



Tilton-Northfield Fire & EMS



T-N Fire & EMS Newsletter

www.tnfd.org

Week of 5/18/07

Phone: 286-4781

Vision

SAFETY

PROFESSIONALISM

**CUSTOMER
SERVICE**

Mission

DELIVER:

EFFICIENT,

PROFESSIONAL,

HIGH QUALITY,

COST EFFECTIVE,

AND TIMELY

**FIRE
SUPPRESSION,**

RESCUE,

**EMERGENCY
MEDICAL
SERVICES,**

FIRE PREVENTION,

**PUBLIC SAFETY
EDUCATION, AND**

**CODE
ENFORCEMENT.**

Chief Carrier's e-mail:
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Engine 4 is set to Go!

As you may have noticed, E4 is parked out in front of the Park Street Station now. There are notices on it that we will be accepting bids through the end of the month. The bids will be reviewed at the June 5th Commission meeting and the winning bidder will be notified on Friday, the 6th.

It seems to be a growing trend for us to advertise used apparatus for sale and take the highest bid. It is a direct result of a flat used apparatus market. Because there is no market, the vehicles actually have very little

value to us upon receipt of the replacement vehicle. Therefore, the bid process can do nothing but benefit the department and the taxpayers.

Monies generated from the sale of used apparatus are deposited back into the general fund. It should be noted that we cannot spend any amount above and beyond what was appropriated at the District Meeting as our total and overall budget. If we have a surplus, the excess monies go into a surplus account. Those monies can only be expended or transferred

with an official warrant article vote at a District Meeting.

In any case, at some point, the monies will be used to offset taxes in some form. If you know anybody that may be interested in used fire apparatus, please let them know it is available. It is still being offered nationally—the price has been dropped to \$6,500.

Copies of the bid announcement are available. Contact Secretary Vary or myself at the Center Street Station.



Chief's Message

Who Am I

There are hundreds of analytical tools out there that can be used in a variety of different ways to tell you more about yourself or to find out more about someone else. In fact, the use of these tools is quite wide-ranging and they can be applied in a number of different ways to help organizations. However, their greatest value is to the individual.

Far too many times we fail to realize how our values and behaviors affect others. Far too many times we, as individuals, don't even know what our base values are and/or how those values translate into behaviors. That is the benefit of these tools.

Currently, I am part of a pilot program being offered by Primex³ entitled, *Leadership in Risk Management Forum, Fire Chiefs 2007*. We started the course with the "Human Factors Assessment" tool from the Cleaver Company International. We answered a series of written questions on-line and received a "Synergy Portfolio" report back, which one of the instructors reviewed with us.

This is probably the 4th or 5th profile such as this that I have completed. I have benefited from each one. However, I have learned that you must take the results in context. As an example, one of the first tools I used measured leadership and subordinates com-

pleted questionnaires. At the time, I was a new deputy chief in a department of much older middle managers (subordinates) that generally had a lack of trust and respect for management; and I was pushing training and safety very hard. Any ideas on how I scored?

I was actually very disappointed with my results—and somewhat embarrassed, especially when my results were compared with the rest of my peers at the National Fire Academy's Executive Development course. But, with time and reflection, my concerns were tempered. I was able to take away some positives and work to improve some negatives. It gave me a perspective in time and place—at that moment—as to who I was and who I was working with. Looking back on it all, I think it was a very close representation of the truth.

Taking the same tool 4 years later as a new chief with a young department in a different place, my results were much more positive. I realized that some things that weren't important or necessary to me meant the world to our employees. I learned that I have some inherent behaviors that aren't always accepted well by our employees. All positives, as far as I'm concerned. You see: you have to know your base values and your behaviors in order to be able to modify them to leverage your leadership ability. Through internal and external

assessment, and then through a whole lot of reflection and self discipline, modifications are attainable. Different modifications are necessary for different situation—no doubt!

And, it is important to note that behaviors can be changed much more easily than values. Core values may never change, while learned values may be extremely slow to change.

In an effort to share a little bit about me with you, I will leave you with the most recent tool's synopsis of my behavior based on the tool's questions. You can be the judge of its validity:

Extremely cautious, precise and logical, this person is a perfectionist who adheres to established and proven standards in order to assure that things are accomplished correctly. He makes decisions only when based on known facts and precedent of known consequences. He endeavors in all his activity to meet very high standards and avoid error. This person is more comfortable with things than people and therefore may appear unfeeling or withdrawn. Self-sacrificing, detail oriented and avoidant of trouble, the individual strictly adheres to the rules in performing his job. He readily adapts himself to superiors in order to attain harmony and approval. This individual generally needs a leader to follow and serve who provides instructions,

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UPCOMING TRAINING OPPORTUNITIES

May 21, 2007	1800 hrs	Acute Coronary Syndrome David Rivers Center Street
June 4, 2007	1800 hrs	Hose Testing – E3 Lt Ames Meet at Park Street
June 11, 2007	1800 hrs	Officer's Meeting Chief Carrier Center Street
June 18, 2007	1800 hrs	Swift Water Awareness Lt Ames Center Street
June 25, 2007	1800 hrs	Toxicological Emergencies David Rivers Center Street
June 30, 2007	All Day	Old Home Day / Park Street Open Relief Association / Captain Ober Pines / Park Street
July 2, 2007	1800 hrs	Pumping Drill Deputy Robinson Meet at Park Street
July 9, 2007	1730 hrs	Training Committee Meeting Chief Carrier Center Street
July 9, 2007	1800 hrs	Officer's Meeting Chief Carrier Center Street

Why Attend Training?

Lt David Hall

“Honey...Are you going to training tonight?”

“I don’t know, not sure what training is tonight.”

