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Letter from the Editor

So far this year we have lost 38 firefighters and 11 EMTs to suicide nationwide. If you’re anything like me, you’ll find those numbers jaw dropping. The Firefighter Behavioral Health Alliance estimates the reporting rate as approximately 40–50%. As a state fire and rescue academy, UFRA wants to do something about these devastating statistics. Due to the nature of our organization, we have contact with thousands of firefighters in Utah each year. We want that contact to start including information on how we can begin to decrease the number of lives lost.

Luckily, more and more resources are becoming available for firefighters struggling with mental health, but there is still a lot of work to do. If you’ve visited the UFRA website lately (www.uvu.edu/ufra), you will have noticed we’ve added the phone number for the Utah Firefighter Crisis Support Line. That line is staffed by specialists trained in helping emergency responders. We now also have a Mental Fitness area of our website (see page 5). This page contains links to many of the resources that are available. Take a few minutes to look through the resources, if not for yourself, then for your fellow firefighters.

One resource that has been shown to be effective in combating firefighter suicide is peer support groups. After four Phoenix firefighters killed themselves in a span of four months, a department peer support group was established as one of many resources for department members. The support group was led by volunteer department personnel who were trained to “receive calls or emails from other fire personnel who may be dealing with stressful situations or need support for other ‘every day’ issues.” Phoenix Fire Captain Joe Gonzalez volunteered to be a member of the peer support group. He commented, “The phone calls started immediately. It’s bittersweet. It’s a good thing because you hate to see (people) going through a stressful situation, but at the same time, it’s nice to know that we have some resources to help some people out.” The Phoenix Fire Department recruited and trained 42 volunteers, including civilians, chiefs, dispatchers, and firefighters, out of the department personnel for their peer support program. I realize that many departments in the state don’t have 42 people that can act as volunteers, but this is something that might be able to be created as a joint effort between neighboring departments or on a statewide basis. It’s been handled on a statewide level already in Illinois (see http://www.ilffps.org).

Think about what you or your department can do to support this cause or what resources you think are needed. UFRA has partnered with the Utah First Responders Suicide Awareness Coalition, and we are committed to providing the resources necessary to our firefighters. If you have any feedback, ideas, or additional resources, they can be sent to ufrastraighttip@uvu.edu.

Firefighter mental health is not an isolated problem that only other people in distant departments need to worry about. People you know may be struggling with their mental health and maybe even thoughts of suicide. Use these resources to help yourself and your brothers and sisters in the fire service. We must all band together behind this important issue and support each other.

1 From a personal email with Firefighter Behavioral Health Alliance; their numbers have been validated.
ON THE COVER:
America’s Fallen Firefighter Memorial in Ogden, Utah.

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Visit us online at uvu.edu/ufra

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Hello All!

I recently returned from a two-day conference in Boise, Idaho, which was sponsored by the National Governor’s Association (NGA) and dealt specifically with statewide interoperability issues. Utah, along with Hawaii, Alaska, Illinois, and West Virginia, participated in this process, and each state received a great deal of information from the NGA staff and a variety of folks who were invited to relate best practices (or lack of) from direct experiences in their state.

New UCA Strategic Plan

As many of you know, the former UCAN group that had oversight for all radio (LMR—Land Mobile Radio) systems, including the 150 VHF spectrum, 800 MHz and microwave, 911, etc., was recently replaced with the Utah Communications Authority (UCA). This new body, unfortunately, had a recent criminal event, which resulted in the executive director resigning. A current search is underway for a replacement. Since there is a short lull in the action, this conference was very timely and with others, we will be working on an update to the strategic plan to have the UCA board review and hopefully implement in the near future.

Upgrades are Optional

Most of you will likely be asking, “What has this all got to do with us here in the field?” There are always questions about the potential expansion of 800 MHz, who’s paying for what, will our 911 funds be impacted, etc. Most of us just want our radios to function properly when we key the mic.

I do want you to know that the state folks who are in control of the statewide systems are really working for you and for all the entities who utilize the systems. There is no effort to get rid of the existing VHF systems or to make a grab for local 911 funds. The UCA board may expand the capabilities of the 800 MHz system, but that typically is for the use of state agencies (UDOT, Highway Patrol, and others) who have to work in the rural parts of the state but are now carrying at least two different radios in order to do their jobs. It will continue to be optional to upgrade to 800 MHz if that expansion should occur in your area. There are lots of costs to doing that and no one would be forced to do so. Much of the existing systems are older than 20 years, so you will continue to hear about legislation working toward getting the funding to update/upgrade the current infrastructure to meet the demands of the users.
Most of you will likely be asking, “What has this all got to do with us here in the field?” There are always questions about the potential expansion of 800 MHz, who’s paying for what, will our 911 funds be impacted, etc. Most of us just want our radios to function properly when we key the mic.

NexGen 911
There are also efforts to move from E-911 phase II up to NexGen 911, which will have all the GPS capabilities to identify caller locations. Right now, it’s hopeful that existing systems can track folks down to within a few blocks in the urban area and within a portion of mileage within the range of a tower site. There is also a nationwide effort already underway with a company called FirstNet to install/manage a national network to provide interoperability across the country.

Moving Forward
There’s still a lot to discuss about this issue. I hope we will take the time to answer the questions that will most certainly come up regarding our needs and where the gaps are in our various systems. We need to work together on this important issue and stay informed. Please know that efforts are underway, and I will do everything possible to keep everyone in the loop about what the state is doing to move this item forward. We need your help (once again) in order to continue to provide the high quality of service that you are giving to your citizens.

Take care and be safe out there.

Coy
Utah State Fire Marshal

Format Changes
As a reminder, the Straight Tip’s formatting will be a little different starting this issue. We have removed the messages from the UFRA director and state chiefs to make room for more training articles. In upcoming issues you will see a few more authors from around the nation as well as additional recurring sections in each issue.

We invite you to submit any articles you think may be helpful to the firefighters in Utah. Submissions can be sent to ufrastraighttip@uvu.edu.
Part of your job as a chief officer is teaching firefighters what constitutes acceptable behavior in our profession. Your role as battalion chief is also one of supporting organizational actions that discipline unethical behavior. In your position as battalion chief, you may learn confidential details of a personnel action. As the rumor mill begins to spin, you must maintain confidentiality, but that does not mean that you can't support your organization by simply stating the inaccuracy of far-flung rumors. Likewise, you can use these moments to teach the importance of ethics in the fire service.

An Example of Ethical Conduct
The word ethics comes from the Greek word ethos, meaning character. Chief officers must be among the best examples of character. Be who you are whether at work or off duty. In short, have behavioral integrity, regardless of your audience. In years past, what may have been acceptable may now be considered unethical. Increasing public expectations demand that we as firefighters act appropriately at all times.

The U.S. Fire Administration Firefighter Code of Ethics purpose statement reads: “To ensure the continuing integrity of the Fire Service, the highest standards of ethical conduct must be maintained.” Some excerpts from this document include:

- Accept responsibility for my actions and for the consequences of my actions.
- Avoid situations that would adversely affect the credibility or public perception of the fire service profession.
- Recognize that I serve in a position of public trust that requires stewardship in the honest and efficient use of publicly owned resources.
- Exercise professionalism, competence, respect, and loyalty in the performance of my duties and use information, confidential or otherwise, gained by virtue of my position, only to benefit those I am entrusted to serve.

A Teacher of Ethical Behavior
To teach honorable, ethical behavior, chiefs must first understand what constitutes wrongdoing or unethical behavior. Some actions you may read of in firefighter news are easily identifiable as unethical, including payroll fraud, embezzlement, illicit drug use, sleeping with a subordinate, theft, and others. Are you as a chief officer up to the task of dealing appropriately with such actions? It's harder than it sounds. Unbelievably, there may be some among us that will partially or fully defend and sympathize with some unethical behavior. Carrying out your duty and pledge to keep the fire service an honorable profession is your duty as a chief officer.

Be who you are whether at work or off duty. In short, have behavioral integrity, regardless of your audience.

Other potentially unethical decisions may be harder to identify. Some of these situations may include using one's position or knowledge for personal gain, undermining your organization's core values, and covering for others who may behave contrary to your organizational values. As a chief officer, you should do everything in your power to sense instances of potential unethical actions and do all you can to deal with them promptly before they get out of hand and have to be turned over to higher authorities.

Whether you're an entry-level chief or have risen to the top in your organization, maintaining ethical behavior is imperative. Our profession will remain among the most honorable only if we continue to ensure our actions are void of unethical behavior.

