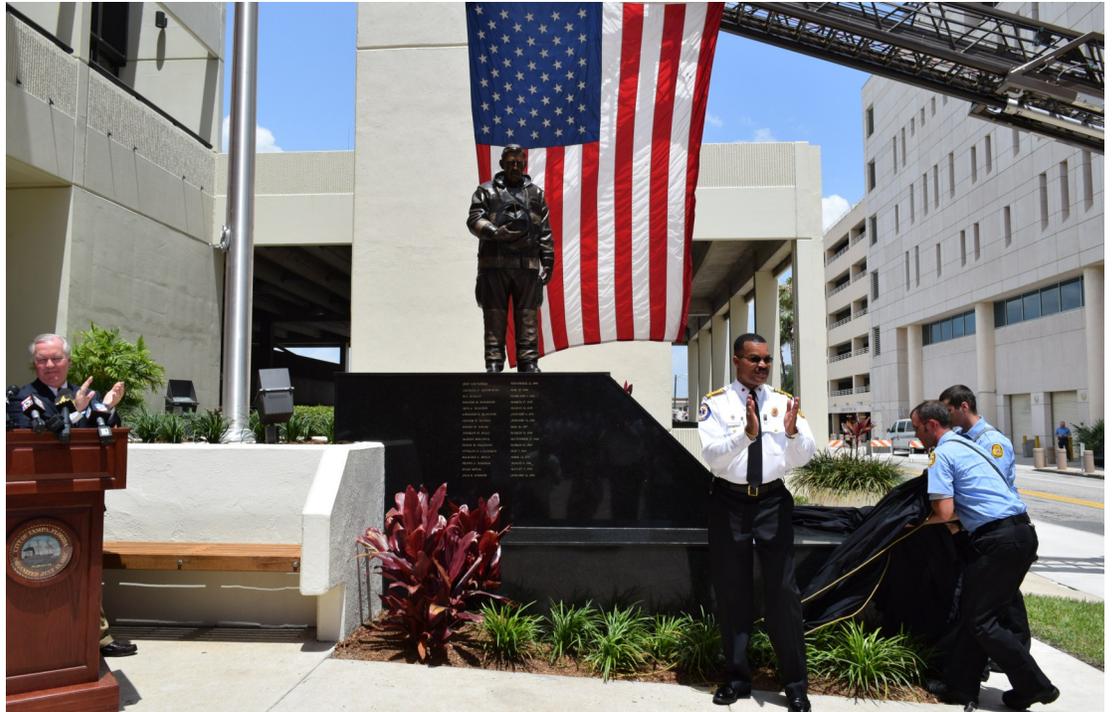
THE NEWSLETTER FOR THE MEN AND WOMEN OF TAMPA FIRE RESCUE

May 2015

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Their memory stands tall

Tampa Fallen Firefighters Memorial dedicated



Mayor Bob Buckhorn, left, and Fire Chief Tom Forward applaud after unveiling the new Tampa Fallen Firefighters Memorial. Photo by Jason A. Penny

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Tampa Fire Chief Tom Forward and Mayor Bob Buckhorn dedicated the new Tampa Fallen firefighters Memorial during an official ceremony May 11 at Station 1.

More than 200 current and former firefighters along with families and special guests were in attendance to witness the unveiling which was nearly five years in the making.

"This has been one of my top priorities since becoming fire chief," said Chief Forward who was appointed fire chief in 2010. "The firefighters in this city deserve a memorial to the service and sacrifice they so selflessly provide to the City of Tampa. The names of the fallen firefighters etched on this monument serve as a reminder to all of our citizens the price that some have paid in ser-

vice to their community."

Mayor Bob Buckhorn echoed that sentiment, stating that the new memorial was long overdue. "Not many of us get up every day and put bunker gear on. Not many of us answer when that 911 call comes in and they know they are going into harm's way and do it willingly." Buckhorn said the memorial will be an everlasting reminder to the service and sacrifice all firefighters make to the community they serve.