“Does it matter?...Either go or don’t go.”

“You’re right; I guess I’ll go tonight.”

Does this sound familiar? I know this has happened to me. The reality is that we can not always attend training. We are all busy. We have families. We have more than one job. We are sick. We are just plain tired. These are not excuses; they are the reality of life. No one person is expected to make every training opportunity.

Why should we attend training? We should attend training because we can never know it all. We can never remember everything we learned before. Only by repetition can we even come close to being good at what we do. We train because we want to be better. We want to provide the best services possible as safely as possible. And let’s face it; we wouldn’t be here if it wasn’t fun.

I see many interesting perspectives as an instructor at the Fire Academy. There are many different ways to accomplish most everything we do. We, the instructors, teach multiple ways to load and stretch hose lines, for example. “We” are supposed to teach a certain way every time so as not to confuse the students. Now, I have been teaching for a couple years and I have not seen a class taught the same way once. This is not a bad thing. We do still teach the basics, however, I am seeing more and more additional “techniques” given out for the purpose of student enhancement. We like to teach what we have learned from others. This is called “pass it on”. Many of you have a great deal of training and experience, so pass it on!

Did you know that since April 1st the department has: completed over 430 hours of training, recorded 22 classes, and 6 certifications awarded? Did you also know there are at least four training sessions every week, and often times even more than four per week? See below for a list of classes we offered this past month alone. If you can not attend any scheduled training, consider asking the shift to work on something with you. You might even consider teaching us!

Congratulations to those of you who have attended training regularly. Deputy Robinson, FF Sheltry, FF Boyd, EMT Keeler, and FF Latucky have all completed at least 20 hours of training this year. The department has completed over 1,075 hours since January 1, 2007 on the following topics:

Rope Rescue Operations	EMT-Basic	Engine Pumping
Portable Pumping	Hazmat	Ladder Pipe Operations
Live Fire – Forestry	Medical CEU	Driver Training
CPR	Cellar Fires	Ventilation
Strategy and Tactics	FF Safety & Survival	

Anyone Wishing to Supply Pictures or Write Articles for Future Newsletters Please forward your materials to Chief Carrier by Wednesday of each week!

Thanks.

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procedures, support and a feeling of worthwhile accomplishment. Narrowly focused, calm and extremely logical, this individual methodically channels his efforts into areas requiring depth and specialization. He is seen as an expert who works alone with seemingly unending patience, approaching situations with concentration, care and objectivity. Unruffled and dispassionate under pressure, this individual will generally be unemotional, factual and suspicious with people. Patient, passive, harmonious, and serene, this individual operates at a rhythmic, controlled pace and is systematic in all that he does. He is usually satisfied and content with a status quo that offers peace, familiar and steady work, and familiar faces. This habitual and systematic person reacts very slowly to change. This individual is alert to the moods, attitudes and actions in his environment.

This is a tool's perspective of my behavior. Some things surprise me, most don't. Some things I'm proud of, others I'm not sure how react to them. I think of it as another tool in the toolbox. I will try to improve where I can. At the very least, I have a little bit better of a perspective about me and it didn't come from someone who likes me, nor did it come from someone who doesn't like me. It is an analysis of my answers based on years of data.

As always, your comments on this are welcome. I would suggest that anyone that has the opportunity to participate in one of these self-assessments should. It is a great opportunity for self-reflection and hopefully, self-improvement.

Chief Carrier

NOTES:

On 5/8/07 we received a call from Deb Sylvia from the Tilton Wal-Mart Pharmacy stating that they will be holding a "Health/Safety Fair" on Saturday, June 23rd from 10:00 to 2:00PM. They wanted to know if we could bring a fire truck and have firefighters available to answer questions. They are also available to give us a table inside to put health, home safety, bike safety, car seat safety, etc. literature on with people available to answer questions, if we would like. If anyone is interested in helping out, they could contact me. We do have another event that day, however. That is the day we are hosting the Forest & Lands fit training and testing. The Auxiliary is providing lunch to those who want to purchase it, so that will keep me busy during those hours (unless they tell me they don't have a great response in people coming).

Next RED Company meeting is Monday, 5/21/07 at 6:00PM at my house, 150 Sanborn Road, Tilton.

Recent Training Accomplished—Congratulations!!!!

Stephen Smith: Truck Company Operations (16 hours); Harry Carter: Fire Service Leadership (8 hours); Deputy Fire Warden (3 hours); ITRS (34 hours)

Brad Ober: Surviving Building Construction Methods & Materials (16 hours); Harry Carter: Fire Service Leadership (8 hours); Supervisor's Training offered by LGC (approx. 40 hours)

Jon Powell: Harry Carter: Fire Service Leadership (8 hours); Rope Rescue Operations (40 hours)

Josh Merriam: Surviving Building Construction Methods & Materials (16 hours)

Greg Michaud: Harry Carter: Fire Service Leadership (8 Hours); Health & Safety Coord. Training, LGC (8 hours); Rope Rescue Operations (40 hours); Surviving Building Construction Methods & Materials (16 hours);

Tim Ames: Harry Carter: Fire Service Leadership (8 Hours); Hazmat Training (26 hours); Hazmat Drill (8 hours)

Peter Latucky: completed FF 2

David Hall: Rope Rescue Operations (40 hours)

Shawn Wheeler: Rope Rescue Operations (40 hours)

Awaiting certificates: Joe Keeler, EMT-B and Ian Mercaldi, EMT-B.

Pending: Jeff Sheltry – EMT-B; Brian Dumka – EMT-B; Shawn Wheeler – EMT-I; Sean Valovane – EMT-I; Greg Stetson – EMT-I; Garrett Wright – EMT-I