

**VALDOSTA FIRE  
DEPARTMENT**

## A Department Without Limits

Editor:  
Sgt. S A Miller

### BIRTHDAYS:

**CHIEF FREDDIE BROOME 04/01**

**LT BENNIE KENNEDY 04/03**

**FF BRANDON MATHENY 04/08**

**FF STEPHEN FRIEND 04/14**

**FF BENJAMIN WAINWRIGHT 04/16**

**SGT CHUCK JONES 04/20**

**FF VINCENT HOUSTON 04/23**

**FF CALEB CLARK 04/23**

**LT RICKY WEEKS 04/27**

**FF ANTHONY WILLIAMS 04/29**

### CHIEF'S TOPIC OF THE MONTH

September 2014, Volume 1, Issue 4

Repost:

This month I decided to choose Attitude as the Chief's Topic of the Month. While reading one of my daily inspirational blogs, I read the following quote by Charles Swindol. The longer I live, the more I realize the impact of attitude on life. Attitude, to me, is more important than facts. It is more important than the past, than education, than money, than circumstances, than failures, than successes, than what other people think or say or do. It is more important than appearance, giftedness or skill. It will make or break a

company... a church... a home. The remarkable thing is we have a choice every day regarding the attitude we will embrace for that day. We cannot change our past... we cannot change the fact that people will act in a certain way. We cannot change the inevitable. The only thing we can do is play on the one string we have, and that is our attitude... I am convinced that life is 10% what happens to me and 90% how I react to it. And so it is with you... we are in charge of our attitudes.— Charles Swindoll. After reading that, there is nothing else I can add to this month's topic. We



Freddie D. Broome, Fire Chief

have made great progress as a team but we are still a work in progress. Thank for all you do and your continuous support.

### EMPLOYEE OF THE MONTH



Pictured above: FF Penland shaking hands with Mayor Gayle as Chief Broome looks on.

Congratulations to FF Michael Penland who was picked as the City of Valdosta March 2017 Employee of the Month.

From the press release: Earlier this year, Penland was inside his home when he heard someone screaming outside. When Penland went outside to investigate, he witnessed a neighbor being attacked by a pit bull. Penland placed himself between her and the dog in order to rescue her from being attacked. He was also able to scare the dog away without any severe injuries to himself or the dog. Penland provided first-aid care for the neighbor until EMS arrived.

### POINT OF INTEREST

- Have a strong opinion about a topic of concern to our fire department? Feel free to submit a piece for review and possible publication in the newsletter

**ATTA BOY—DONE DID GOOD**



Congratulations for a well run Jr. Fire Marshall Fun Day by our Fire Prevention Division and operations personnel. Children from participating schools enjoyed hot dogs and hamburgers grilled by Lieutenants Terry Clark and Derek Willis. The kids also participated in games with the opportunity to win prizes for the top three finishers. All this was capped off with the children looking at our fire apparatus, squirting water through a real fire hose, and teaching adults what they had learned about fire safety.



**Training Center Project is Finally Underway**

Thanks to Lt. Ricky Alderman, Sgt. Darren Williams, FF Stephen Friend and Training Officers Davis and Lt. Ply for taking on this project.

Congratulations to Chief Broome for having an article published in the International Association of Fire Chiefs (IAFC) On-scene Newsletter. You can find the article at: <https://www.iafc.org/on-scene/on-scene-article/human-relations-inclusion-is-effective-only-if-everyone-is-included>

**FROM THE FACEBOOK**



**Shunda Brown**

February 26 at 2:20am · 🧑🏾

Thanks a million to the Valdosta Fire Department for the support this weekend in Vtown. Let the photos speak....

#DoingSomethingNew



**WinstonandKamala Taylor** added 12 new photos — with **Freddie D Broome**. 1 hr · Valdosta, GA · 🌐

I get to pastor in the VERY BEST CITY IN THE WORLD!!! Fire Chief **Freddie D Broome** and his team just came to help us move our examination table for our community clinic!!! LOVE THIS CITY!!!!

## EMPOWERING BUGLES—NOTES ON LEADERSHIP

### How to lead without being a jerk

By Linda Willing

*Following disciplinary protocols in a fair way does not make you a jerk; it makes you a credible leader*

I recently wrote a column about working with older, less motivated crews. In this column, I said that officers must insist on accountability with their crews, but "you don't have to be a jerk about it."