Two major donors were recognized at the event. Simon Canasi, senior vice President of the Canasi-Fernandez Group at Morgan Stanley, whose son Alexander is also a firefighter with Tampa Fire Rescue, donated \$10,000 to the memorial fund. The Zeta Pi chapter of the University of South Florida Pi Kappa Alpha fraternity donated more than



From the Chief:

For What It's Worth

“As you are now, so once was I; as I am now, so you will be.” That’s half of an old Roman epitaph. I used this phraseology because hopefully it will provoke some thought among those of you young enough to believe that you know everything about everything. I was

once as you are now, but by many times I’ve operated under different types of leadership, only to look back and realize that each respective leader knew what they were doing and how much it improved me and the organization during their reign. Learn something from each supervisor and chief officer you encounter and you’ll be better for it. Each of you has tremendous value to the organization and you are what is essential to get our mission accomplished.

no fault of my own I am now the most senior ranking and tenured sworn employee of Tampa Fire Rescue. But unless I look in the mirror or do some “hold my glasses and watch me do” stuff, I still feel like I’m 25. The big differences are that I’ve realized I’m not bullet proof, I still have feelings, and I don’t know everything!

Be good to each other and don’t try to get ahead by backstabbing and conniving. Making someone else look bad does not make you or the department look good. Do your job to the best of your abilities and try to help others do the same. Share your knowledge. Give people encouragement and personalized constructive criticism. The most valuable assets we have are people and the prized among them are those that take care of the others. Don’t rest on your successes. Keep striving to do better in all aspects of your life. You never know what opportunities will be placed in your path. Be prepared and perform at the next level even though you may think it’s not in your future. I never thought that I would retire at this position or that my career would culminate with the privilege to be your Tampa Fire Rescue Fire Chief.

I do know this though, no matter who you are— whether you’re the go-to guy or gal, or you’re on someone’s crap list—you need to keep a positive attitude. Keep doing your best and keep your options open. In my 33 years as a professional firefighter (almost 32 right here at Tampa Fire Rescue) I have survived and thrived by listening and taking good advice when it was offered to me. Try to keep your pride in check and refrain from making snap decisions. Do yourself a favor and accept responsibility for your actions and move on. You may not agree with the constructive suggestion, policy, or the person in charge, but in the fire service industry very few people get to make up the rules to fit their opinions. We all have to make someone else happy. Accept that and tailor your performance to your superior.

Someday you may be offered a position of greater responsibility, influence and privilege; seize the opportunity and do your best to earn the respect and the right to be in that position every day. You all have the potential to be where I am if it’s your goal and a fortunate few will realize this honor. Former German Chancellor Konrad Adenauer stated “Better to look where you’re going than to see where you’ve been. Dissatisfaction and discouragement are not caused by the absence of things but the absence of vision. We live under the same sky, but we don’t all have the same horizon.”

Your superiors will continually change, as will your chief officers. If you don’t like this guy’s direction, wait awhile. The next one’s will be different. It may be more in line with your philosophy or maybe it won’t. I can’t tell you how

Until next time, stay safe out there and I’ll see you soon...

Fully Involved

Tampa Fire Rescue Chief:	Chief Tom Forward
Public Information Officer:	Jason A. Penny
Contributors:	Chief Susan Tamme
	Capt. Todd Alt
	Capt. D. Wesley Adwell
	Capt. Dave Dittman

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What's All of This Talk about Situational Awareness?

By Captain Todd Alt

The term situational awareness as it relates to the fire service is a relatively new concept. Previous editions of the IFSTA essentials textbook briefly touched on the topic but the current edition mentions or refers to the topic of situational awareness in almost every chapter. Suboptimal levels of situational awareness among firefighters, combined with deficiencies in decision-making and critical-thinking skills, have led to the observed continuity of firefighter injury and death statistics. According to the International Association of Firefighters, a lack of situational awareness is continuously the leading cause of firefighter line-of-duty injuries. Incidentally, this is also noted as a root cause leading to firefighter deaths in NIOSH reports as well.

