

## Recent Photos

Photos by R.A. Gunn of the Public Safety Fair and our recent training burn



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# The Sublimity Re-tone

## Sublimity Fire District

### From the Chief's Desk

#### RANDOM THOUGHTS...

It's July already! That means several things....HAY FEVER IS DONE FOR ANOTHER YEAR!!!! We are into another budget year and summer is here.

With summer comes high heat and fires...Remember to stay hydrated! Drink lots of fluids before an incident. It's too late if you try to catch up at and after the incident.

Since our last newsletter, we have undergone a re-organization again. Lt. Silbernagel and Lt. Heater have been re-classified as Station Captains. Nick Lane has been appointed to (Acting) Lieutenant for Company B. His appointment is through January 1, 2010. There will be an assessment center between now and then to determine who gets the position permanently.

I am proud to say we have had several new members come aboard in the last few months. This proves to me that we are headed down the right track. I have had a few come in and inquire and I continue to follow up with them to try and get them in the door.

As I have said all along, just because we are out of turn-

out rack space, does not mean our job of recruiting is done. This is a continual process and we can always build more racks!

I want to take a minute and publicly thank FF Mike Hallygan for his hard work in coordinating the Public Safety Fair. Mike did an excellent job and I feel the event was a huge success. I look forward to many more successful events with Mike at the helm.

The conclusion of the Safety Fair means we're rolling into Cowboy Breakfast season. Letters will be going out first of the week for donations to cover the cost of product. Mark your calendars for August 1<sup>st</sup> and 2<sup>nd</sup> to flip pancakes and eggs.

I was notified this week that ISO will be re-evaluating us in November. I have a large pre-survey packet to complete and return prior to the survey and will be leaning on some of you to get a portion of the packet filled out. If all goes well, we will maintain our rating and hopefully improve it.

I have applied for an RFA grant through Oregon Department of Forestry for new generation shelters, forestry hose, nozzles and appliances.

We should hear by the end of the month.

Our new command rig just arrived from the factory. It should be in service by August 1<sup>st</sup>.

We are into the new budget and, as I have been putting it off for a couple of months, we will now be ordering flashlights and other goodies we have budgeted for. As we closed out the budget, I was cringing because I felt like we were hemorrhaging money, but we carried over a LARGE amount of monies. This will enable us to weather the storm of the economy if and/or when it hits us. We have a significant cushion to lean on if need be and that is a comfortable feeling.

Enough rambling and random thoughts...I have wasted enough of your time!



**Chief Hamilton**

#### July 2009 Issue

#### Since 2003

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## Can't We All Just Get Along?

Conflict resolution is more about reconciling relationships than getting everyone to agree

In the course of managing personnel, you'll encounter crewmembers who are hurt and relationships that are damaged.

The damage could be between two of your subordinates or with you and a crewmember. How then do you go about fixing that relationship? I realize this is a "touchy feely" subject that makes firefighters somewhat uncomfortable, but sometimes we have to leave our comfort zone to learn.

### CAUSES OF CONFLICT

There are many causes of conflict, but one in particular that often arises around the station is caused by a firefighter putting self before service. Personnel who choose to cause conflict are usually jealous and desire what others have; unable to obtain gratification, they burn with envy and fight with others.

Know anyone like this at your fire department? My advice to them: "Before you wage war with others at the fire station, fix the war inside yourself."

Conflict can endanger fire station relationships, but if handled well, it can also provide opportunities for growth, ultimately strengthening the bond between two people. Since relationship conflicts are inevitable, learning to deal with them is crucial. Recognizing and managing conflict are also essential to building emotional maturity, intelligence and nurturing relationships.

In workplace conflicts, differing needs are often at the heart of bitter disputes. When you recognize the legitimacy of

conflicting needs, you open pathways to improved relationships. However, firefighters who are out of touch with their emotions, or who are so stressed that they can only pay attention to a limited number of emotions, won't be able to communicate their needs. For example, firefighters often argue about petty differences—they way the station is cleaned and the equipment is kept—rather than what's really bothering them.

