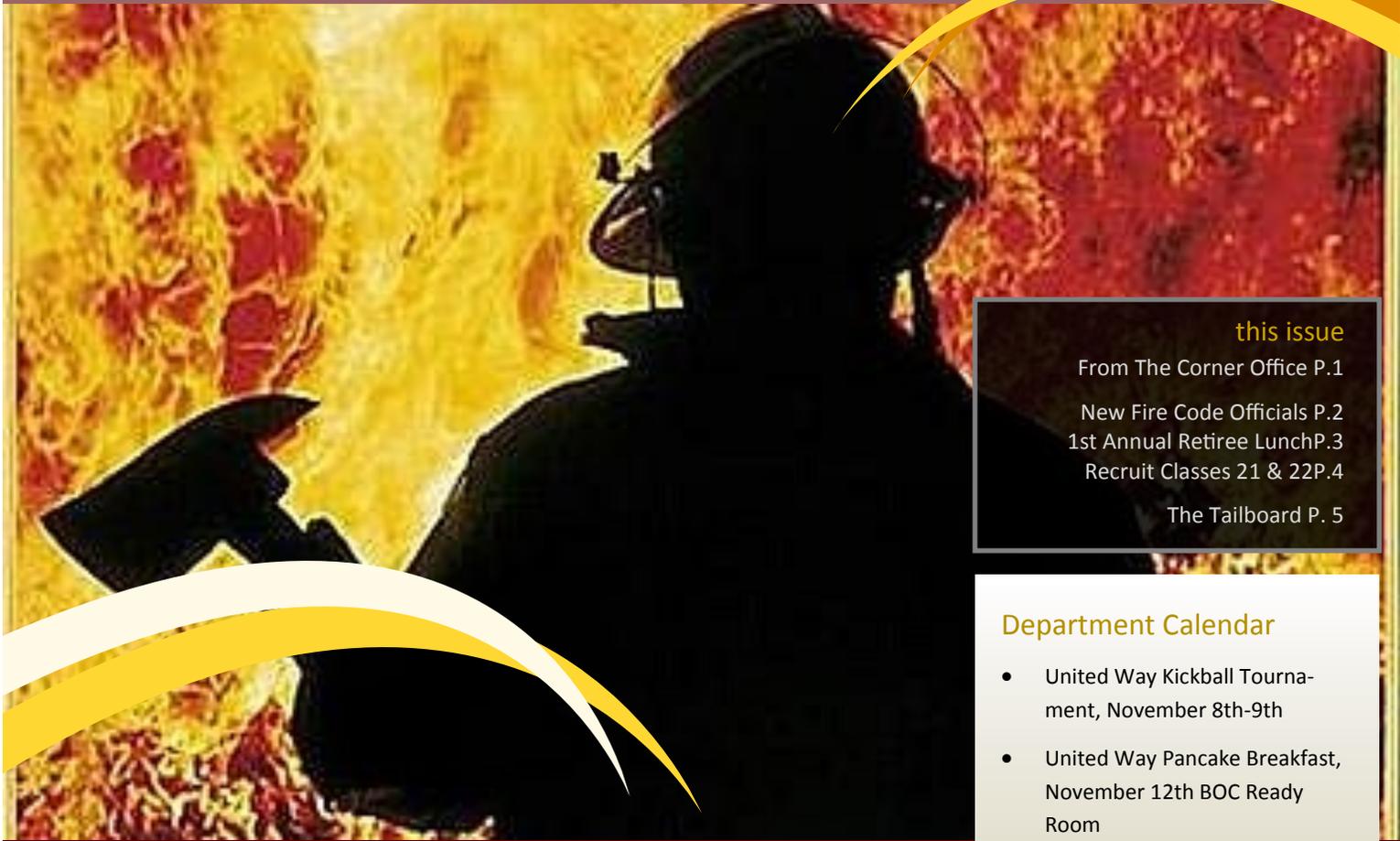


# Fully Involved

Concord Fire Department Newsletter  
October 2014



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## Department Calendar

- United Way Kickball Tournament, November 8th-9th
- United Way Pancake Breakfast, November 12th BOC Ready Room
- United Way Chili Cook-off, December 3rd BOC Ready Room

## Firefighters & Cancer

When you look at national statistics, it is shocking to see the rate of cancer among fire personnel. Firefighters are more than twice as likely to suffer from some form of cancer than the general public. Firefighters are exposed to many toxic and damaging substances that can cause long-lasting damage to their bodies. For that reason in conjunction with the North Carolina chapter of the Fire Fighter Cancer Support Network (FCSN), Concord Fire Department will be hosting a class on best practices to help prevent and reduce exposure to cancer causing substances and environments. The FCSN provides emotional support to firefighters with cancer and are always looking for volunteers to work as teachers and mentors.