So what is situational awareness? Situational awareness can best be defined as one's ability to recognize, comprehend and react to multiple events simultaneously. Situational awareness refers to the process of making sense of the environment and the stimuli within it, through the ability to coordinate various cognitive activities such as perception, attention, working memory, and control, which are thought to be central to completing complex dynamic tasks. Put more simply, an individual's successful performance in a complex dynamic environment such as a structure fire depends not only on his or her cognitive abilities but also on the ability to coordinate thoughts rapidly and effectively.

Being attentive to your surroundings is essential. A firefighter's ability to recognize and properly react to events will greatly impact the outcome of an incident. Having knowledge pertaining to fire behavior, proper ventilation techniques and firefighting tactics is essential since one's

actions or inactions can alter the environment. Firefighters need to not only recognize what is happening but they also need to perceive and predict the effects that their actions or inactions might have on the current situation.

Situational awareness does not only apply to fire incidents. Having a heightened sense of awareness while working at motor vehicle accidents and medical alarms will contribute to safer outcomes as well. Furthermore, the ability to process events and to develop and increase situational awareness is a skill that can be learned.

Steps to improve situational awareness :

- Continuously seek out education which will improve your knowledge base, experience, decision making abilities and critical thinking skills.
- Promote a safety oriented culture.
- Incorporate situational awareness during company training.
- Seek to apply past training, education and experience with current situations.
- Address issues related to personal readiness and fatigue.
- Seek to communicate effectively.

Memorial

\$18,000 that was raised during its two annual Fireman's Challenge events. Both were presented plaques thanking them for their contributions.

The Friends of Tampa Firefighters organization was the primary fundraiser and donor who collected and contributed the more than \$69,000 that was required to complete the memorial. Friends of Tampa Firefighters raised money through corporate sponsorships and individual donations and a portion of the enrollment fees for the training programs the foundation provides.

Chief Forward said the memorial also represents "continued commitment to community service beyond that of fighting fires and providing medical support." Forward said that Friends of Tampa Firefighters will continue to support firefighters and their families with scholarships and

training opportunities.

After unveiling the memorial Chief Forward recognized artist Steve Dickey who sculpted the statue. He then led a rose-laying ceremony during which he read the names of each of the fallen etched on the memorial. As each name was called a bell was rung and a firefighter, family member or other dignitary laid a single white rose at the base of the memorial.

Forward expressed pride in the Tampa fire department that the day before had marked a significant milestone of longevity. "For one hundred and twenty years as of yesterday (May 10) the Tampa fire department has built a tradition of exemplary and selfless service to this city. And that tradition will carry on for years to come."

Chief Tamme attends FDIC

By Dist. Chief Susan Tamme

This year I was lucky enough to cross off something I've wanted to do for a long time from my professional bucket list. I was fortunate to attend one of the largest fire conferences in the country, the Fire Department Instructors Conference (FDIC) which is touted as the "Superbowl of firefighting."

I knew that this conference was different from others I had attended in the past. The banners and neon signs at the airport seemed to electrify the hundreds of firefighters streaming out of the Indianapolis airport.

The opening ceremony began solemnly with a tribute to the fallen firefighters. The room became energized as Fire Chief Bobby Halton spoke passionately about Duty, Honor, Country. "Most of us go day by day working very hard in developing the essential skills of our mission," Halton explained. "But many of us miss that all important critical step of developing an awareness of how our growing sense of confidence and competence relates to the essence of what a firefighter can be. What we all need—not only our younger firefighters and newer officers—is a template, a guide, a role model, a vision, of what being a public servant, and particularly a firefighter, means today and, most importantly, what we may become in the future."