In response to this column, a reader contacted me.

"What about the times when you have to be a jerk?" he said.

I asked him to clarify.

"Well, what about the situation where you've given a firefighter several warnings and he's still coming to work late? Or a firefighter won't wear full protective gear no matter what you do?"

"Write them up," I said.

"That's what I'm talking about," he replied. "They force you to be a jerk and write them up."

#### Not if you discipline, but how

But writing someone up or imposing other reasonable discipline is not the same as being a jerk. Many officers get confused about this. They mix up what they do with how they do it.

It is certainly possible to be a jerk when writing people up. You can yell at them, berate them, make sarcastic comments, compare them unfavorably to others, or make irrelevant personal observations to support your actions.

You also can be nice when holding others accountable. You can ask about personal problems, empathize with individual challenges in combining home and work life, offer support in finding resources to help.

These actions and attitudes will make a disciplinary encounter go better in most cases, but cannot be used in lieu of setting clear standards and holding people to them.

#### Empathy and discipline

In the case of the chronically late firefighter, it would be good to know that this person is going through a divorce, or struggling with alcohol abuse, or is distracted due to the recent death of a friend. You can listen empathetically and offer specific support options. You can make a point of checking in with the firefighter privately in coming weeks to see how things are going.

But that firefighter still has to find a way to make it to work on time.

The key to a successful disciplinary conversation is preparation. What is the specific problem? When has it occurred and under what circumstances?

Don't tell a firefighter, "You never wear your full protective gear on emergency scenes." Be specific about actions and dates. Instead,

say something like, "On the fire last night, I noticed that you never put on your bunker pants and boots while you were operating the pump, despite the fact I told you to do so at the beginning of the incident. Two weeks ago on the Elm Street fire, the same thing happened."

It is important to be clear about accountability. Know what authority you have and what consequences are possible or required before starting the conversation.

For example, if your department has specific progressive discipline for things like being late to work, be clear that you are imposing that progressive discipline.

You might say, "You've been late to work twice in the last two months. I told you last time that if it happened again within the next six months, I would be writing you up in a formal way. It's only been three weeks since the last incident, and you were late again today. So I am writing you up."

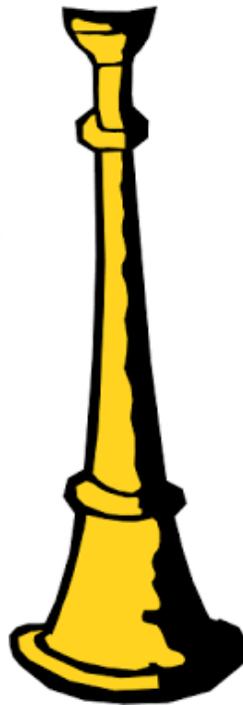
#### Being a credible leader

Following disciplinary protocols in a fair way does not make you a jerk. On the contrary, it makes you a credible leader. You can be compassionate when imposing discipline, asking about factors that are contributing to the problem behavior and offering support. But the problem behavior must be dealt with.

Most officers want their crews to like them. There is nothing wrong with this. A well-liked officer is often a more effective officer, but only if that officer is also focused on holding crews to clear and consistent standards of behavior, both on and off the emergency scene.

It is good to be liked. It is critical to be respected. The two are not mutually exclusive.

Imposing fair discipline when that discipline is called for is not being a jerk. It's being a leader.



#### About the author

Linda F. Willing worked for more than 20 years in the emergency services, including 18 as a career firefighter and fire officer. For more than 15 years, she has supported fire and emergency services and other organizations through her company, RealWorld Training and Consulting. She is the author of "On the Line: Women Firefighters Tell Their Stories." Linda is an adjunct instructor and curriculum advisor for the National Fire Academy Executive Fire Officer Program. She has a bachelor's degree in American studies, a master's degree in organization development and is a certified mediator. Linda is a member of the FireRescue1/Fire Chief Editorial Advisory Board. To contact Linda, e-mail Linda.Willing@FireRescue1.com.

