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I'm extremely excited to announce a brand new sponsor for the Behind the Shield podcast

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that is Transcend.

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Now for many of you listening, you are probably working the same brutal shifts that I did

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for 14 years.

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Suffering from sleep deprivation, body composition challenges, mental health challenges, libido,

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hair loss, etc.

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Now when it comes to the world of hormone replacement and peptide therapy, what I have

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seen is a shift from doctors telling us that we were within normal limits, which was definitely

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incorrect all the way to the other way now where men's clinics are popping up left, right

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and center.

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So I myself wanted to find a reputable company that would do an analysis of my physiology

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and then offer supplementations without ramming, for example, hormone replacement therapy down

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my throat.

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Now I came across Transcend because they have an altruistic arm and they were a big reason

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why the 7X project I was a part of was able to proceed because of their generous donations.

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They also have the Transcend foundations where they are actually putting military and first

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responders through some of their therapies at no cost to the individual.

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So my own personal journey so far filled in the online form, went to Quest, got blood

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drawn and a few days later I'm talking to one of their wellness professionals as they

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guide me through my results and the supplementation that they suggest.

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In my case specifically, because I transitioned out the fire service five years ago and been

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very diligent with my health, my testosterone was actually in a good place.

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So I went down the peptide route and some other supplements to try and maximize my physiology

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knowing full well the damage that 14 years of shift work has done.

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Now I also want to underline because I think this is very important that each of the therapies

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they offer, they will talk about the pros and cons.

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So for example, a lot of first responders in shift work, our testosterone will be low,

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but sometimes nutrition, exercise and sleep can offset that on its own.

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So this company is not going to try and push you down a path, especially if it's one that

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you can't come back from.

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So whether it's libido, brain fog, inflammation, gut health, performance, sleep, this is definitely

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one of the most powerful tools in the toolbox.

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So to learn more, go to transcendcompany.com or listen to episode 808 of the Behind the

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Shield podcast with founder Ernie Colling.

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Welcome to the Behind the Shield podcast.

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As always, my name is James Gearing and this week it is my absolute honor to welcome on

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the show collegiate athlete Pasco County firefighter and union board member Dixon Phillips.

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Now I'm extremely excited to bring Dixon's story onto the show as it is just another

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layer to reinforce the importance of changing the firefighter work week.

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As many of you know, I've been pushing for the 24 72 to become an industry standard for

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about seven years now.

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If you missed episode 854, that was with Boynton Beach chief Hugh Bruder and they implemented

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that new schedule about a year and a half ago.

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So you got to hear how they made it happen, the financial savings that they've experienced.

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Now Dixon's story is the other end of the spectrum, which is phenomenal because they

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will be going to that same shift schedule in 2026.

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So you will hear how they strengthen relationships between operations, administration and their

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employer.

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And ultimately, again, it was the savings, the money that they were bleeding through

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overtime and all the other expenses that they realized they could front load and also invest

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in the health of their people.

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So we discuss a host of topics from his own journey into collegiate football, his transition

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into the fire service, the loss of a friend through work related cancer, the mental health

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struggles, how they were able to present the 24 72 as a better option, how that in turn

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improved recruitment, their progressive decon programs and so much more.

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Now before we get to this incredibly important conversation, as I say every week, please

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just take a moment, go to whichever app you listen to this on, subscribe to the show,

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leave feedback and leave a rating.

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Every single five star rating truly does elevate this podcast, therefore making it easier for

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others to find.

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And this is a free library of almost 900 episodes now.

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So all I ask in return is that you help share these incredible men and women stories so

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I can get them to every single person on planet earth who needs to hear them.

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So with that being said, I introduce to you, Dixon Phillips.

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Enjoy.

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Well, Dixon, I want to start by saying firstly, thank you to our mutual friend Pablo for the

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time.

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Thank you for connecting us Pablo Jenner.

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And secondly, I want to welcome you on to the Behind the Shield podcast today.

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Thank you for having me, James.

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Really excited.

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I'm really happy that Pablo connected us.

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I think it's gonna be great.

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Well there's obviously a very powerful reason that he did and we'll get into that in a little

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while.

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But I would love to start the very beginning of your journey.

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I mean, you've got some interesting chapters prior to the fire service.

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So let's start at the very beginning.

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Tell me where you were born and tell me a little bit about your family dynamic, what

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your parents did, how many siblings.

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So, I was born in upstate New York, a small town called Schenectady, moved down to Tampa,

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Florida when I was two, three years old.

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So I was raised down here in Tampa.

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My mom's been in education my whole life.

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She was a teacher and now she works for Head Start program.

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My dad actually was a, he's been a salesman his whole life.