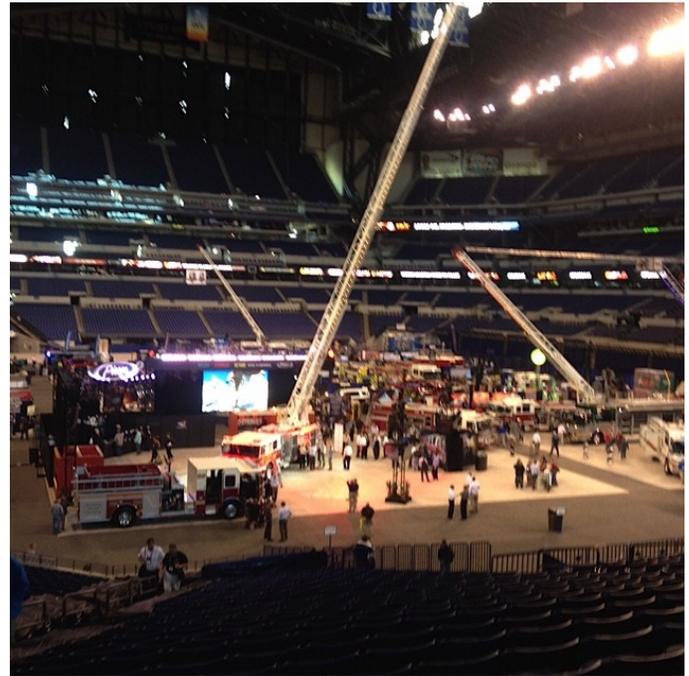
He asked of the attendees to be "the true vision of the firefighter who is committed to being competent, who is confident of his/her character, who is devoted to honorable service, and who is loyal to his/her fellow firefighters."

Inspired by the commitment to our profession, to each other and to the communities we serve, we exited the hall and rushed to locate the speakers and topics that brought us to the event in the first place.

I attended many sessions on a variety of topics from managing the large building structure fire, large equipment extrication, to training programs and maydays. There was something to be learned from every class I attended and something to be proud and confident about the way we operate at Tampa Fire Rescue.

The next day at the general session keynote speaker Rear Admiral Scott Moore, shared his knowledge in a speech titled Teamwork – A Life and Death Necessity. His words were inspiring: "It is absolutely all about building cohesive, effective teams. You have to have clear vision and direction from the top. Leaders. You have to build trust by minimizing the weakness and enforcing that minimum standard. You have to increase the ability to raise that bar by building the team camaraderie or cohesiveness by empowering your lower level leaders. And training to expose those weaknesses – that's how we get there. And I submit to you that these team fundamentals will raise the level of any team."

The packed auditorium was charged as conference attendees filed out ready to meet with other fire service members and exhibitors. There is something about mingling with 35,000 firefighters that gets you pumped up to absorb the



Fire Apparatus Display at Indianapolis' Lucas Oil Stadium during FDIC 2015. Photo by Susan Tamme

experiences, technology, equipment and information around you.

Next I hit the conference floor. The exhibit hall occupied nearly 750,000 square feet of space at Lucas Oil Stadium and the Indiana Convention Center. Exhibitors were on hand to show their products and to speak about new ideas and concepts in firefighting. Viking Life-Saving Equipment has a concept to work with soiled turnout gear. 555Fitness, is a non-profit that promotes health and fitness in the fire service and sells shirts. The profits go to giving grants to fire departments in the form of workout equipment. FireCam gave away cameras and MN8 now offers a complete line of glow-in-the-dark products. These were only a few of the many conference exhibitors. Of course, after traveling to Indianapolis I had to stop and say hello to Tampa's Firefighting Calendar representatives LaMencha Mingo from Rescue 7B, Claire Slager from engine 1B and Kirsten Schmitt from Engine 4A. All were very busy signing calendars.

There were many opportunities for fun each evening including the chance to participate in the FOOL's Brotherhood Bash, the NFFF Stop, Drop Rock 'n' Roll event, or the Combat Challenge, the 9/11 Memorial Stair Climb, and the 5K run.

