



CHIEF'S CORNER

Looking For Talent

Hello, and welcome to the August edition of the Chief's Corner. I hope you have had a chance to get outside and enjoy the great weather we have been having lately. I know that I have taken several hikes recently and they have been very enjoyable. The fall will be here before you know it and the cooler temps will also be welcome.

This month I want to discuss the recent City initiative to find and develop "talent" within the organization. This topic is certainly relevant and timely due to the situation within the Fire Department and the City's Leadership Team as well. So, let's have a look, shall we...

As most of you are aware, the leadership of the Fire Department will be changing in the near future. Both Deputy Chief Smith and I have been eligible to retire for some time and we will be taking advantage of this fact pretty soon. There are also a number of Battalion Chiefs and senior Captains with the age and years of service to retire. When these employees finally get around to "pulling the trigger," there will be a lot of new faces in Fire Administration. The thing that you might not be aware of is that the same situation exists in the City's Leadership Team. A great deal of the City's leadership is also eligible to retire, and within the next several years there will also be many new faces in department head roles.

The question now is, how do you find and prepare the right employees to assume these leadership positions and give them the best chance of being successful. To help with this situation, the City Manager and the Leadership Team decided to go on a "talent search" and try to identify high potential employees. Once these employees have been identified, they will be given the opportunities to take additional training and will also have the chance to be mentored by current leaders. The hope is, given the right opportunity, future leaders will emerge.

So, how do you let someone know that you are interested and get your name on the list? There are several ways: first, the department directors provided names to Human Resources of individuals they felt would be interested and who met the criteria. You may also "self select" by calling Human Resources and letting them know of your interest. This opportunity is open to all employees who meet the criteria and have an interest in moving into a leadership position or moving into a higher-level leadership role. The criteria to be involved is straight forward and listed below:

1. You must have a Bachelors' Degree or planning to complete your degree soon.
2. Completion of your EDGE Public Professional Certificate.
3. You must belong to a professional organization pertaining to your position.

4. You must be willing to work in different environments and take risks.
5. You must have a desire to learn and put forth the effort required to be successful.

The program is initially designed to identify potential department heads because that's where the immediate need exists. However, it is also designed to develop employees who can move into mid-level leadership positions to gain experience and prepare them for future opportunities. This program is going to be very fluid and flexible. It is not going to be a "one size fits all" type of experience. Different employees will need different types of help and experiences. Some may need additional education and some may already meet these requirements and need assistance in other areas.



This is a great opportunity for employees who are driven and just need a chance to show what they can do. However, this program will not work if you don't put forth the effort. You cannot just sign-up and wait for something to happen. You need to get involved. I have to caution you about a couple of things that this program is not: This is not a promise of promotion or anything of that nature. You cannot assume that because you are involved, you will receive preferential treatment during a promotional process. It is a chance to get help in reaching your career goals. Pure and simple!

If you see yourself as a leader in the City, then this is your chance to get involved and prepare for your future. It's not often that you can get assistance from others to help you reach your career goals and this "program" will do just that. So, if you want to be involved, make the call. If you don't know who to call or have questions, feel free to give me a call or drop by my office and I will help you. I will answer your questions and put you in touch with the right people. Your future is up to you, but the City is willing to help. If you want to be a future leader this is your chance!

That's it for this month. I hope you enjoy the rest of the summer and get a chance to get outside and get active with family and friends. Take care and keep up the great work. So far, we have had a safe summer and I want to keep it that way. Stay safe and enjoy, but never forget the most important rule: "Everyone goes home safe at the end of the shift."