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So he does remodels down in South Florida.

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My stepfather is also, he's a part of the Lakeland Housing Authority and runs a program

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called Youth Build.

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So kind of teaching troubled youths or those that were unable to, didn't have the ability

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00:06:11,200 --> 00:06:12,200

to go to college.

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00:06:12,200 --> 00:06:16,240

They kind of teach them trades and put them in the workforce.

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Yeah, I went to high school at Hillsborough High School, which is local in Tampa, Florida.

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Played sports my whole life.

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I actually ended up hurting myself my senior year in high school.

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I was looking to go play football in college and had an injury, kind of made things a little

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00:06:35,920 --> 00:06:37,240

difficult during recruiting.

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So I went to a small school in Illinois for a semester.

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My mom ended up getting sick around that time.

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So thought it would be best to move back home, be close to her.

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00:06:51,080 --> 00:06:52,880

Moved home and honestly started working.

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00:06:52,880 --> 00:06:57,400

I thought that was going to be kind of where my school journey ended and I was going to

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00:06:57,400 --> 00:06:59,800

figure out what I was going to do after that.

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I was very fortunate that one of my high school coaches kind of reached out to me and asked

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00:07:05,840 --> 00:07:08,960

if I still wanted to play football going forward.

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I had an opportunity at that time to walk on at Florida State University.

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So I did that.

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I was there for two years and then ended up having some issues academically and kind of

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00:07:24,680 --> 00:07:26,800

was forced to come home.

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And it was at that time where I had no idea what I was going to do.

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00:07:31,120 --> 00:07:34,720

It was definitely one of the darkest moments of my life.

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Telling my mom who's been in education my whole life that, yeah, I've got out of school

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is kind of a hard conversation to have.

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But I was very fortunate that my mentor at that time, his name is Lydell Ross and he

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was a football player at Ohio State University.

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He was a running back.

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I knew him through the gym and he's a Tampa firefighter.

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So I reached out to him.

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He was actually the first phone call I made when I found out that I was going to be dismissed

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00:08:04,360 --> 00:08:05,360

from school.

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And, you know, he kind of took me on his wing and just said, look, you need to go to fire

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school.

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The fire service is made for people like us.

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And that was what I did.

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Came home, figured out what I needed to do, went to EMT school, fire school, and was very

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fortunate to get hired pretty quickly after graduation with Pasco County Fire Rescue.

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That was in September of 2015.

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You know, that's that's where my journey in the fire service began.

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You know, Pasco, when I got hired, was a very small department.

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It was looked at as the training grounds for all the surrounding agencies.

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You know, we're paid the lowest work the most hours as anybody surrounding us.

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I loved where I was at.

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I loved the people in our department.

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And that was a part of the reason why I stayed.

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You know, we really have like a family atmosphere.

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But in 2018, I thought it would be best for me and my family to make that transition to

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one of the higher paid departments, you know, with more time off, just better benefits overall.

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I ended up getting hired with the city of Tampa in October of 2018.

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I was there for a very short period of time, only for six months.

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And I realized very quickly that what I had at Pasco County, I did not have in the city

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of Tampa.

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And for me, that family atmosphere, you know, the environment that I worked in was a lot

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more important than those benefits that I may have had when I was with the city.

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So I came back to Pasco.

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Actually, my first shift back was April 1st of 2019.

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And from that moment, kind of just decided, you know what?

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I'm going to look to help change some things.

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So in 2019, I was elected on our executive board of our union.

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And I've held that position as a station representative ever since.

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And you know, I think we've made a lot of changes.

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We're leaps and bounds from even 2019, let alone 2015 when I got hired.

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Beautiful.

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Well, I want to go all the way back to early life and then we'll obviously come and we'll

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00:10:23,880 --> 00:10:27,040
unpack all the things when it comes to the fire service.

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00:10:27,040 --> 00:10:29,280
You talked about the Head Start program first.

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00:10:29,280 --> 00:10:32,080
So educate me on what that is.

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00:10:32,080 --> 00:10:38,120
So my mom, the Head Start program is a program for, you know, children going through school.

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00:10:38,120 --> 00:10:43,440
It's kind of like a preschool type program where parents don't have the ability to pay

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00:10:43,440 --> 00:10:45,600
for child care.

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00:10:45,600 --> 00:10:47,920
So they qualify for this program.

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00:10:47,920 --> 00:10:53,500
And you know, it's basically like a preschool daycare for underprivileged families.

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00:10:53,500 --> 00:10:58,120
So what is what are some of the things that you hear your mom consistently talking about?

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00:10:58,120 --> 00:11:02,440
I'm all for the proactive solutions of some of the issues that we face.