Paul Hewitt began his career as an Orem City reserve firefighter in 1987. After 20 years with the Salt Lake City Fire Department he served as a fire chief in Arizona before his 2011 appointment to fire chief of the Park City Fire District.
Change is tough. In a recent discussion on the use of command for smaller mass casualties (6 to 15 patients), a valid concern was brought up: were we allowing the “pendulum” to swing too far the other way? The concern was knowing when to use command and how much command to use. (We may assume command, but how much structure does it really take to handle these calls?) I’ve heard this argument before—sometimes we introduce new concepts and ideals, only to have them get legs and run too far too fast. Were we reversing course and changing too much too quickly?

**Pendulum Swings Historically**

Many examples of pendulum swing changes come to mind. Knowingly dating myself, in the 1980s when cricothyrotomy was in its early stages, overusing it was a big concern. While attending a panel discussion on the use of cricothyrotomy some years ago, doctors from Colorado remarked how they had seen many cases of overuse in their experience. In fact, a 1996 study showed that “9.8% of patients needing an advanced airway received cricothyrotomy.” Moving forward to 2014, a similar study showed a decrease in use to 0.7%. The reason for this decline was attributed to more advanced airway training and techniques (RSI, better adjuncts, etc.). Did the pendulum swing? Yes.

Other changes may also be attributed to swinging the pendulum. A current issue is positive pressure ventilation (PPV). When PPV was first introduced, it held a long and distinguished grip on the fire service. Today, we are learning that maybe we overdid it. Maybe it’s best to withhold ventilation all together, even to the point of allowing as little ventilation as possible. What other changes caused us to rethink our ideals? Turnouts and SCBAs? Fire prevention programs? Use of compressed air foam? Many changes have hit us over the years—again, all causing the pendulum to swing.

**Pendulums Should Swing**

Going back to the original concern: might we cause the pendulum to swing too far? In considering this, the real concern is: *Should we be introducing a new tool that some may not know how or when to use? Might people use it when it’s not needed, not use it when it is needed, or use it incorrectly?* The answer to all of these questions is YES. But this doesn’t scare me. What scares me is the thought of not moving the pendulum at all. What scares me, and should scare us all, is the thought of holding time hostage. Keeping the pendulum sitting dormant at the bottom of the clock in order to preserve the status quo and our comfortable position in it. That really scares me.

Again, I love the fact these concerns exist. It’s part of the progression process. We need to be cognizant of why, how, and when we do things. But, pendulums are designed to swing. Swinging pendulums make the clock work. The greater question is how to tune the pendulum. How to make it swing at a rate that keeps accurate time and keeps us moving forward. Regardless, at least our pendulum is swinging—is yours?

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Paul Sullivan is deputy chief of the Weber Fire District. He has 36 years combined fire and EMS experience, including 21 years with the Chandler, Arizona, Fire Department, where he retired at the rank of battalion chief. He has been a certified emergency paramedic for 33 years, currently holding certifications in both Utah and Arizona. Paul has an associate’s in fire science and a bachelor’s in public safety administration and will graduate with his master’s in public administration in the summer of 2016.

Paul has been a fire service instructor for 23 years teaching command, weapons of mass destruction, truck company operations, leadership, and other topics.
I come from a short line of first responders. My father was, and still is, a serving member of a fire department. I’ve recently retired due to life circumstances; however, the “fire” (excuse my pun) hasn’t died in me yet!

I thought that the 4 a.m. tones and my dad being gone for long periods of time without explanation were normal. So, I didn’t think of my significant other much with regards to the impact this had on her when she came into my life.

I’ve been in the field of psychology for too long for this to shock me, but it did. I remember leaving my pager on the table at my home for my significant other to listen to while we were out. When I came home, the pager was off and in another room. “Don’t you ever leave that thing on again,” I was scolded.

And, I didn’t.
The anxiety that it created was apparent, and that moment has not left me. What about those we leave behind when we rush to a call or leave for work?
Fast-forward a few years, and in Ontario we are looking at legislated coverage for PTSD diagnosis. The Road to Mental Readiness program is being introduced for police and fire, with paramedics next on the list. But, there is one particularly glaring point about all this.

None of it includes the family.
They suffer sleepless nights alongside us. Sometimes, for us rural departments, they are the ones organizing food and drinks when we are faced with a fire that just won't quit. Our partners worry about us, even when they tell us they don't. They carry the burden alongside us. We need them to be strong. If they aren't, then we have a higher likelihood of succumbing to the stress we encounter.

They may never feel the heat of the fire or the fear of staring into the wrong end of a weapon, but they can feel our reactions. We do the best to try and protect them, but they can always tell.

And, they can also feel guilty about relying on us when they are having a bad day. They are reluctant to vent to us or share the stress of everyday life with us because of their perception of our roles.

They walk this journey with us, but they are the silent victims when things don't go so well.

PTSD is a real problem for first responders. But while you are experiencing increased depressive moods, hypervigilance, nightmares that keep you up or keep you from trying to sleep, and increase in the use of substances like alcohol or tobacco, the family members are watching.

And, while your irritability climbs to levels that are almost unbearable and all you want and seek is relief by whatever means possible, the family is there.

This continues for days, then a week, and sometimes persists on for longer as your family watches from a helpless distance.

And, what can they do?
Yet, no one is talking about them. Or, more importantly, to them. Why are there no large conferences or seminars aimed at the mental health of our family members? No far-reaching groups and programs aimed at the significant relationship between the first responder and their family?

Research has begun to show some pretty scary statistics. Like, if a parent is suffering from PTSD, their children can begin to show the very same signs. And, there are endless studies that look at “compassion fatigue” and “secondary trauma” in therapists, counselors, and social workers who walk with people through their trauma. And yet, surprisingly, there is little research on the impact these very same things have on the family.

There has been a steady stream of media coverage on the impacts of PTSD on the first responder. Each, as you’ve guessed, deals only with that particular person.

We put a lot of strain on our family members by pursuing our dreams and passions to engage in one of the most dangerous and satisfying careers there is. It’s time to talk about how PTSD impacts them, too.

In support of family members of firefighters, UFRA’s Winter Fire School 2017 will offer a new class for spouses of firefighters. It will be held Friday, January 16, 2017. More information will be provided online at uvu.edu/ufra as it becomes available. No advance registration is needed.

Reprinted with permission from Uniform Stories. Nick Halmasy is a former firefighter and has a master’s degree in counseling psychology and is under review to become a psychotherapist. The original post on UniformStories.com can be found at http://uniformstories.com/fire/stories/families-of-first-responders-are-the-silent-victims.
As fire department budgets have dwindled over the last couple of decades, an important position whose value was much misunderstood was lost. In that bygone era, the “chief’s aide” position was readily put on the chopping block to help departments balance their budgets. Perhaps not realizing the crucial role this position played in incident management (let alone getting the chief safely to the scene while trying to manage information flow), this position was the “sacrificial lamb” to the budget bosses.

However, when one reads any number of NIOSH Line of Duty Death Reports, one of the key recommendations repeated frequently is, “Fire departments should provide battalion chiefs and chief officers with a ‘staff assistant’ or ‘chief’s aide’ to help monitor information and communication.” From my own experience in a system where battalion chiefs were assigned a battalion captain or FIT (field incident technician), I was exposed to the value of having this position on many critical incidents. Serving in both of those positions for a number of years, I was able to witness the formation of a “Command Team” environment that made for much safer and more efficient operations.

As a chief of a department, I know what your thought process is right now: How would I possibly convince the city manager/mayor that the battalion chief needs a driver? Although a fire department may not be able to fund a specific position given the lean times, we can still meet the intent of what this position can provide (at least upon arrival at the scene). We meet this Command Team concept by utilizing a “support officer” (SO) position. This position really takes the aide position a step further. By front loading our responses to an incident with additional chief officers, one can fill the role readily.

We meet this Command Team concept by utilizing a “support officer” (SO) position.

In the UFRA Command Training Center (CTC), we spend a great deal of time introducing this concept. Having been an instructor for the CTC since its inception, I can tell you how rewarding it is to see moments when chief officers see the value in the SO role. When an officer is acting in the SO role, the officer is taught to “verify and challenge the plan” with the incident commander (IC). This is perhaps one of the more difficult, yet vital, functions of the support officer. It’s easy to come into the scene and just take over the tactical worksheet incident tracking. However, making sure we aren’t putting firefighters in offensive positions on defensive fires and whether or not we are operating in the right strategy is critical! ICs can have an emotional attachment to an incident and want to “win” at all costs. This added situational awareness from another chief officer is extremely valuable.