I thoroughly enjoyed my week at FDIC and speaking personally with Dan Madrzykowski, Billy Goldfedder, Dr. O'Neill, Bobby Halton, Steve Prziborowski, John Salka, and Tiger Schmittendorf who are some of the brightest and most talented firefighters, leaders and officers of our time. Meeting and having conversations with them, was surreal and an honor. I think the networking and education for this conference was by far the best I have experienced. I highly recommend this conference to every fire service member.

Building Your Bridge Part II– Setting your goal

By Capt. D. Wesley Adwell

This article is a follow-up to one I wrote last year called Building your Bridge. In this one, I'll explain how setting a savings goal in your career may help you bridge the gap after retirement.

Building your bridge refers to saving money in your deferred compensation (457) plan to help cover the gap between your actual retirement age and the age of 59 ½. You'll have access to your 457 plan at separation of service without penalty, regardless of your age. At 59 ½ you are then able to access all of your other retirement savings accounts, including your DROP, without penalty. Your 457 plan is your bridge to that age.

If you entered the DROP, your retirement pension check will be less than your active pay. The difference between the two amounts is the gap that you may need to make up. A firefighter/police officer entering the DROP with 25 years of service will bring home approximately 79 percent of his or her regular salary (not including the cost of living allowance). That will leave a 21 percent gap in pay. Additionally, health insurance is one of the largest expenses for retiree's. Add in the increase in health insurance premiums that you may be 100 percent responsible for, and you'll start to see why you may need some extra income.

A simple way to set your goal is to figure out the age you'll be when you retire and subtract that from the age of 60. Take that number and multiply it by the amount you'd need to either make up your gap or would like to have available.

Example:

- * Enter DROP at 25 years and retire at the age of 53 years old. $60 - 53 = 7$ or a 7 year gap.
- * Active duty pay of \$60,000 a year x 79% = \$47,400 a year in retirement pay (21% less).
- * The gap in pay is \$12,600 a year.
- * Family health insurance (the City plan in 2015) is approximately \$17,000 a year.

The numbers start to show that keeping your lifestyle the same in retirement may require some additional income. At the minimum of \$13,000 a year for seven years, you would need to have saved \$91,000 before retirement. To cover the \$17,000 for health insurance (which usually goes up every year), you would need \$119,000 saved. This is where your deferred compensation savings over the years becomes your friend. You have access to it after separation of service, regardless of age, without penalty.

To make this math even easier, set your savings goal for at least \$25,000 for every year of your bridge until the age of 60. In this example, the goal would be \$175,000 saved before retirement.

$\$25,000 \times 7 \text{ years} = \$175,000$. That's over \$2000 a month



available to cover the gap.

This may seem like a large number to some, however, your contributions are invested, and you'll have time and compounding on your side. You'll also be able to roll your sick & annual mustering out pay into your 457 plan at separation of service, up to \$36,000. This is a great way to both boost your savings and minimize your taxes in the year you retire. Contributions limits are currently \$18,000 a year or \$24,000 a year if over the age of fifty.

While you will have access to your account for additional income, depleting the account is not the goal. This account should continue to be part of an overall financial plan that can be used after the age of 60.

It's important to remember that even though we can retire after 30 years, we leave at such a young age that it's possible for us to live another 30+ years in retirement. Most of us will need additional income to supplement our pension. Deferred compensation is just one of many retirement options that can be available. Having an overall financial plan for your DROP, IRA, Roth IRA, spouses 401(k) / 403(b), and social security can improve your family's wealth and peace of mind. Knowing and setting a goal now will help you achieve and enjoy a more comfortable retirement when that day comes.

Live Fire In-service complete

By Training Captain Dave Dittman

The Training Division successfully rotated over 495 sworn fire personnel through a grueling eight-hour in-service consisting of live fire training. This was the most requested in-service training by our personnel. The training ran for five weeks between on March 9 and April 17. We utilized more than 30 different Live Fire Training Instructors and Live Fire Adjunct Instructors totaling over 1900 hours of Live Fire instruction. The hours of instruction required would never have been accomplished if it was not for the generous donation of time by our volunteer burn instructors. Chief Dougherty and the training staff sincerely appreciate their time and dedication.