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## HEALTH AND WELLNESS

### Health & Wellness: 5 Simple Nutrition Changes

by Jason Brahm

More than 70 percent of domestic firefighters are overweight or obese, a rate slightly higher than the general population, according to a recent study from the Centers for Disease Control and Prevention. The fire service is losing, on average, 50 firefighters every year in the line of duty from cardiovascular issues. As a fire service, we have to make changes to reduce these preventable deaths, and part of that involves proper nutritional intake and making better lifestyle choices to achieve a healthy lifestyle.

With this in mind, I offer five simple nutrition-related habits that can help you live a healthier life. The five habits, when followed, will naturally lead to improvement in calorie-control nutrient timing and food selection. In short, it's about how many calories you are consuming versus burning each day, and how to consume the right nutrients at the right times to reach your goals.

#### 1. Eat slowly

Let's face it, we've all been at that point where we knew we didn't need another serving of that amazing dish but went back anyway. And about 20 to 30 minutes after stuffing down that last bit of food, you feel so stuffed that you have to let a notch or two loose on your belt.

It takes around 20 minutes for the stomach to send the signal to the brain that you are full. If you slow the process of consuming the food, it will allow the stomach time to "catch up" and signal to the brain that you are full.

So how can you help yourself slow down? First, make sure you are seated. Standing or eating on the fly will not help the body's process work when in a rush. Turn off distractions, such as TV, radio, the computer, phone, etc. Use the mealtime to chat with someone; this could be your significant other, a fellow firefighter or a friend. This will allow the stomach and brain to communicate better so you don't overeat.

Further, take smaller bites and chew the food completely, really tasting it. Try putting the fork down after a few bites, and taking drinks more often to break up the eating. This will give your body that catch-up time it needs.

#### 2. Eat protein-dense foods

This has been a controversial topic for many years. Some experts

say it's bad to eat protein with every meal, that it is somehow harmful. From my vantage point, however, the research is clear: In healthy individuals, a higher protein diet is safe. And not only is it safe, it may be the one thing that will help you achieve the best performance on the job.

Here's a good rule of thumb for the types of protein to eat: The fewer legs on the protein source, the better (fish, chicken). Mix it up; don't eat the same source of protein for every meal. For example, have a chicken breast in one sitting, a can of tuna (packed in water) in another and a London broil or top sirloin in another. With red meat, it's best to consume the leanest cuts.

Portion size is also key. The ideal amount of protein equals about the size of the palm of your hand. On average, men should consume two portions (40–60 grams) per meal, while women should consume one portion (20–30 grams) per meal.

#### 3. Eat vegetables with each meal

Vegetables are packed with micronutrients (vitamins and minerals) as well as important plant chemicals (phytochemicals) that are essential for optimal physiological functioning. Different phytochemicals are linked to different colored vegetables, so eating a variety of colored vegetables will mean that you're ingesting a variety of different phytochemicals.

And each phytochemical benefits your body in a different way, so it's good to try and mix it up whenever you can. The different compounds are linked to the prevention of chronic diseases, such as cancer, heart disease, diabetes and high

blood pressure.

Vegetables are low in calories and can also help regulate overall food intake. Because vegetables have a low calorie value, you can consume a larger quantity of them without the higher calorie intake. It's best to include at least two servings of vegetables with each meal. One serving is a half-cup of raw, chopped vegetables or 1 cup of raw, leafy vegetables. Ten servings of vegetables per day is ideal, but you'll probably need some time to build up to that if it's not a part of your daily routine.

#### 4. For fat loss, eat majority of other carbohydrates after exercise

Want to eat breads, pasta, rice or sugary foods? You can, as long as you do two things. First, focus on the unprocessed varieties. Unprocessed carbs are carbohydrates that haven't been broken



## HEALTH AND WELLNESS—CONTINUED

down or made into other foods. These complex carbohydrates and nutritious simple carbohydrates contain more fiber, vitamins and minerals than their processed counterparts, and typically have less of an impact on your blood sugar. Processed carbs, such as refined white flour and white sugar, have less fiber, and your body converts them into glucose quickly.