## From The Corner Office of Chief Ray Allen:

Many exciting things going on over the next few months. City council has approved the general contractor for fire station #11 and construction is set to begin by early October, with an estimated completion date of July 2016. This of course will change the response landscape in the Concord Mills Mall area and allow us to better serve this area of the city. The compensation study is in the "fourth quarter" and should be winding up prior to the end of the year. Look for information relevant to your position in the near future. The budget season is starting early this year and we are starting the Capitol Budget for the year. If you have input or ideas relevant to large (over \$100,000) budget items, please share them with your Battalion Chief. As we enter the Fall/Winter season, please remember the mission to serve our customers while showing compassion and understanding as we deal with all the unique situation that are encounter each day. Thanks for all you do each and every day and for "treating everyone like they were your mother".

# Two New Fire Code Officials Sworn In

Travis McGaha

Concord Fire Department is pleased to welcome two newly sworn Fire Code Officials to the Fire Prevention Bureau. Educators Norman Franklin and Jeff Bostian were sworn in by Concord Mayor Scott Padgett on September 28th at City Hall.

Both Norman and Jeff have a long history with the Concord Fire Department and have most recently been working as educators teaching fire safety in the school system and to the community through many other important programs. The educators are now working with the Fire Prevention Bureau by aiding in the inspections of certain specialty occupancies such as schools and foster homes.

By being sworn in as fire code officials, they are able to be more active in inspecting and aiding the abatement of safety issues they encounter. Chief Mark Brown jokingly stated that they are the new "eduspectors", and that the services they render as both educators and code officials plays a major role in our communities safety consciousness.



## Run Totals

### January – September 2014

*Battalion 1 – 332*

*Battalion 2 – 427*

*Blaze 1 – 18*

*Blaze 2 – 2*

*Brush 1 – 28*

*Brush 7 – 8*

*Brush 3 - 9*

*Brush 8 – 5*

*Brush 5 - 7*

*Brush 7—14*

*Collapse 3 – 7*

*Decon 9 – 67*

*Engine 1 – 1553*

*Engine 2 – 1270*

*Engine 3 – 984*

*Engine 4 – 570*

*Engine 5 – 918*

*Engine 7 – 653*

*Engine 8 – 734*

*Engine 9 – 712*

*Engine 10 - 336*

*Haz Mat 9 - 81*

*Investigator 8 – 136*

*Ladder 1 – 760*

*Ladder 7 – 463*

*Ladder 9 – 556*

*Rescue 3 - 680\*

*USAR 3— 3*



Chief Jimmy Lee,  
Retired More  
Than 30 Years

## First Annual Retiree Lunch

Todd Eury

The first annual Retiree Lunch was held at Fire Station 1 on 8-8-14. We had 26 retirees attend the first event. They had a great time sitting around telling old war stories and looking through old pictures. Chief Jimmy Lee was the oldest retiree in attendance. I asked how long he had been retired and he smiled and said "longer than I worked and I was here for 30 years". Chief Lee turns 92 this year. The lunch was held on a Friday so we served the traditional Friday meal of Spaghetti. Each retiree received a hat and key chain. It is our hope that the event will continue to grow and the retirees will always feel welcome at the department.



## For a Laugh

- **A man who worked at a fire hydrant factory was always late for work. When confronted by his boss the man explained: "You cant park anywhere near this place!"**
- **Q: Why don't Assistant Fire Marshals look out the window in the morning? A: So they have something to do in the afternoon.**
- **What does CHAOS stand for? A. The Chiefs Have Arrived On Scene.**

## Bragging Board

- Robert Page has completed his AAS in Emergency Management from Caldwell Community College!
- Engine 2A received a glowing commendation on Facebook when they responded to an early morning call of a smoke alarm that would not shut off. They replaced it, and checked the house for her. Her daughter wrote in thanking them for their genuine care for her mother.

# Recruit Classes 21 & 22

## Roger Cline

As the department is aware, Recruit Class 21 is well underway. The class consists of six Recruits from Concord, one from Salisbury, and two from Albemarle. The most challenging classes for them are yet to come. They have the two hardest weeks of Recruit Training coming up



at the end of October. They will be doing Fire Control, which will consist of burning in our burn container, burning cars, burning in RCCC's new burn building multiple times, burning in RCCC's flashover simulator, an LP night burn at RCCC's LP prop, and a structural burn. All of these burns will take place over the course of six working days. They will also be taking the state RIT Certification class. This class covers all aspects of RIT, and is very physically demanding.

The Training Division is committed to providing Recruit Training to all departments with new hires if the department so desires. The two primary reasons for this are to continue to build solid relationships with other departments (especially those who respond automatic-aid with us), and also to give departments who typically hire only one or two firefighters during a process the oppor-

tunity to have their new hires attend a structured Recruit Class.

We also join other departments in training sessions at the shift-level. With the fact that we respond automatic-aid with other departments, it makes sense to train with those departments. We typically have a training staff meeting with those departments once or twice per month. The training with the other departments typically occurs once (sometimes twice) each month, with the shift Battalion Chiefs choosing who should attend. We do this training on a site rotation between Concord,



Kannapolis, and Harrisburg Fire Departments. To this point, this process is working very well.