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00:11:02,440 --> 00:11:09,800
And the perfect example is that looking down your nose at whatever group of people and

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00:11:09,800 --> 00:11:12,280
saying, you know, for example, let's just choose obesity.

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00:11:12,280 --> 00:11:16,580
Oh, all they have to do is wake up and, you know, eat salad and go for a run.

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00:11:16,580 --> 00:11:17,580
And it's that easy.

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00:11:17,580 --> 00:11:24,360
Well, if that child is all they've ever known is fast food and snacks and, you know, inactivity,

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00:11:24,360 --> 00:11:27,360
where are you expecting this information to come from?

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00:11:27,360 --> 00:11:31,400
So when there are proactive solutions, when we're removing barriers to entry, like the

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00:11:31,400 --> 00:11:33,920
Head Start program, I'm always intrigued.

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00:11:33,920 --> 00:11:35,860
I think it deserves more airtime.

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00:11:35,860 --> 00:11:40,120
So what are some of the challenges or things that you heard her discuss with that, you

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00:11:40,120 --> 00:11:42,920
know, four decade experience that she has?

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00:11:42,920 --> 00:11:46,240
Well, the biggest thing that she's always said to me is don't come in with a problem.

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00:11:46,240 --> 00:11:48,520

You come in with a solution.

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00:11:48,520 --> 00:11:53,600

You know, that's that's one thing that I feel like we struggle a lot in the fire service.

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But, you know, obviously, when we look at.

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00:11:58,000 --> 00:12:01,400

You know, you're talking about, you know, breaking barriers, don't looking down, don't

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00:12:01,400 --> 00:12:05,080

look down on somebody based on, you know, their appearance or whatever, because you

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00:12:05,080 --> 00:12:06,460

don't know their upbringing.

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So how do we get that?

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00:12:08,720 --> 00:12:14,220

Like your example, obese person, how do we get them to become healthy?

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00:12:14,220 --> 00:12:18,880

You know, kind of identifying what is their motivation?

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00:12:18,880 --> 00:12:25,320

You know, everyone obviously needs like specific training, teaching to get them to where they

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00:12:25,320 --> 00:12:29,040

want to be, where we want to see them.

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00:12:29,040 --> 00:12:35,840

But yeah, I mean, the biggest thing is with her, like I said, is finding solutions for

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00:12:35,840 --> 00:12:38,400

problems, not just coming with a problem.

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00:12:38,400 --> 00:12:40,280

What are some of the barriers that she's seeing, though?

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00:12:40,280 --> 00:12:44,220

I mean, obviously, someone had the foresight to create the Head Start program and address

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00:12:44,220 --> 00:12:45,220

this issue.

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00:12:45,220 --> 00:12:51,160

But for a lot of people listening, you know, hopefully they're they're stable families

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00:12:51,160 --> 00:12:55,520

and they have the means to get their kids into this school or this daycare or whatever

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00:12:55,520 --> 00:12:56,920

it ends up being.

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00:12:56,920 --> 00:13:00,240

What are some of the challenges these families are facing that the Head Start program is

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00:13:00,240 --> 00:13:01,240

helping with?

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00:13:01,240 --> 00:13:03,520

Well, I mean, obviously financial, right?

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00:13:03,520 --> 00:13:09,920

I mean, I don't have children, but I know people that do that when you when you're working

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00:13:09,920 --> 00:13:15,640

a full time job that you're not able to stay home with your with your kids.

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00:13:15,640 --> 00:13:23,880

You're not able to afford any daycare or, you know, get into private schools or maybe

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00:13:23,880 --> 00:13:25,640

it's a transportation issue.

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00:13:25,640 --> 00:13:28,440

But you know, this program is just allowed.

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00:13:28,440 --> 00:13:32,000

It kind of takes that relief off those parents where they don't have to worry about their

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00:13:32,000 --> 00:13:35,920

children when they're at work and they know that they're focusing on early education,

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00:13:35,920 --> 00:13:36,920

right?

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00:13:36,920 --> 00:13:41,120

They're reading, they're getting hands on learning, which is extremely important, you

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00:13:41,120 --> 00:13:45,320

know, at a young age to make sure that they develop appropriately.

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00:13:45,320 --> 00:13:49,560

And yeah, that's really from talking to her.

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00:13:49,560 --> 00:13:51,480

It seems like that's that's what it's about.

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00:13:51,480 --> 00:13:53,440

It's kind of taking that relief off that family.

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00:13:53,440 --> 00:13:56,200

Just know that your child is going to be taken care of.

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00:13:56,200 --> 00:14:00,040

You know, you don't have to worry about any financial costs to go along with it.