Chief

IN THIS ISSUE

- Chief's Corner
- Anniversaries
- Recruit Graduation
- Retiree Reconnect
- Pilot Incentive Program
- Fill The Boot Campaign
- 9-11 Memorial Stair Climb
- Local 1146 Members Help With MDA Camp
- Logistics Update
- 60 Second Safety



AUGUST ANNIVERSARIES

Congratulations to the following members who celebrate anniversaries with the department in August:

26 Years

Robert Hamilton
Peggy Coleman
Michael Thomas
Frankie Campbell

25 Years

Ricky Ring

18 Years

Heather Childress

14 Years

Phillip Meeks
Earl Copes
Cary Word

8 Years

Allen Marston
Derik Hudson
Steven Evans

7 Years

Brian Younger
Natasha Williams
Charlie Shealy
Jeremy Pillow
Mary Shumate
Marty Misjuns
Jamie Maxwell
Eric Maschal
Todd Glass
Natalie Darling
Dakota Blanks

1 Year

John Bowling
Robert Barkley
Travis Calloway
Chris Coleman
Jeff DeGoede
Colby Felton
Trey Martin
Donnie Smith
John Thompson
Robert Tucker
Adam Wagner

CERTIFICATIONS

Fire Fighter I

Fire Fighter II

Haz-Mat Awareness & Operations

| | |
|---------------|------------------|
| Rob Bremer | Steven Davis |
| Casey Hodge | Scott Hutcherson |
| Sean McCleese | Rudy Morris |
| Les Powell | Roger Rozell |

CONGRATULATIONS

Congratulations to Patrick and Rachel Madigan on the birth of their son, Parker Kenneth Madigan. He was born July 16th and weighed 7lbs., 4 oz, and was 19.5 inches long.

RECRUIT GRADUATION

By: Captain Abbey Johnston

On July 24, 2014, the Lynchburg Fire Department's Recruit Academy #13 graduated, adding eight new members to the department's workforce.

During the graduation ceremony, Recruit Class 13 presented the department with a restored wooden toolbox that came off of the old ladder truck, including the original list of tools it contained. Additionally, a plaque was presented to Chief Ferguson and the Training Division, which contained their class photo.

The Training Division staff is extremely proud of the teamwork and dedication demonstrated by this group of new employees.

The recruits were excited for the 15 week academy to come to an end so they could report to their respective assignments and begin the next phase of their training and embark on their new careers. Below are their new assignments:

| <u>Recruit</u> | <u>Station Assignment</u> | <u>Shift</u> |
|------------------|---------------------------|--------------|
| Rob Bremer | Station 7 | B Shift |
| Steven Davis | Station 6 | A Shift |
| Casey Hodge | Station 6 | C Shift |
| Scott Hutcherson | Station 3 | B Shift |
| Sean McCleese | Station 3 | C Shift |
| Rudy Morris | Station 3 | A Shift |
| Les Powell | Station 6 | C Shift |
| Roger Rozell | Station 1 | C Shift |



Front row (L-R): Rudy Morris, Casey Hodge, Rob Bremer, and Scott Hutcherson

Back row (L-R): Steven Davis, Roger Rozell, Les Powell, and Sean McCleese

RETIREEE RECONNECT

The purpose of this segment is to allow department members to "reconnect" with our retired members and find out what they've been up to! It will also introduce new department members to our retirees who served for many years and share some of their valuable knowledge.

William G. McChesney Fire Administrative Manager "Will"

26 1/2 Years of Service
(January 7, 1981 — July 1, 2007)



Share a fond memory or experience that you were a part of during your service with the department.

I remember the outpouring of kindness I received from the entire department and other City departments when I lost my wife, Debbie, to cancer in April 1993.

What do you miss most about the department?

I miss constructing "cartoons" to inform department members when "one of our own" did something of a "newsworthy" nature! (Always in a good natured manner, of course.)

What advice would you give to someone just starting their career with the department ?

Relish the good times with those who will become like a second family to you over your career.