Phoenix Fire Department Command Procedures M.P. 201 has some specific roles and responsibilities of the support officer as part of a Command Team. Some of those include:

- Define, evaluate, and recommend changes to the incident action plan.
- Provide direction relating to tactical priorities and specific critical fireground factors.
- Assist with the tactical worksheet for control and accountability (let the IC “fly the plane”).

Speaking of “flying the plane,” another aspect related to safe and efficient operations is to provide the right environment for the IC and SO to properly work and maintain good situational awareness. I propose a “sterile cockpit environment” during the critical phases of scene management. The FAA Sterile Cockpit Rule adopted in 1981 requires pilots to “refrain from non-essential activities during critical phases of flight operations.” This rule was the result of distracted flight crews being involved in crashes. I am very adamant to my BCs that we command from a fixed command post location and in a locked vehicle (with the windows up), focused on fireground operations, radio transmissions, and gathering situational awareness. We don’t command from the front yard, distracted by engines, pumps, fans, saws, and bystanders. We stay in “sterile cockpit mode” throughout our critical operations, which means up until we receive a “loss stopped” benchmark. NO ONE except the SO (co-pilot) and crews on the radio talks to the IC (pilot). It didn’t take much to make my BCs into believers!
Even though the chief’s aide may be a distant memory in most departments, there is the opportunity through other chief officers (either from within the department or from automatic/mutual aid) responding to an incident to provide the crucial role of the support officer.

“Two people are better off than one, for they can help each other succeed.”

--Ecclesiastes 4:9 (New Living Translation)

Kevin Ward is a 37-year fire service veteran, having been the fire chief for Layton City since 2004. Prior to this appointment, Chief Ward progressed through the ranks from firefighter/paramedic to battalion chief with the Chandler Fire Department in Arizona. He holds several NWCG qualifications, such as ICT3 and Structure Protection Specialist, and is an instructor for the Utah Fire & Rescue Academy. Chief Ward has been an instructor for UFRA’s Command Training Center since its inception.

Congratulations, Fire Officer Designation Recipients!

The Utah Commission on the Fire Officer Designation Program is proud to recognize the following individuals who earned the Supervising Fire Officer Designation:

- Justin Benavides, Clinton Fire Department
- Steve Conger, Unified Fire Authority
- Cindy Coombs, Goshen Fire Department
- Jeremy Headman, Provo Fire Department
- Jeff Puls, Murray Fire Department

These individuals have set themselves apart by demonstrating achievements in the Utah Fire Officer Designation Program’s (UFODP) four categories: training, certification, education, and experience. The UFODP uses these categories to quantify and recognize company officers’ achievement. The program provides a coherent and attainable guide to career advancement.

The idea behind the UFODP is that a person’s ability to perform well as an officer depends on more than a test; capability is built by years of varied learning and growing experiences. New firefighters can use the UFODP to map out a path for career advancement, and fire departments can use the UFODP to help define promotional qualifications. More information about the program can be found at http://www.uvu.edu/ufra/resource_center/fodp.html.

The next deadline for applications is September 30, 2016.
The power take-off shaft (PTO) is one of the oldest and most common farm machinery hazards. The PTO shaft is a wrapping point hazard due to protruding pins and bolts that snag clothing or long hair. If clothing doesn’t tear or rip away, a person’s limb or body can wrap with the clothing. The affected part may become compressed so tightly by the clothing and shaft that the person is trapped against the shaft.

The Basics of PTOs

Power take-off shafts are used to transmit power from a tractor or other source to an implement. Two speeds are commonly used with PTOs: 540 and 1000 revolutions per minute (rpm). Standing behind the tractor and looking forward, you will see that the PTO shaft rotates clockwise. The shaft can be connected to the tractor by a simple pin or bolt, a spring-loaded pin, or a sliding collar.

Incidents involving PTOs occur when gloves, loose clothing, tie strings, belts, or long hair become caught and entangled around the revolving shaft. Entanglement is a rapid process, allowing complete arm or leg entrapment to occur in .5 to 1 second, depending on the speed of the shaft. In one minute, a PTO shaft rotating at 540 rpm can wrap up 424 feet of rope or at 1000 rpm can wrap up 785 feet of rope. This means that in one second at 540 rpm, an arm or leg can wrap around the PTO shaft 9 times or over 16 times at 1000 rpm.

PTO Extrication Techniques

Several extrication techniques and tools can be used to free a victim from a PTO shaft entrapment. Rescue techniques may have to be combined in order to effectively remove the entangled person. Rescue personnel must be able to combine skills and adapt tools to fit the incident needs.

As with any extrication/rescue situation, the first arriving unit needs to establish incident command. An initial scene assessment/survey must be completed and assignments given. The tractor (or other powering device) and implement need to be stabilized and secured to prevent movement. Stabilization includes shutting down the tractor or other power source, using cribbing, chains, jacks, and lifting bags to prevent movement, relieving hydraulic pressure, and disengaging the PTO.
If the victim is caught by clothing wrapped around the PTO or by another minor entanglement, rescuers can attempt to rotate the shaft counterclockwise using a pry bar inserted in the universal joint or by using a pipe wrench. Since most PTO shafts are not designed to rotate counterclockwise, it is often quicker to cut the clothing to release the victim.

If the entanglement is more complex, removal of the PTO shaft is required. A telescoping PTO can be removed by releasing the locking pin or ring and sliding the shaft off of the tractor output shaft. Caution must be used when removing the PTO shaft; the entanglement paired with the rotating shaft can build stored energy. If the stored energy is released uncontrolled, it can cause injury to the rescuers and victim.

Rescue techniques may have to be combined in order to effectively remove the entangled person. Rescue personnel must be able to combine skills and adapt tools to fit the incident needs.

A one-piece PTO shaft may require rescuers to disconnect both ends of the shaft and remove it as a single unit. If the entanglement is severe and rescuers are unable to free the victim from the removed shaft, do not delay medical transport. Transport the victim and shaft to a surgical facility where a medical team can disentangle the patient in a controlled environment.

Post-Extrication Plans
Medical treatment and transport is a necessity with any PTO entrapment; rescue personnel must have a plan for medical care of the victim during and after the extrication process. Common injuries found in victims of a PTO entanglement include closed and open skull fractures, spinal fractures, chest injuries, internal bleeding, dislocations and fractures of extremities, scalping, and de-gloving. These injuries require proper treatment and rapid transport (ground or air) to an appropriate definitive care facility.

Research data indicate that at least 346 farm workers aged 16 or older died from farm-related entanglement injuries during a nine-year study period. Of those deaths, 112 were caused by entanglement in PTO-driven drivelines and shafts of farm machinery. Nearly 10,000 nonfatal entanglement injuries also occurred on farms during the research phase. Of these injuries, 864 included the loss of a body part [NIOSH 94–105].

Emergency service organizations should be prepared, equipped, and trained to respond safely and effectively to PTO shaft entanglement incidents. Preplan target hazards in your response area, know organizational capabilities and limitations, and attend recurrent training. PTO shaft entanglements present numerous challenges for the rescue team; planning and practice ensure a positive, effective response to a difficult situation.

Stay safe… Chief Young

Russell Young is a battalion chief and assistant training officer for the Orem Fire Department, where he is responsible for extrication and ambulance driving operations. He is the chief of the Duchesne Fire Department and has been a paramedic for over 19 years. Young has a B.S. in emergency services management, is currently completing his MBA, has over 23 years of experience in fire and emergency medical service, and is an instructor and certification tester for UFRA.
BACK TO BASICS: Firefighter Cancer and Post-Fire Decontamination

The bottom line is that “firefighter cancer is a looming personal catastrophe for each and every firefighter” (FCSN 2013).

Do you personally know or know someone who knows a firefighter with cancer? In August of 2013, the Firefighter Cancer Support Network (FCSN) published a study entitled Taking Action Against Cancer in the Fire Service. In the report, they submit that the National Institute for Occupational Safety and Health (NIOSH) has completed a cancer study and that credible evidence exists that firefighters have statistically higher rates of cancer than the general public. A few examples are testicular cancer, which poses 2.02 times greater risk; multiple myeloma, 1.53 times greater risk; Non-Hodgkin’s lymphoma, 1.51 times greater risk; etc. The bottom line is that “firefighter cancer is a looming personal catastrophe for each and every firefighter” (FCSN 2013).

Post-fire decontamination.