Some examples of unprocessed carbohydrates include whole grains, like brown rice, wheat berries, bulgur, steel cut oats, millet, buckwheat and quinoa. Fresh vegetables, fruits and legumes count as unprocessed carbohydrates as well, because their sugars break down more easily. When they're fresh or minimally altered, they contain fiber and a wide variety of vitamins, minerals and phytochemicals. Processing them into juices, jams, pies, candies and other foods typically removes the fiber and strips away the nutrients.

The second key to consuming carbs is to do so after exercise. Please note that this is NOT a low-carb “diet.” This is considered controlled carbohydrate intake. For fat loss, you should get most of your carbs from vegetables and fruit, with very little coming from sugary sources during exercise (like supplemental high-sugar sports drinks) and a small amount of starchy sources post-exercise (e.g., sweet potatoes, brown rice).

### 5. Eat healthy fats daily

About 30 percent of your daily intake should come from fat, with the optimal range between 20 and 40 percent. The most important number to consider is the total fat intake; it's best to have one-third of each type of fat:

- **Saturated:** a type of single-bond animal or vegetable fat, as that found in butter, meat, egg yolks, and coconut or palm oil, that in humans tends to increase cholesterol levels in the blood.
- **Monounsaturated:** a class of fats that lack a hydrogen bond at one point on the carbon chain and is associated with a low cholesterol content of the blood relating to a class of vegetable oils, such as olive oil, the molecules of which have long chains of carbon atoms.
- **Polyunsaturated:** a class of animal and vegetable fats, the molecules of which consist of long carbon chains with many double bonds. Polyunsaturated compounds are less likely to be converted into cholesterol in the body. They are widely used in margarines and in the manufacture of paints and varnishes.

### What is good nutrition?

Now that we've looked at these five habits, let's tackle the overall concept of good nutrition.

Any good nutrition plan and healthy lifestyle approach must meet several important marks. First, it must properly control your energy balance. Think of this balance like a scale. A positive balance will lead to weight gain, as you are bringing in more calories than you are burning. A negative balance will lead to weight loss, as you are burning more calories than you are consuming. A neutral energy balance will lead to a stable weight, as you are bringing in the

same number of calories that you are burning.

Second, a solid nutrition plan must be high in nutrient density. Put simply, this is the ratio of nutrients (vitamins, minerals, fiber, etc.) relative to the total calorie content of the food. Foods with a high nutrient density would contain a large amount of key nutrients (protein, iron, zinc, B vitamins, etc.) per 100 calories of food. High nutrient density foods include bright and deeply colored vegetables and fruits, high-fiber foods (e.g., spinach, brussel sprouts, almonds and raspberries), unprocessed grains (oats) and lean meats (loin or round red meat cuts and chicken). Low nutrient density foods/drinks include table sugar, soda/soft drinks, white flour and ice cream.

Calorie density is defined as the ratio of calories (which are merely units of potential energy in food) to the actual weight of food. So a food with high calorie density would have a lot of calories per 100 grams of food, while a food with a low calorie density would have fewer calories per 100 grams of food. High calorie density foods include cookies, crackers and bacon. Low calorie density foods include fresh vegetables, broth-based soups, fresh fruits and chicken breast.

At the end of the day, a solid nutrition plan will equally benefit three key categories:

- Health (overall, less medications, less diseases, lower medical cost)
- Body composition (move around better, look better)
- Performance (physically, on and off the job, mentally)

### Where to start

In order to make that lifestyle change to start living a healthier life—not just within the fire service, but as a whole—you need to have realistic goals and obtainable outcomes. Nothing wrong with setting a large ultimate goal to strive for, but everyone should set smaller goals to work toward in pursuit of that large goal.

The nutritional aspect of living a healthy lifestyle is only half of the equation. Physical fitness of some type needs to be included as well. If you have just decided to make a lifestyle change and are taking part in physical fitness activities, the key is to find something you enjoy. It doesn't have to be running mile after mile. Start out with something that will get your blood flowing and up and moving. Taking these small steps will help you in the long run.

Make that change, not just for yourself but for your family, coworkers, department and the citizens you serve as well.

### About the Author

Jason J. Brahm is a lieutenant with the Bluffton Township Fire District in Bluffton, SC. He is a certified personal trainer and certified sport and exercise nutrition coach, as well as the founder of 1st Due Fit.

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