If you would like to contact Will, you can email him at willmcc1@comcast.net

PILOT INCENTIVE PROGRAM

100 MILE CHALLENGE AND/OR 10/4 MILER!



Employees spoke up when asked what will motivate you to participate in the 100 Mile Challenge or the 10/4 Miler on September 27, 2014. Money or paid time-off were the answer. The City Manager has offered a pilot incentive in response to employee feedback. It's a PILOT--no guarantee it will be available next year. For the past two years the City has had an average of 190 employees and family members participate in the 10/4 Miler and fewer in the 100 Mile Challenge. This incentive is offered to encourage employees to move as part of the City's Health Management Program. Here are the details:

Every employee who participates in and completes either the 100 Mile Challenge or the 4/10 Miler will receive a special voucher for 4 hours of paid time off.

- The 4 hours are not cumulative—if you complete both the challenge and the race, you still only earn 4 hours.
- The 4 hours will not be paid out if not used.
- The 4 hours must be used before 12/31/14 and can't be given to another employee.
- The 4 hours will be awarded after the 100 Mile Challenge closes and the 4/10 Miler race has been completed (on or after October 1, 2014).
- To use the special voucher you will need to get department approval first.
- These hours will not count towards the overtime threshold.

If you have questions, contact the 4/10 Miler Coordinators: Laurie McMinn (455-4410) or Catherine Henry (455-3936).

FILL THE BOOT

By: Captain Abbey Johnston



The 2014 Fill the Boot Campaign is just around the corner! The International Association of Fire Fighters (IAFF) has been a long time supporter of the Muscular Dystrophy Association (MDA) and the "Fill the Boot" Campaign. Once again this year, we are working closely with our MDA representatives to ensure a successful fundraising campaign.

Everyone is encouraged to attend one of the kick off meetings below and help make this year's campaign a success!

August 11

Battalion 1 10:00 a.m. Fire Administration
Battalion 2 1:00 p.m. Station 7

August 13

Battalion 1 10:00 a.m. Fire Administration
Battalion 2 1:00 p.m. Station 7

August 15

Battalion 1 1:00 p.m. Fire Administration
Battalion 2 3:00 p.m. Station 7

GUNS 'N HOSES REMINDER!

Don't forget tickets are available now for the Guns 'N Hoses game that will be held on August 10, 2014 at 4:00 p.m. at the Hillcats Stadium. Tickets are \$10 per ticket. To purchase, contact Greg Wormser (Station 1/A Shift) or Jennifer Mayberry at Fire Administration.

9-11 MEMORIAL STAIR CLIMB

By: Firefighter Marty Misjuns

The Fire Foundation, Inc., has partnered with the National Fallen Firefighters Foundation and the Central Virginia Firefighter's Association to bring our region its first 9-11 Memorial Stair Climb. The event will be held September 13, 2014, at the Bank of the James Building (828 Main Street, Lynchburg, VA).



This 110 story climb will be completed through several evolutions of the building from bottom to top. The goal is to have 343 participants to memorialize the fallen firefighters from FDNY during the terrorist attacks on the World Trade Center. This event is physical in nature, but it is not a race. It is a memorial to remember the fallen, and experience what they went through on their final alarm. Funds raised from this climb will be used to support the fire service nationally and our community.

Fifty percent of the proceeds will go directly to the National Fallen Firefighters Foundation (NFFF). The NFFF operates with very low overhead, a small grant from the US Fire Administration, and tax deductible donations. Many of the companies we trust for our protective gear fund the NFFF. The 9-11 Memorial Stair Climb funds are used to directly support a psychological and behavioral unit. The NFFF has had this in place in New York City and has committed to provide it as long as the survivors of those lost on 9-11 rely on the mental health services it provides. This is a great organization that we want to remain fully funded as fire service members although we hope that we never need their resources. They were also instrumental in organizing Local Assistance State Teams in response to the tragedy of the Granite Mountain Hot Shots of Prescott, AZ, when 19 fire fighters lost their lives in the line of duty while battling a wild land fire exactly a year ago from the day I'm writing this article (June 30, 2013). They have an expertise in providing rapid and effective assistance to both professional and volunteer services once requested in the event of a line of duty death.