Each training day consisted of a 90-minute lecture which included a review of other firefighting in-services. Our training instructors also provided an explanation of the Suppression Directive 15-01 Modern Fire behavior (Listed below).

Crews were then given a pre-burn safety briefing with a thorough walk through of the burn facility where the two practical live fire evolutions were conducted.

Each scenario lasted for 45 minutes to one hour. The crews were met with many challenges and were expected to follow TFR SOGs and written command procedures.

The following are two scenarios used during the training along with their objectives:

Scenario One: Garden apartment fire on floor two.

Apartment is set back 200' from roadway. Victim on roof or at second floor window. Front of building is inaccessible via apparatus.

Rear of Structure – wall or fence – inaccessible.

- First Officer deliver appropriate size-up and request needed assistance
- Deploy initial attack line to 2nd floor (courtyard lay)
- Deploy backup line as appropriate
- Secure positive water source
- Raise extension ladder to 2nd floor as secondary means of egress
- Raise ladder to roof
- Ventilation crew to roof with appropriate tools and PPE. (Use ventilation props to create roof vent opening)
- Victim may be rescued via internal stairwell after entry has been made from ladder.

Scenario Two: (Fire will be started on first floor). (Entry will be made at A/B corner). Warehouse fire (Home Depot).

Tower is Exposure on side D.

Warehouse is set back 200' from roadway.

- First Officer deliver appropriate size-up and request needed assistance
- Deploy initial attack line into warehouse
- Deploy backup line as appropriate
- Extend both lines when hose runs out due to distance
- T.I.C. search for live victim
- Remove victim from structure
- Secure positive water source
- Deploy master stream for exposure on side D



IN BRIEF:



Paint Your Heart Out

Tampa Fire Chief Tom Forward, staff members and firefighters came out in force April 18 to place a new coat of paint on the home of Mrs. Recy Cochrane during the 2015 Paint Your Heart Out event. IAFF Local 754 provided additional supplies and a hot lunch to the painters who spent all morning making sure Mrs. Cochrane's home looked fresh after applying paint to the exterior walls and trim. The firefighters, along with the help of Rebuilding Together Tampa Bay, made some additional repairs including replacing outside light fixtures, exterior doors and repairing damaged areas of the soffits around the home. Chief Forward's son Deuce, a junior at Florida A&M University also participated.

WFLA reports on Disaster Response

WFLA reporter Jeff Patterson, center, interviewed Lt. Roger Picard, left, to report on the role of urban search and rescue during catastrophic natural disasters. Lt. Picard and his two search dogs (Party Girl and Pilot) are also members of the Federal Disaster Search & Rescue Team. Lt. Picard has been deployed to disaster zones including the World Trade Center after 9/11, Hurricanes Charley and Katrina and internationally to the earthquake aftermath in Haiti. He explained that 80-plus members make up the Federal Team that could be called upon to assist in the recent devastation in Nepal. Lt. Picard spoke on the mental aspects of deployments and how team members have to be able to stay engaged for long periods of time while focusing on the objective even though they may be placed in some of the most extreme conditions. See the report [here](#).



Lt. Northrop recognized by Hernando Co. Sheriff's Office



Lt. Robbie Northrop, Rescue 3A, received a certificate of appreciation from the Hernando County Sheriff's Office for his actions on October 15 last year. According to the citation, Lt. Northrop came upon two deputies who were trying to detain an unruly and irrational subject who had run across a busy street out of a hospital where he was receiving treatment. "While both deputies continued to struggle with the subject, a citizen, later identified as Lt. Robbie Northrop, stopped to render aid to them. With the assistance of the citizen the subject was safely secured with no one being injured...Lt. Northrop was off duty and in his personal vehicle at the time of the incident. Lt. Northrop could have continued to drive by the deputies as so many other people did that day. His actions helped the deputies bring a safe conclusion to the incident."