That's why you must take the extra steps to dig to the heart of the conflict.

### FIND PEACE

Convene a peace meeting with the intent to seek a solution. You've heard the saying, "Time heals all wounds." If that were true, every time we waited in the doctor's waiting room, we would never need to see the doctor, because we'd be cured! In fact, time often makes interpersonal conflicts worse, which is why it's imperative for officers to promptly schedule a conflict-resolution meeting with feuding crewmembers.

At this meeting, your personnel may have the urge to attack, blame, be stubborn and focus on themselves. Instead, ask the crewmembers to confess their part of the conflict. This is where both parties take some ownership, demonstrate a little humility and say the two words that are critical to diffusing and reconciling the situation: "I'm sorry." Do these two words still exist within the firefighter vocabulary?

The next step is to listen for their hurt.

12 and seniors (55+), while kids under 5 eat FREE.

### • GORDON BURNS 1931-2009

Sublimity Fire District Life Member Gordon Burns passed away last week at the age of 78. He served the fire district for 22 years before retiring. Contributions can be made to the Alz-

Source: FireRescue Magazine, June 2009  
By Mike Bryant

People who are hurt, hurt others. It's vital to understand the other person's perspective, rather than just our own, if we're to come to a resolution. In fact, just helping the other person feel heard can sometimes go a long way toward reconciliation.

Next, be willing to absorb the pain. Someone must say, "Enough is enough; it must end now." Saying the wrong thing can be like throwing fuel on a fire. Say what's on your mind in a way that's clear and assertive, without being aggressive or putting the other person on the defensive. Retaliation leads to escalation, and only bad things come from that.

Lastly, emphasize reconciliation, not resolution. Resolve the conflict rather than dissolving the relationship. You can still disagree without being disagreeable. It's more important to reestablish the relationship than to resolve every issue.

### LET IT OUT

This final step may seem obvious, but many people fail to achieve full reconciliation. They think that by addressing a conflict, they're creating one, and so they suppress their anger. Or, when confronted with conflict, they "go along to get along." Unfortunately, this isn't a healthy long-term strategy. That's why fire officers must have a keen feel for conflicts brewing among their crew, address them and efficiently reconcile relationships between crewmembers. It will make a huge difference in the health of your crew and your department.

heimer's Network or Regis High School. His funeral services were held at St. Boniface.

### • CRISIS CHAPLAINCY CHARITY GOLF TOURNAMENT

Friday, August 7th. If interested, sign up in the Radio Room by July 20th or contact Lt. Lane for more info.

## The Cooking Corner: Pulled Pork Sandwiches

Submitted By: Amy Doran (with lots of assistance from Kent Silbernagel)

### Ingredients

1 pork shoulder  
1 bottle of BBQ sauce (your choice)  
hamburger buns (or thick rolls or some sort of bread with which to make sandwiches)

### Instructions

*For crock pot:* Place pork shoulder in crock pot. Add about 1/4" of water to the bottom of the pot. Set heat to low and let simmer for 6-9

hours. Remove meat. Shred and mix with your favorite BBQ sauce.