Concentrate the decon on areas that are heavily contaminated by the operations: typically boots, knees, elbows, shoulders, and gloves.
The signs of firefighters’ exposure to carcinogens are everywhere:

- Photos appear every day of firefighters working in active and overhaul fire environments with SCBA on their backs but not masks on their faces.
- Firefighters still proudly wear dirty and contaminated turnout gear and helmets.
- Some fire instructors wear their carcinogen-loaded helmets and bunker gear as symbols of their firefighting experience.
- Diesel exhaust, a recognized carcinogen, still contaminates many fire stations’ apparatus bays as well as living, sleeping, and eating quarters.
- Many firefighters only have one set of gear, which means they are continually re-contaminated from previous fires.
- Some diesel exhaust systems—even when installed—are not used, are used incorrectly, or are poorly maintained.
- Bunker gear is still stored in apparatus bays, where it is bathed in diesel exhaust.
- Bunker gear goes unwashed for months at a time, even after significant fires.
- Many volunteers carry their contaminated gear in the trunks of their personal vehicles, resulting in superheating and enhanced off-gassing of contaminants into the passenger compartment and sometimes even into their homes.
- Firefighters put their contaminated gear into the cabs of their apparatus, both before and after fires.
- Some firefighters still take their contaminated bunker pants and boots into sleeping quarters.
- The interiors of apparatus cabs are rarely decontaminated.
- Many firefighters do not take showers immediately following fires. (FCSN, 2013)

Looking at the list provided by the FCSN of potential exposure to carcinogens, there are changes that departments should make immediately. I would recommend that departments make the following policy changes:

1. Use SCBA during all phases of the fire scene, including overhaul, until the atmosphere can be verified to be clean using atmospheric detection devices.
2. Decontaminate all firefighters who participated in interior firefighting operations prior to remounting the apparatus to return to the station (see photos 1 and 2).
3. Provide each firefighter with two sets of turnout gear so that if one gets contaminated with soot at a fire, it can be decontaminated on scene and then laundered while the second set is used for the next call.
4. Change the culture of the fire service to one that is health-centered rather than a culture that promotes “the dirtier the better,” which is proven to be killing us.
5. Use diesel exhaust systems at all times entering or leaving the apparatus bay.
6. Store only clean and laundered bunker gear in storage areas and bunk rooms. Preferably, store them in a room not exposed to apparatus exhaust as in an apparatus bay.
7. Never launder bunker gear in home washers and dryers.
9. Always shower immediately upon returning to the station after a fire. Clothing worn under bunker gear, while sweaty, should not be contaminated if bunker was properly worn during the operations.

Prior to leaving the scene, decontaminate that gear, wash it when you return to the station, shower immediately, and replace the dirty set with a clean set of gear for the next call. What is your health worth to you?


Andy Byrnes retired after 21 years of service as a special operations battalion chief from the Orem Fire Department. He was also in law enforcement for 18 years and a certified paramedic for 16 years. He is currently an associate professor and the coordinator for the RCA program at UVU. He is an experienced emergency services instructor, working for local, state, and national fire/EMS and law enforcement organizations. He has reviewed and contributed to several textbooks related to hazardous materials/WMD response and he is a frequent course reviewer and subject matter expert in the areas of hazmat and firefighting leadership and management. Byrnes is a graduate of the National Fire Academy’s Executive Fire Officer Program. He holds an associate’s degree in fire science, a bachelor’s degree in public emergency services management, and a master’s degree in instructional technology from Utah State University.
Utah’s population is as diverse as its landscape. OLS is a campaign that can adapt and thrive in all corners of the state.

You can’t prevent earthquakes. You can’t prevent floods. You can’t prevent tornados. But what you can prevent are wildfires.

Think about that for a second. Of all the natural disasters that destroy landscapes, threaten lives, and cost billions of dollars in damage, wildfire is the only catastrophe that we have the ability to directly avoid. Of course, some wildfires are caused naturally, but in Utah, humans are to blame for the majority of wildfires. What we are discovering is that arson only accounts for a very small percentage; most wildfires are caused by people who have no idea that their actions could start a wildfire. These facts scream for the need of education. Recreationists, campers, and the general public need to know how they can protect their favorite spots and preserve Utah’s natural resources.

There has always been some kind of wildfire prevention message in Utah, but the state identified a need for a revised, more effective method of outreach and education. The result is a new campaign called One Less Spark, One Less Wildfire (OLS). Since late 2015, OLS has acted as a catalyst to provoke excitement and change at all levels. A notable change has been the universal acceptance of OLS by all agencies in Utah, including DNR, USFS, BLM, NPS, and BIA. All agencies will have a shared strategy and vision, moving forward with common messages, visuals, and networks.

This Campaign Will Be Different

One Less Spark differs from conventional prevention campaigns in several significant ways. It has been received in many other states with success, so we are not reinventing the wheel, only optimizing it. It is backed up by data, so we can accurately identify what is working and how to improve the strategy. It targets a much wider audience, so the effects of the campaign can be far reaching and absorbed by all audiences. And it is flexible enough to conform to the many demographics and regions of Utah.
The Support
Idaho, Nevada, Arizona, Colorado, and Wyoming are a few of the many states who have already adopted the OLS message. This is particularly beneficial for Utah because we are surrounded by states who are on the same page. They have established programs with prevention experts who will guide and collaborate with us should we need their help. They have already paved the way to success and are vested in our prevention program because wildfires do not respect state boundaries. This shared message also makes it easier on the traveling public. When they move from one state to the next, they are not overloaded with different messages. This concentrated effort by several states is key in the promotion of wildfire prevention.

The Data
OLS is built on a foundation of quantitative data. The number of wildfires prevented is difficult to put in writing because wildfires that were prevented will never become a statistic. But there are other ways prevention can be measured. For instance, the number of people we connect with, the number of community and professional partnerships we foster, the events we organize, and a regimented survey schedule will all help track the trends of our efforts. All of this data will be collected, giving valuable feedback to help steer the campaign and help us determine how we can be more effective in our message and make a stronger impact.

The Message
The OLS prevention message still hits on some historical problem areas such as escaped campfires and agricultural burns, but it also addresses some growing concerns in vehicle-borne ignitions. Fires along highway corridors are more prevalent than ever. As prices drop and the technology becomes more accessible, larger groups of people have access to recreation vehicles like UTVs, motorcycles, and ATVs. These vehicles give users the opportunity to go off road and into terrain that is more susceptible to wildfire. This campaign has specific strategies to confront these issues with education.

The Strategy
The way OLS is implemented is unique. There are general themes and visuals that make up the prevention campaign, but the overall message is tailored to meet local needs. By being flexible, OLS can conform to a specific demographic make up to allow for maximum comprehension, ensuring a more effective campaign. Utah’s population is as diverse as its landscape. OLS is a campaign that can adapt and thrive in all corners of the state.

It’s on Us
For any prevention message to stick, it takes a community: a community of hard-working people on the ground, knocking on doors, making phone calls, and canvassing. A community of driven and diligent individuals working tirelessly to buy into this prevention concept for it to be a reality. There is a plan of attack, a thoughtful strategy, and a dedicated support crew. We will do our part, but I challenge the folks reading this to do theirs. Prevention is on all of us. If you see something, say something. Be a force in your community to help protect Utah’s natural resources and ensure that your favorite spots will exist for future generations.

Shayne Ward is the communications and prevention coordinator for Utah Forestry, Fire & State Lands. If you have any questions regarding One Less Spark, the prevention efforts of the state, or would like to contribute, please feel free to contact him anytime, day or night, at (385) 368-0403.
Multiple Competing Priorities – Mastering the Complexities

Real-world scenarios do not fit in a check box on the tactical command board or in a promotional process. They are complex and don’t always have one right answer. Mastering multiple competing priorities is not a memorization issue; it is an issue of understanding and comprehending the complexities of what we do through knowledge and experience. Do you have the ability to master the complexities of multiple competing priorities—both on an incident scene and in the station?

How Prepared Are You, Really?
Here’s a scenario for you. You are a newly promoted officer on the “swing” reporting to a station. The assigned officer is off duty, and you are the substitute. The crew is a group of “old crusts,” very outspoken, and not at all friendly to the new “snot-nosed” replacement officer that just walked in the door. One of the crew members you are expecting is not there; in fact, he is over 20 minutes late. We will call him Bob. The crew is sitting around the kitchen table drinking coffee and holding court. You know you need to do something; your gut is churning, your heart rate is increasing, and you feel genuine stress as you walk into the kitchen to ask about Bob. The crew members laugh and make snide comments about Bob and that he is probably hung over. None offer any assistance.