You are probably well aware of the retirements taking place in the near future. We will begin Recruit Class 22 sometime during the winter. I have already had other departments showing interest in putting new hires into the class. With the addition of participants outside of Concord, this class has the potential to be somewhat sizable.

I would like to take this opportunity to recognize the staff assisting the Training Division with day-to-day operations. Chief Williams is the Deputy Chief who has the Training Division on his list of overall responsibilities. Also, Capt. Simpson has done a great job in



many areas of Training and Safety. We have Field Training Officers (FTO's) who dedicate their time and



talents to Training with no extra compensation. I am very grateful for their willingness to assist. The FTO's are Capt. Readling (A-Shift), Capt. Goss (B-Shift), Capt. Burris (C-Shift), Brian Hutchens (EMS), Joe Coyle (EMS), and Bruce Hodges (Rescue). They are all great "go-to" people to contact in their respective disciplines of Fire, Rescue, & EMS.

Feel free to contact the Training Division with any training concerns or issues. We are here to keep our personnel safe, and to provide to tools for personnel development. We are here to assist in any way possible.





## The Tailboard

### For A Laugh

There was a huge fire at a big city soda factory. The city company was losing ground and the owner was frantic. He told the fire department that he needed a secret formula in the safe that was in the center of the blaze, and he would give 10,000 dollars to the department that got the formula. An hour later no ground was gained and a mutual aid call was put out. When 12 departments couldn't subdue the blaze the owner saw this he raised the reward to 100,000 dollars. Suddenly a small town department drove their truck right into the fire and emerged 10 minutes later with the formula. When asked what they would do with the money one said, "Get them brakes fixed we figure."

### Fully Involved

October - 2014

## Where Does Safety Start? Part 2 Leadership - Josh Simpson

In the previous edition of Fully Involved, I presented an article on Where Does Safety Start. This article discussed how Safety was more than proper PPE, wet floor signs and lifting with your legs. Safety begins long before a dangerous event occurs. Safety starts with leadership, training, fitness and a proper mindset and attitude. In this article we are going to discuss how leadership affects the safety within an organization.

Leadership has many definitions and meanings. Many of these have to do with being in the position of a leader, having the capacity to lead or the act or instance of leading. In his Forbes Magazine article, What is Leadership (Kruse, 2013), Kevin Kruse explained that leadership has nothing to do with hierarchy, seniority or titles. He quoted several successful business leaders stating that leaders have followers, translate vision, empower others, and have influence over others. One common explanation of leadership involves the ability to accomplish a task through the work of others because they desire to do it, or to get something done, by someone else, because they want to do it.

Safety Leadership affects and sets the tone for the Safety Culture within an organization. The Safety Attitude of the leaders, whether they are formal or informal leaders, will determine the overall attitude of everyone. History is riddled with examples of occupational fatalities and injuries that were a result of poor leadership or a lack of safety concern by the leaders or managers. One of the worst occupational disasters in North Carolina, the Imperial Foods Chicken Plant Fire in Hamlet is a perfect example. The owners and managers were more concerned with profit margin and deterring theft of product, locked doors and blocked exits. They also failed to maintain equipment. This led to a fire that killed, actually murdered 25 employees and injured an additional 55. While there were multiple issues addressed, the lack of concern, a poor safety attitude and a lack of Safety Leadership was at the heart of this.

Effective leaders will set an example and inspire their personnel. They will be out front where their personnel can follow their example. It's not doing as I say, but rather do as I do. Effective leaders must be seen by their personnel doing the right thing, the right way, at the right time. Safety leadership is compliance with the appropriate national standards, departmental procedures and guidelines and mastering of their skills. When leaders do these things, those who follow them will also. It is difficult for a supervisor to counsel or discipline a subordinate about safety issues, if the supervisor is noncompliant themselves. For the purpose of our organization, it should be remembered that our evaluations are used to hold us accountable for preventable damage and injuries. Most Chiefs are also holding supervisors accountable on their evaluations for preventable acts by their subordinates. This is done to ensure that the proper example is being set.

Safety Leaders, like any other leader, is not necessarily accomplished strictly by the formal leader or supervisor. All members can serve as Safety Leaders by setting an example for others to follow. Safety, or the lack of, is definitely contagious. Rather a supervisor or co-worker; doing the right thing, the right way, at the right time can influence others to do the same. In fact, in some cases, new firefighters spend more time with their lead worker or senior firefighter than with their Captain. As more experienced firefighters, we should take it upon ourselves to teach the new or younger firefighters right from wrong.

Safety starts with leadership. It starts with setting an example for others to follow. Leaders take their experience and training and use it to mentor others. As leaders of the fire service, it is our responsibility to ensure not only that we are safe, but also that those around us are safe as well. Sometimes it is not popular, but it is ultimately each of our responsibilities.

Concord Fire Department

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