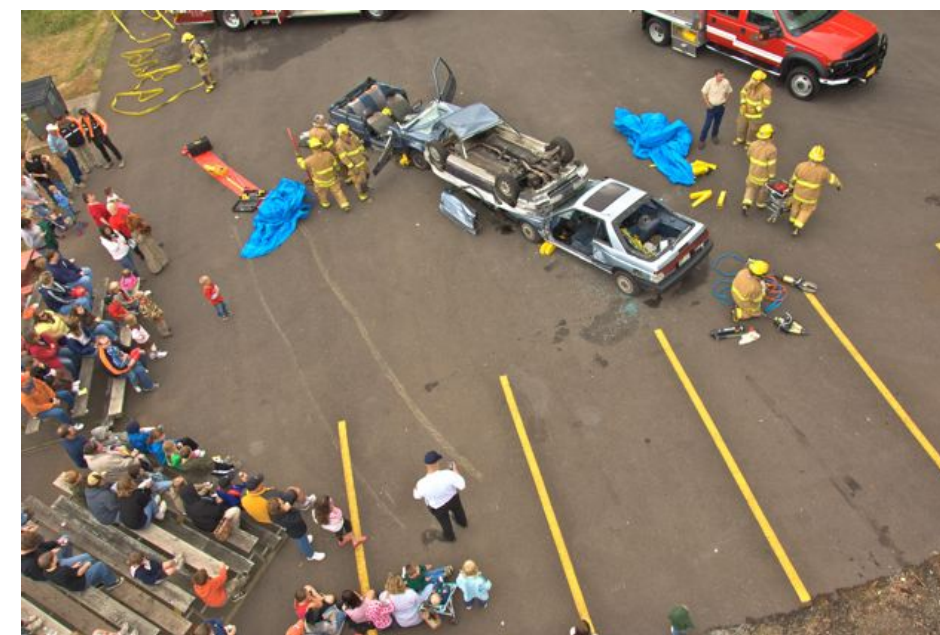
*In the oven:* Double-wrap roast with aluminum foil. Bake at 325 degrees for an hour per pound of meat. Shred and mix with BBQ sauce.

To serve, put meat on bread. Top with coleslaw if desired. Goes great with dirty rice, green beans and your choice of slaw. Try some fresh Oregon berry cobbler or pie for dessert!

## Photo of the month

Photo taken by R.A. Gunn

Below: Sublimity FFs demonstrate an auto extrication at the 3rd Annual Public Safety Fair



## Heat Injury Prevention

- Make sure plenty of drinking water is available. The human body can excrete up to 3 gallons of fluid in a single workday. Encourage everyone to drink as much fluid as they lose.
- Encourage workers to advise their supervisors if they are feeling dizzy or are feeling the effects of the heat.
- Encourage supervisors to permit workers to interrupt their work if they are extremely uncomfortable.
- Provide employees working in hot environments with more frequent rest periods in a cool area.
- If possible, schedule heavy work for cooler periods of the day.

There are other potential workplace problems that are directly attributable to hot work environments but are often overlooked, such as sweaty hands that may make tools and equipment handles slippery. Heat also tends to deepen fatigue which can have deadly consequences for employees in safety-sensitive positions and

others in close proximity.

### 2009 ALARM TOTALS

EMA	91
Service Calls	40
Fires	16
MVA	16
Good Intent	13
False Calls	27
Hazard. Cond.	6
<b>TOTAL</b>	<b>209</b>

## July Calendar

2 — Business Mtg./EMS Drill/Officers Mtg., 6:30 p.m., Station 51

8 — Board of Directors Meeting, Station 51, 7:00 p.m.

9 — Drill, 7:00 p.m.

16 — Drill, Extrication, 7:00 p.m.

23 — Drill, 7:00 p.m.

30 — Drill, 7:00 p.m.

### May Birthdays

6—Robert Hitchcock  
12—Tony Hendricks  
18—Michael Halligan  
27—Rick Kauffman  
31—Rod Banta

### June Birthdays

15—Tim Gardner  
29—Natalie Barrett

### July Birthdays

7—Herman Hendricks  
11—Jeff Gallinger  
12—Amy Doran  
15—Brian Corcoran  
24—Ryan Nelson  
31—Angela Hargin  
31—Gene Ditter

## Bits & Pieces

### • MARK YOUR CALENDARS!!!

The Cowboy Breakfast is nearly upon us. This year's breakfast will be August 1st and 2nd from 7 a.m.—noon. We'll be serving the usual fare: pancakes, ham, eggs, real OJ, coffee and milk. Costs are \$5 for adults (age 13+), \$3 for kids 5-