You walk back to the office and call Bob. The phone rings and rings. You are about to hang up when Bob answers. It is obvious from his garbled response that you woke him up. “Bob, this is Lieutenant Smith. Are you coming to work today?” Bob comes back with, “Holy crap, I must have slept through my alarm. I will be there in 30 minutes.” You walk back into the kitchen, and the crew starts riding you about Bob. They say that Bob is a good guy and you need to cut him some slack.

Bob shows up an hour later and is obviously hung over. What do you do? What is the right thing to do? What is your leadership responsibility? You now have to rely on what you know from anyone who has mentored you or from your observations of an officer dealing with a similar situation. You own it now!

Now What Do You Do?
Before you can even take action, the tones sound and you are dispatched on a medical call. Do you take Bob—your engineer—with you? Is your gut churning and your head spinning? Don’t panic, you have options! In this situation, you have time to decide what to do about Bob. Put Bob on ice until you can talk with him and get some help. But what are you going to do about the crew and their attitudes? Are you feeling overwhelmed and unprepared?

The leadership gap exists on the incident scene as well. On an incident, officers without the necessary knowledge, skills, or experience can easily become overwhelmed, causing them to lose tactical perspective and develop tunnel vision. The incident “big picture” is now blurred and out of focus. This is when the risk of making poor decisions or of indecision is off the charts. Unlike Lieutenant Smith’s situation with Bob, this is a time-compressed event. Decisions need to be immediate and accurate to keep responders and citizens safe. How do we prevent this strategic and tactical gap in knowledge and experience?

Sadly, we in the fire service do not prepare newly promoted officers for complex, real-world situations. There are leadership, management, and interpersonal challenges facing new officers. A lack of formal training and mentoring and a lack of firsthand experience severely handicap officers. How do we narrow the leadership gap for new officers and help new and experienced officers deal with competing priorities?

All is Not Lost
At the fire ground, other chief officers hopefully have the experience and knowledge to do what is needed. These more experienced officers can help new officers and other on-scene personnel learn valuable lessons. Those involved will, conceivably, leave events better prepared for the future.

What about situations like with Bob? First of all, don’t panic. All is not lost, and you are not alone solving any of these issues and events. Some issues are time sensitive; others you have time to figure out before you act. Remember, haste makes waste. In the situation with Bob, Lieutenant Smith could inform his supervisor

What do you do? What is the right thing to do? What is your leadership responsibility? You now have to rely on what you know from anyone who has mentored you or from your observations of an officer dealing with a similar situation. You own it now!
Closing the gap and improving on your skills and abilities (knowledge and wisdom) is an on-going learning process that should last throughout your career. Pick mentors that exhibit effective leadership traits. Watch and learn from them.

and get help with the issue. In this and every situation, officers will learn valuable lessons and will be better prepared not only to deal with similar situations but to mentor and support other officers dealing with a similar event.

**How Can You Close Your Leadership Gap?**

Closing the gap and improving on your skills and abilities (knowledge and wisdom) is an on-going learning process that should last throughout your career. Pick mentors that exhibit effective leadership traits. Watch and learn from them. Use them as a sounding board and have open conversations with them. Be open to criticism, and be willing to make changes. Personnel issues are inherently difficult and tricky. You can't learn how to solve complex problems in a textbook or seminar. You can get ideas and possible tools to assist, but you must observe and draw support from others.

Closing the tactical gap will take a similar path. The key is the attitude and effort you put forth. If you desire to be more effective in your leadership position, then you are well on your way to closing the gap. Learn from every event. Don't wait for the fire to occur; there will never be enough fires to learn what you need to know. Instead, study what others have done. Develop mentors that can support and teach you. Review post-fire reports and study all you can. Have an open mind and be willing to learn. Don't think you know it all, because no one does!

**NEW MENTAL FITNESS SECTION ON UFRA WEBSITE**

As first responders we are exposed to death, dying, poor decision making, abuse, suicides, etc. The Utah First Responder Suicide Awareness Coalition (FRSAC) in partnership with the Utah Fire and Rescue Academy, want this site to be a resource for all Utah firefighters in helping them become mentally fit.

**ACCESS INFORMATION REGARDING Resources, Prevention & Training.**

A link to the Mental Fitness site can be accessed from the UFRA homepage.

*Stephen H. Higgs* serves as an assistant chief with the Unified Fire Authority. Higgs holds degrees in building construction and fire science, has completed executive fire officer course work at the NFA and is a graduate of the Senior Executives in State and Local Government, Harvard University, John F. Kennedy School of Government. He is a FEMA-certified emergency manager as well as an adjunct instructor for UFRA.
UINTAH COUNTY FIRE DISTRICT HOSTED REGIONAL FIRE SCHOOL IN VERNAL

photography by Raleigh Bunch
Uintah County Fire District hosted a regional fire school in Vernal, Utah, on April 22nd and 23rd. More than 50 firefighters participated in this two-day training opportunity, which included an Emergency Apparatus Driving Simulator, Instructor 1 certification, Live Fire Training, Search and Rescue, and Extrication. Some of the comments from classes included, “This was a fantastic course! It is one that I would recommend to everyone” (EADS); “All instructors were good to get along with and had well rounded personalities. Very pleased.” The Utah Fire and Rescue Academy would like to thank Jeremy Raymond, director/chief, for his time and support to help make this a successful regional school.
Department Spotlight
WOODRUFF FIRE DEPARTMENT
Q&A with Fire Chief Robert Leifson

Q. What is the makeup of your department and what kind of fire calls are most common?
A. Woodruff Fire Department is a volunteer department. We currently have eight volunteers, which includes our chief, Robert Leifson, and our training officer, David Stacey. Our department generally deals with structure and wildland fires, hazmat and vehicle extrication, but we have a separate EMT association (one of the best in the state!) that covers Rich County.

Q. What are the demographics of your area?
A. 435 square miles: from the Utah–Wyoming border on the south and east, to Weber County on the west (Monte Cristo), and to the town of Randolph on the north.

Q. What are the biggest challenges for your department?
A. • Our department is 100% volunteer.
• We have a large coverage area.
• We experience heavy summer traffic on our main highway.
• Lack of experience due to low call volume.
• Maintaining an active and trained department with a low call volume.
• Response time to the outlying locations.

Q. How have you overcome any of your department’s challenges?
A. To keep our personnel trained despite the low call volume and lack of experience, we implemented a required number of training hours per calendar quarter. The requirement may seem hard-nosed for a volunteer department, but we felt it was best for the safety of our firefighters. Our logic was they would be most effective with consistent training and would be personally safer on an incident scene as well as less likely to endanger others.

Q. Have you had any particularly memorable experiences in your department’s history?
A. We are home to the famous T-7 propane tank explosion of October 1986. An 18,000-gallon propane tank ignited when a careening cattle truck collided, causing a 250-foot-high fireball explosion and a rupture of an even larger tank—a nearly 30,000-gallon tank. The business where the explosion occurred is still in business.

Q. What do you do for community outreach?
A. We have a department open house/barbeque and also deliver educational presentations to scouts and youth groups.

Q. What UFRA services have you found most beneficial?
A. We have great memories of the summer fire school at UVU and have greatly benefited from the training props that have been brought to our area.

Q. Do you have any advice for other volunteer departments?
A. You need to make friends with a very good mechanic, and find a good writer, record keeper, and videographer/photographer. There is more paperwork than I ever dreamed of before I got involved in the fire service. Also, get on a regular schedule for someone to test your SCBAs, pumps, and extinguishers. Lastly, take advantage of the state’s Federal Excess Property Program (FEPP) to help out in obtaining equipment.
WOODRUFF FIRE DEPARTMENT

Q&A with Fire Chief Robert Leifson

TRAINING COURSE STATS*
*INCLUDING FIREFIGHTER I/II, FIRE OFFICER, WILDLAND, EMERGENCY APPARATUS DRIVING SIMULATOR AND COMMAND TRAINING CENTER COURSES

JANUARY 1 - MARCH 31 2016

98.47% AVERAGE COURSE EVALUATION SCORE FOR SURVEYED CLASSES

977 TOTAL STUDENTS ATTENDED COURSES

93 NUMBER OF CLASSES TAUGHT DURING JAN 1 - MAR 31

I APPRECIATE THE HANDS ON APPROACH WITH REALISTIC TACTICS AND SKILLS. THE INSTRUCTORS ARE VERY KNOWLEDGEABLE.

GREAT CLASS AND GREAT INSTRUCTORS. THEY HAD A LOT OF STORIES AND EXPERTISE THAT HELPED GO ALONG WITH THE CLASS.

“VERY EDUCATIONAL, INTERESTING AND WELL-PRESENTED.”