The remainder of the net proceeds will be used to sponsor the Central Virginia Burn Camp, and enhance the training available for the Lynchburg Fire Department and our regional fire service partners. Many of you are familiar with the unique experience that is given to children of all ages who have physically deforming injuries resulting from fire or other tragedies. Each year, Local 1146 provides volunteers for the camp. Our goal is to sponsor the cost of 10 children from the Central Virginia region to attend this camp in 2015.

Any proceeds remaining (aside from a small amount of seed money for next years climb) will be used to enhance the capabilities we have to provide live fire training at the Central Virginia Regional Fire Training Center. Our goal is to provide local career and volunteer fire fighters with advanced fire behavior training (aka flashover) to make our responders safer, more proficient, and more mentally equipped to effect a rescue in dangerous fire conditions. As we watch our service evolve into a younger force, it's imperative that we provide every training opportunity we can. Fire continues to be the highest risk (but lowest frequency) incident we respond to, and providing younger fire fighters in the region with advanced training will give us another tool to ensure we meet the goal of "everyone going home safe at the end of the shift."

Please consider supporting the 9-11 Stair Climb by participating or volunteering. Also, take a moment to remember the fallen, and more importantly, to remember the survivors left behind. To register, visit www.lynchburg911stairclimb.com

LOCAL 1146 MEMBERS HELP WITH MDA CAMP

By: Jennifer Mayberry



Firefighter Mary Shumate assists campers

On June 16, 2014, members of IAFF/Local 1146 and their families assisted approximately 25 participants at the MDA Camp while they fished at the Skelton Campground at Smith Mountain Lake.

Every year, these young folks, who have been diagnosed with some form of muscular dystrophy, attend camp and look forward to fishing with the firefighters as one of the main highlights.

Thanks to the following Lynchburg Fire Department members (and their family members) who participated in this event: Jody, Jennie, and Jordan Mayberry; Todd, Lucas, and Ben Glass; Dakota Blanks; and Mary Shumate.

LOGISTICS UPDATES

By: Captain Jonathan Wright

New Radios

Thanks to a Federal Emergency Management Agency (FEMA) Assistance to Firefighters Grant awarded to our region, the department has recently taken delivery of new portable radios. The new Harris XG-75 radios will offer the department many new programming features and options. These new radios are also equipped with updated features necessary to operate on the new 800MHz P25 Regional Radio System.



Though some of the new radios have been issued, the department is exploring new accessory options, and installing new vehicular chargers, prior to distributing all of the new radios. It is anticipated that all of the new radios will be in use this fall.

Generators

New generators have recently been delivered to Stations 1 and 7. Installation of the generators and automatic transfer switches is scheduled to be completed around the middle of September. Even as these new generators are being commissioned and installed, plans are already underway to install new generators at Stations 3 and 8 this fiscal year.

60 SECOND SAFETY

By: Battalion Chief Ricky Bomar

I WANT YOU To Stay SAFE & SURVIVE

RULES OF ENGAGEMENT FOR FIREFIGHTER SURVIVAL

1. Size up your tactical area of operation.
2. Determine the occupant survival profile.
3. DO NOT risk your life for lives or property that cannot be saved.
4. Extend LIMITED risk to protect SAVABLE property.
5. Extend VIGILANT and MEASURED risk to protect and rescue SAVABLE lives.
6. Go in together, stay together, come out together.
7. Maintain continuous awareness of your air supply, situation, location and fire conditions.
8. Constantly monitor fireground communications for critical radio reports.
9. You are required to report unsafe practices or conditions that can harm you. Stop, evaluate and decide.
10. You are required to abandon your position and retreat before deteriorating conditions can harm you.
11. Declare a Mayday as soon as you THINK you are in danger.
12. Determine the fire location and flow path, utilize door control, and consider resetting the fire before entry.