TYPE OF AFFILIATION

BY TOTAL NUMBER ENROLLED

full-time/career (29.22%)

volunteer (55.25%)

part-time/paid (12.35%)

other (3.18%)
During the 2015 and 2016 legislative session, laws were passed which obligate law enforcement and fire agencies to provide health care coverage to surviving spouses and children in the event of a line-of-duty death for fallen officers and firefighters. In an effort to provide clarifying information and in behalf of the Local Public Safety and Firefighter Surviving Spouse Trust Fund Board, we have included information regarding the legislative changes that were sent to Utah law enforcement administrators and fire chiefs.

Dear Chief Administrator:

During the 2015 legislative session HB288 (Line-of-Duty Death Benefits for Peace Officers and Firefighters) was passed into law with an effective date of July 1, 2015. In an effort to ensure state or local government agencies are familiar with the obligations of the new law, members of the Local Public Safety and Firefighter Surviving Spouse Trust Fund Board (defined in 53-17-402) felt it important to provide you with information.

As you become familiar with HB288, you will find that upon the line-of-duty death of a law enforcement officer or firefighter, the employer shall provide the surviving spouse and children health coverage under the employer’s group health plan as if the surviving spouse was an employee. This coverage must be provided by the employer for the first 24 months after the line-of-duty death.

Beginning the 25th month after the line-of-duty death, the employer shall continue to provide the surviving spouse and children health coverage under the group plan; however, if the employer elects to participate in the cost-sharing agreement overseen by the Department of Public Safety prior to July 1, 2017, and pay the annual participation premium as determined by the board, the employer may be reimbursed for the cost of health coverage premiums from the trust fund.

An actuarial analysis has determined that the initial rate to be charged for participation in the cost sharing agreement is between $87.00 and $132.00 per law enforcement officer or firefighter annually. This rate range is influenced by a number of variables, variables the Board is currently discussing to determine an appropriate rate. The initial rate will be within the range
specified. Once the rate is determined, it will be communicated to each city or county agency and should an agency desire to participate, payment will be required by June 30th, 2017 for the coverage period of July 1, 2017 to June 30, 2018.

The Board will rely on annual or bi-annual actuarial analysis to determine future rates. To continue participation, future rate payments will be due by June 30th annually, which is the day before the annual coverage period begins.

During the 2016 legislative session, HB159 amended some of the language originally enacted in 2015. The bill clarifies that an employer that chooses to participate in the cost-sharing agreement before July 1, 2017, will be eligible for reimbursement of health care costs for a surviving spouse or children in the event of a line of duty death that occurs on or after July 1, 2015.

Please be aware, that any future line of duty death that occurs after July 1, 2017 and occurs during a time when an agency chooses not to be a participant of the trust fund, will not be eligible for the health insurance reimbursement from the trust fund for the entire period of time health insurance is provided to that person’s surviving spouse and children.

In addition, a statement was included in the bill to add a retrospective operation to July 1, 2005. Our interpretation of the retrospective language is that an employer is obligated to allow the surviving spouse and children to remain eligible for health coverage under the employer’s group health plan in the event of a line of duty death that occurred on or after July 1, 2005. The health care costs for an individual under this circumstance are not reimbursable from the trust fund.

The board encourages you to share this information with your city/county officials, human resources staff and budget staff.

If you are interested in participating in the cost sharing agreement, please contact Kim Gibb kgibb@utah.gov. You will be provided a copy of the cost sharing agreement, along with instructions for participation.

Respectfully

Keith D. Squires
Commissioner
Whether as a condo, townhome or a complex of graduated assisted-living pods, senior living space is an ever-changing and rapidly growing segment of many communities as aging baby boomers retire at a rate of 10,000 a day.

Unlike the conventional hotel-style buildings of just a few years ago, senior living has taken on a whole new look. And along with this trending lifestyle change comes new strategic and tactical considerations for fire departments.

As a firefighter, whether you encounter a protect-in-place philosophy or people running for their lives, the fact is. people older than 65 are twice as likely to be killed or injured by fire regardless of where they are.

Mobility issues as well as hearing and visual impairments are the primary causes of response challenges when dealing with seniors, especially as they enter their eighth and ninth decade.

**Protect in place**
Protect in place is the strategy of choice when dealing with limited-mobility residents, less fire personnel and a confirmed location of the threat. It is a quicker, easier and certainly a less stressful strategy in multi-story buildings. Yet, it is rarely taught successfully and its benefit diminishes in facilities without sprinklers.

While all senior living facilities require licensing and specific code compliance under NFPA 101, such is not always the case. Most senior centers handle evacuations with fire alarm activation much like a hospital or school, calling a code red either by intercom or hall monitor in coordination with activating the fire response system.

Before fire companies arrive, the employees’ primary action will be corralling all residents. The level of their success will depend on the information available to the tenants and the number of past drills. Some tenants’ lack of mobility and special needs may complicate this directive regardless of the facility’s policy.
Remember too, health-care workers in senior-care centers are not firefighters and any visible threat could result in immediate evacuation by all ambulatory personnel regardless of condition or age. As firefighters arriving on scene, you will find a labor-intensive incident, fire or not.

**Step one**
The first step in any emergency response to a senior-care facility is compliance. You must place senior centers at the top of the life-safety inspection ladder for your department.

A canceled on-site inspection can result in dangerous conditions for occupants and first responders alike. Unsecured oxygen bottles, sharps left out along with used bandages, loose medical devices and gurneys abandoned in hallways can all pose a direct threat to firefighters and field medics not to mention your great-aunt Edna.

Next comes appropriate pre-incident planning that aligns with current code, policy and response criteria. Beginning with the basics of protect in place and evacuation scenarios, senior-living facilities require detailed reviews and demand facility interaction, with both structures and occupants.

Whether pods or cells or atriums, these modern living centers are equipped with the finest in fire and security protection. Unfortunately, despite additional exits, specialized systems, additional trained staff, sophisticated fire barriers and the latest in emergency lighting, inappropriate human behavior can deter any redundancy in protection systems.

Practicing fire drills on residents may be deemed too difficult by a well-meaning staff. Further, unannounced evacuations can cause injuries to fragile participants as noted by the IAFF’s roundtable forum in 2004.

**Evacuation**
The key is human interaction resulting in an acceptable schedule of training and practice. Meet with caregivers and administrators to establish a rapport that will lead to proactive inspections, table-top discussions of possible incidents, predetermined protocols for every emergency involving first responders and a walk through by everyone.

For example, such interactions can result in an evacuation procedure involving all employees and responders with some entering rooms, others providing ambulatory devices, and final crews removing all patients to accountability and rehab. Temporary evacuation sites and external staging areas for personnel and equipment can be in place prior to arrival.

For firefighters, it is important to remember the acronym RACE — Rescue, Activate, Contain and Extinguish or Evacuate. This is used by many senior institutions as a reminder about how to reach a successful resolution of any incident.

Here are four points to remember when evacuating a senior-living facility.

1. Find a person in authority to expedite an evacuation; accountability is an ever-present concern.
2. Be aware of behavior typical of the elderly, their physical limitations and appropriate care and removal tactics when interacting with them.
3. Be aware that patients with serious medical and psychological conditions may hide during an evacuation.
4. Prepare for long-term relocation, which may be necessary even when protect in place is the initial procedure.

**Accountability and rehab**
Accountability and rehab will have totally different criteria for seniors. Local doctors and nurses as well as facility workers experienced in geriatric care can work in accountability and rehab as well as triage and patient care.

Firefighters need to be vigilant while working with seniors. Like children, many seniors will not display their physical weaknesses until they are critical. Privacy and quiet may be just as important as water and a blanket.

Responding firefighters will find any incident to be manpower intensive with patient mobility and time working against them. Outside, there are issues of weather, exigent care needs and again the sheer volume of people in the area.

Some futurists predict senior complexes will have their own response brigades. Until then, it is a fire department’s responsibility to ensure the security and safety of those who most need our help.

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**About the author**
**Jim Spell** spent 33 years as a professional firefighter with Vail (Colo.) Fire & Emergency Services, the last 20 years as a captain. He helped create the first student/resident fire science program west of the continental divide, formed the first countywide hazmat response unit and was on the original Colorado Governor’s Safety Committee. Today, Jim serves as an adjunct instructor with his hometown combination fire department. As founder of HAZPRO Consulting, LLC, Jim advises business and industry on subjects ranging from hazard analysis and safety response to personnel development and organization. As a writer, Jim has won six IAFF media awards since retiring from active duty. Jim has an associate’s degree in fire science and a bachelor’s degree in communications. He can be reached at Jim.Spell@FireRescue1.com.

This article was originally published on May 4, 2015, in FireRescue1: [http://www.firerescue1.com/cod-company-officer-development/articles/2166773-Firefighter-response-Senior-living-facilities/](http://www.firerescue1.com/cod-company-officer-development/articles/2166773-Firefighter-response-Senior-living-facilities/)
After spending an entire Saturday at the Salt Lake City Training Tower, 16 teenage girls in Salt Lake City now know they have a possible future career as a firefighter.

On April 23rd, SLC Fire held the inaugural Camp Athena. The day camp hosted participants from various youth organizations throughout Salt Lake City. Participants spent the day at SLC Fire’s Training Tower learning about future careers with the fire and rescue service.

“The intent of this is to give them the opportunity to see themselves in our image, meaning we want them to understand that they can perform as a firefighter in Utah’s capital city,” said SLC Fire Chief Brian Dale.

Following check-in, the participants were divided into crews and spent time adjusting to completing minor tasks, such as dribbling a basketball and crawling on the ground while wearing full personal protection equipment (PPE).

After lunch, SLC Mayor Jackie Biskupski addressed the group and talked about women in leadership and overcoming obstacles. Firefighter-themed workshops following lunch, including a firefighter maze, heavy rescue team training, and extinguishing fires at the apartment and car props. They also participated in a drill known as the Pittsburgh Drill, which puts them in a situation where they need to rescue a trapped firefighter.

Despite the hard work, the participants had fun.

“Since it’s a male-driven field of work, I think it’s cool that they wanted to include women so they can show us the opportunities of the career,” said participant Princess Salazar.

During dinner, SLC Councillor Erin Mendenhall spoke to the participants about community activism.

The day wrapped up with a demonstration at the burn cube that shows how quickly a small fire in a house setting can spread.

SLC Fire plans on conducting additional camps for teenage girls and boys in the future.
On April 27, 2016, Class #72 of the Utah Valley University Emergency Services Recruit Candidate Academy (RCA) held its graduation ceremony. During the program, CAPS Dean David A. McEntire, Ph.D., and Emergency Services Department Chair Gary Noll, M.Ed., as well as Andy Byrnes, M.Ed., the RCA course coordinator, spoke to the parents, friends, and family of the class. Candidate Griffin Conroy was awarded the Charles J. DeJournett Recruit Excellence Award & Instructor Recommendation. Captain Jeff Jones was awarded the Outstanding Instructor Award based on a vote by the class. Candidates Griffin Conroy, Chris Hing, and Zac Lucero earned the Physical Training Excellence Award. Eric Nish was the class officer, and he also received the Outstanding Student Award, which was voted on by his peers. Andy Byrnes is the RCA course coordinator as well as the lead instructor for the semester, and Captain Steve Schaugaard was the assistant lead instructor.

RCA Graduation Class #72
Top row, left to right: David Palmer, Zac Lucero, Anthony Ehler, Felipe Folkis, Trent Hutchings, Corey Metcalf, Griffin Conroy, Cody Kupfer, and Garion Rowett.
Bottom row, left to right: Chris Hing, Tyler Budd, Mickayla Sorenson, Eric Nish, Paul Huddleston, Dusty Rae Serbeck, and Jordan Marrott.
EXPERIENCE:
THE UVU DIFFERENCE
LEARNING BY DOING

Recruits are trained to drive apparatus and operate the pump at fires
They arrive “on duty,” check apparatus/equipment, report, dress, and form-up
The UVU RCA replicates the fire station life, and recruits learn the fire culture

FACILITIES/EQUIPMENT

Four-story training tower
Car fire, vertical vent, large area search, fire behavior cube, and other props
10,000 ft² apparatus bay
5.25 acres of drill ground area
155 sets of firefighter turnout gear in PPE inventory
12 new sets of firefighter turnout gear every year
60 MSA® SCBA in inventory

CERTIFICATION & PROGRAM DETAILS

Four certifications: Firefighter I, Firefighter II, Hazmat Awareness, and Operations
One-year academic certificate in firefighting from UVU at the end of the semester
2 different types of internships available for RCA graduates
12 positions for student leadership — class officer and company officers
1,612 certifications issued to UVU RCA graduates since 2008

FIND OUT MORE AT

801-863-7749
uvu.edu/esa/academics/ca.html

UVU FIREFIGHTER RECRUIT CANDIDATE ACADEMY
UTAH VALLEY UNIVERSITY
PROMOTIONS:

Matt Evans (left) has been promoted from captain to fire chief of the Washington City Fire Department. He succeeded Brent Hafen (right), who retired at the end of March. Evans had previously been employed at West Jordan Fire, Midvale Fire, and Gold Cross Ambulance before joining the Washington City department three years ago.

Chief Brent Hafen retired after serving three years as the chief of the Washington City Fire Department. His retirement marks 23 years of fire service. Hafen started his fire career as a volunteer for the St. George Fire Department. After six months, he was hired on as one of the first three full-time firefighters in St. George. After working for St. George 19 years, he finished his career as Washington City’s fire chief. Hafen plans to spend his retirement operating his family’s cattle ranch near Caliente, Nevada.

RETIREMENTS:

Firefighter Steve Malan has retired from Tooele Army Depot Federal Fire Department after a combined 30 years of federal and fire service. Born and raised in Eden, Utah, Mr. Malan started his federal firefighting career in 1995 with Defense Depot Ogden (DDO). During his time at Defense Depot Ogden, Firefighter Malan worked with the depot hazardous materials spill team. Mr. Malan then transferred to Tooele Army Depot Fire Department after the BRAC closure at DDO in 1997.

During his career, Firefighter Malan worked at both stations. Mr. Malan held positions as firefighter, driver/operator, and EMT. Firefighter Malan was dedicated to the department’s respiratory program, which included fit testing SCBA masks for each firefighter. He was also very active in the department’s health and fitness program, with a firm belief in being fit for life and firefighting.

Steve has a love for the outdoors and hunting and is involved with the Mountain Men Rendezvous known as “Drag-on.” After retirement he looks forward to spending time with his wife of 15 years and the four boys they have raised together. The first post retirement activity they have planned is an Alaskan cruise.

Fire Chief Gary Jolley retired in May after 40 years of service to the city of Provo. Jolley joined the Provo City Fire Department around 1978, after a few years of working for the city in other positions. He attended paramedic school in 1983 and served as a paramedic until 1986. He eventually promoted to captain, battalion chief (2001–2008), deputy chief (2008–2013), and finally chief (2013–2016). Now that he has retired, Jolley plans to spend some time at home and on his farm.

OBITUARY:

Kent Earl Swensen 1943–2016

Kent was one heck of a firefighter; he was the real deal. He loved spending his career as a firefighter and was grateful for the challenges and opportunities that it brought him. He worked for Murray City Fire Department as a volunteer for five years, then full time for 28 more years. He loved the comradery, the work outs, the food, the “cream,” the table talk, the pranks, and especially the fires. Some of his hobbies were riding his Harley, “Old Blue,” restoring vintage pumps and signs, and restoring and driving vintage cars. He was skilled at figuring out just about anything and could do amazing things with very little space and tools. He lived frugally and simply yet was very generous to close friends and family and those who needed a hand. Kent battled a complicated illness that came suddenly and unexpectedly; he had wonderful caretakers and family to support him and help him fight. He was so grateful to be able to be at home where he was at peace when he died. His legend lives on in the hearts of those of us who knew him. Thank you, Kent.

OBITUARY:

Sue Young Retires after Many Dedicated Years

Suzanne “Sue” Young has retired from the Utah Fire and Rescue Academy after 14 years of service. She began her impressive, enduring legacy here at UFRA at the age of 67 and retired at the age of 81 on April 29, 2016.

Sue, who worked at the front desk, is best known for her happy greeting on the phone and in person. Her professional attitude, perfectionism, and witty humor that enriched UFRA’s office for so long will be greatly missed.

We are all grateful for all that she has contributed to UFRA, Utah Valley University, staff, faculty, instructors, students, and all the firefighters in Utah. She has inspired us all and will never be forgotten.
Rowdy Muir
Receives Lead by Example Award

Rowdy Muir has been selected as one of the recipients for the 2015 Paul Gleason Lead by Example Award. Four individuals from across the wildland fire service have been chosen to receive this national award.

The award was created by the NWCG Leadership Committee to remember Paul Gleason’s contributions to the wildland fire service. During a career spanning five decades, Paul was a dedicated student of fire, a teacher of fire, and a leader of firefighters. The award is intended to recognize individuals or groups who exhibit this same spirit and who exemplify the wildland fire leadership values and principles. Rowdy’s work in support of the Wildland Fire Leadership Development Program has been a demonstration of motivation and vision.

Rowdy is a district ranger with the Flaming Gorge Ranger District, USFS. He was recognized for his ability to take care of people and ensuring students of fire and leadership at every level have the best possible opportunity for success. Rowdy’s willingness to not only develop and deliver leadership development opportunities but also uphold the very values and principles he presents through personal initiative and innovative teaching methods are commendable. His work with the newly approved L-380 agency training package provides a set of tools and techniques junior leaders can use to build and maintain cohesive crews or teams.

As a student of leadership himself, Rowdy embodies the values of duty, respect, and integrity and inspires such values within others. Rowdy knows the importance of being a continuous learner and shows others the value of learning by personal example and commitment to self-development. His willingness to share his story and opinion through blogs and articles so that others might learn is valued and appreciated.

Congratulations, Rowdy, on a job well done!

ROWDY’S RULES OF LEADERSHIP

1. Empower your subordinates to lead.
2. Mentor, mentor, mentor and then get out of the way.
3. Lead by example.
4. Learn from your mistakes.
5. Always play as a team.
6. Along the journey, make time to get in the dirt with them.

Originally posted in www.fireleadership.gov.

Rowdy has been an instructor of the Fireline Leadership (L-380) course at UFRA for over five years. We also congratulate him on this award.

If I can leave a positive impact on at least one person, I could leave this life knowing I was successful.

—Rowdy Muir

Salt Lake City Fire

Earlier this year, Salt Lake City Fire Department promoted the following people to new positions: Clair Baldwin to assistant chief, Les Goodwin to battalion chief, Calvin Christiansen to captain, Mike Fox to battalion chief, and Matt Gillies to captain.

South Jordan FD

Todd Cowley was promoted to the rank of fire captain with the South Jordan Fire Department. His promotion is effective as of March 27, 2016. Todd joined the SJFD on January 14, 2002. He has worked as a firefighter and engineer. Todd was instrumental in the design of the new Pierce ladder truck put into service this year. Todd also works part time for UFA.
Nestled in the heart of downtown Ogden among the trees and gardens of the city’s municipal building stands a unique and special place for firefighters, their families, and friends. America’s Fallen Firefighter Memorial is a national monument that has been built to honor fallen firefighters as far back as the early 1800s from around the country.

The monument features a seven-and-a-half-foot-tall bronze statue designed by Provo sculptor and artist Dee Jay Bawden. The statue, weighing about 1,500 pounds, sits atop a large base of granite cut from a Vermont quarry. The memorial statue depicts two firefighters, one on bended knee holding the helmet of a fallen comrade, with the other standing and offering comfort.

On the west side of the statue stand four black granite walls framing the memorial. These walls have thousands of names as well as artwork etched and inscribed on both sides. The memorial project, however, is only half completed.

An additional four walls on the east side of the monument have yet to be built and etched with thousands more of the names of the fallen. The other half of the memorial walls will also feature 25 state seals, adding to the 25 state seals on the completed walls. The addition of the other walls will complete the framing of the site.

The project has been years in the making. It was started by Ogden Fire Captain Rich King and Mike Leatham, who is the owner of SymbolArts as well as a retired volunteer firefighter himself, having worked with Uintah and South Ogden fire departments. In 2011, their dream began taking shape as the statue was unveiled at an emotional ceremony on the eve of the 10th anniversary of September 11th.

John Gullo, who operates the American Dream Foundation, provided the funds to build the statue, and Mike Leatham provided the funds to create the granite base. The memorial site has been designed and constructed by the Mark H. Bott Company in Ogden.

Although there are other monuments around the country that honor fallen firefighters, America’s Fallen Firefighter Memorial is unique in the sense that it is open and available for the public, not requiring certain access in order to view. The memorial will
be the largest of its kind east of the Mississippi River and honors professional, part-time, volunteer, wildland, military, and industrial firefighters who have died in the line of duty. There will eventually be close to 12,000 names inscribed on the walls because the memorial is honoring fallen firefighters as far back as the early 1800s.

13th Annual FireRide
The memorial has been completed up to this point with private funds. One of the ways America’s Fallen Firefighter Memorial raises funds is through a motorcycle ride known as FireRide, which is a fundraising ride that includes a stop at the America’s Fallen Firefighter Memorial for a memorial service. The FireRide this year will be held Saturday, September 10th. All firefighters, their families, and friends are invited to join; and even if you don’t have a motorcycle, you’re welcome to drive with us along the route.

The etching of the names is only half complete, which is why we need your continued support to place the remaining names on the wall to complete this great project.

For more information on the FireRide, including registering, please visit www.affmfireride.org. To learn more about the America’s Fallen Firefighter Memorial and how you can donate, please visit www.fallenfirefightermemorial.org.

For additional questions about how to get involved in supporting the America’s Fallen Firefighter Memorial or the FireRide, contact Captain Rich King at 801-388-3946 or Mike Leatham at rushman@symbolarts.com.

If you haven’t had a chance to see the memorial for yourself, come to downtown Ogden and see it on the north side of the Municipal Building at 25th Street and Washington Blvd. The experience of visiting the memorial is something that no firefighter should miss.
Springville Fire Dept

Hobble Creek Firefighter Invitational

August 31, 2016
7:00 AM Check In
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Fire Ride

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$20 Registration

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If you cannot join us for the ride, show your support for our Fallen Firefighters by attending the Memorial Service from 12:00 PM - 1:00 PM.

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FALL 2016 SEMESTER
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ESAF 2110 Aircraft Mass Casualty
ESAF 2120 Aircraft Mishaps

ESFF FACE-TO-FACE CLASSES
ESFF 1360 RCA Internship
ESFF 250A Firefighter RCA I
ESFF 250B Firefighter RCA II
ESFF 281R Emergency Services Internship
ES 1150 Emergency Preparedness in Communities

ESFF ONLINE CLASSES
ES 1150 Emergency Preparedness in Communities
ESFF 1000 Introduction to ES & Physical Ability Testing
ESFF 2100 The Desire to Serve
ESFF 1120 Principles of Fire and ES Safety and Survival

ESFO ONLINE CLASSES
ESFO 1100 Fire Behavior and Combustion
ESFO 1110 Fire Prevention
ESFO 2030 Fire Inspector I
ESFO 2100 Fire Officer I Supervisor Leader

ESEC FACE-TO-FACE CLASSES
ESEC 1140 Emergency Medical Tech Basic
ESEC 3060 Emergency Medical Tech Advanced
ESEC 3110 Paramedic I
ESEC 3120 Paramedic I Lab
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- ESMG 3300 Master Planning for Public ES
- ESMG 3350 Analytical Research Approaches to Public ES
- ESMG 3600 Psychology of Emergency Services
- ESMG 4150 Humanitarian Services and Disaster Relief
- ESMG 4200 Disaster Response and the Public
- ESMG 4400 Legal Considerations for the ES
- ESMG 445G Human Factors Emergency Management
- ESMG 4500 Customer Service and Marketing for ES
- ESMG 4550 Principals of Disaster and Emergency Mgmt
- ESMG 4600 Public Administration and Emergency Mgmt
- ESMG 4650 Emergency Services Capstone
- ESMG 481R Emergency Services Internship
- ESMG 489R Special Topics in Emergency Services
- ESMG 491R Topics in Cardiology and Medical Trends
- ESMG 492R Topics in Trauma and Pharmacology
- ESMG 493R Topics in Medical Litigation

ESWF FACE-TO-FACE CLASSES

- ESWF 1310- S131 Firefighter Type 1
- ESWF 1330- S133 Look Up Down Around
- ESWF 1400- Wildland Firefighting Fundamentals
- ESWF 2150- S215 Fire Ops in Wildland Urban Interface

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Application deadlines: June 1st for Fall Semester and October 1st for Spring Semester.

PARAMEDIC

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CERTIFICATION TESTERS OF THE YEAR

Every year the Certification Office recognizes three certification testers during our annual Certification Tester Seminar. These testers promote professionalism while administering exams, return complete paperwork and orderly test boxes, and are consistently reliable. It is not how often they administer exams but how they administer exams. Please join with us in congratulating the 2016 Certification Testers of the Year!

Travis Ball, West Jordan Fire Department

S. Michael Johnson, North Western Special Service District

Troy McNeely, Central Box Elder Fire District
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Details for the 2016 written & PAT test dates are posted on the Metro Fire Testing Consortium Facebook

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For Registration Information Call or Email

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