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00:14:00,040 --> 00:14:04,080

So, yeah, I mean, a perfect example, we had the storm blow through.

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00:14:04,080 --> 00:14:05,080

What was it yesterday?

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00:14:05,080 --> 00:14:08,920

Through here, yeah, and they closed the schools in Marion County.

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00:14:08,920 --> 00:14:12,360

Now I am, you know, doing this for a living now.

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00:14:12,360 --> 00:14:13,680

So my son is 16.

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00:14:13,680 --> 00:14:15,120

So when they close it, all right, no big deal.

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00:14:15,120 --> 00:14:17,560

You know, he can literally make his own food.

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00:14:17,560 --> 00:14:20,400

And, you know, even if he was younger, I would be here.

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00:14:20,400 --> 00:14:24,440

But that would impact a family that was, you know, maybe a single parent working one or

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00:14:24,440 --> 00:14:25,680

two jobs.

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00:14:25,680 --> 00:14:27,560

And now all of a sudden, my kids aren't in school anymore.

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00:14:27,560 --> 00:14:29,640

So these are things that a lot of us don't think about.

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00:14:29,640 --> 00:14:32,240

But you know, some people really struggle with.

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00:14:32,240 --> 00:14:33,740

Right.

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00:14:33,740 --> 00:14:36,120

So what about you say the Youth Build program?

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00:14:36,120 --> 00:14:37,120

Yes.

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00:14:37,120 --> 00:14:42,000

So my stepdad, he's the director for the Youth Build program over in the Lakeland Housing

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00:14:42,000 --> 00:14:43,000

Authority.

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00:14:43,000 --> 00:14:44,520

So, so talk to me about that.

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00:14:44,520 --> 00:14:49,240

Because again, you know, we kind of get ferried into the academic route.

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00:14:49,240 --> 00:14:52,840

Oh, if you want to be successful, you go to high school, you go to college, et cetera,

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00:14:52,840 --> 00:14:53,840

et cetera.

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00:14:53,840 --> 00:14:56,160

But you and I are the product of trade schools.

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00:14:56,160 --> 00:14:58,440

And I would argue one of the best professions on the planet.

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00:14:58,440 --> 00:15:04,880

So talk to me about the mentorship element and the proactive mentoring of our young men

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00:15:04,880 --> 00:15:07,880

and women and enabling them to find the construction industry.

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00:15:07,880 --> 00:15:10,680

Yeah, I mean, I think it's important, right?

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00:15:10,680 --> 00:15:13,640

I mean, you see it all the time.

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00:15:13,640 --> 00:15:16,720

People talk about how, you know, interest in the trade industries is down, you know,

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00:15:16,720 --> 00:15:18,300
the lowest it's ever been.

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00:15:18,300 --> 00:15:24,720
So being able to take, you know, men and women that might not have been successful in the

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00:15:24,720 --> 00:15:30,200
academic world, but finding, you know, their niche, you know, taking them in this, it's

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00:15:30,200 --> 00:15:38,400
a free program, you know, in finding what trade works for them and making sure that,

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00:15:38,400 --> 00:15:41,920
you know, when they graduate this program, they also help with job placement and then

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00:15:41,920 --> 00:15:48,720
they're going to have, you know, hopefully a long career and be financially stable.

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00:15:48,720 --> 00:15:55,520
You know, it's one of my best friends was a high school dropout GED and, you know, he

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00:15:55,520 --> 00:16:02,240
struggled for some years, but he went up through landscaping, ended up getting his general

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00:16:02,240 --> 00:16:04,120
contractor's license as well.

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00:16:04,120 --> 00:16:09,400
And now he has a thriving business, you know, so there's a lot of different routes to go

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00:16:09,400 --> 00:16:12,400
other than through school.

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00:16:12,400 --> 00:16:20,040

And like you said, you and I are prime examples, which is why I love the fact that he's so

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00:16:20,040 --> 00:16:23,880

involved in this YouthBuild program, because I look at, you know, the students that he

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00:16:23,880 --> 00:16:26,480

has and they're just like me.

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00:16:26,480 --> 00:16:29,720

So you know, I think it's great.

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00:16:29,720 --> 00:16:30,720

Absolutely.

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00:16:30,720 --> 00:16:33,440

Well, you talked about being in school and getting injured.

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00:16:33,440 --> 00:16:35,680

You're obviously, you know, playing football was your main sport.

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00:16:35,680 --> 00:16:40,320

I want to get into injury in a second, but career aspirations at that point in your life,

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00:16:40,320 --> 00:16:41,480

what were you dreaming of becoming?

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00:16:41,480 --> 00:16:43,560

Was it a professional football player?

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00:16:43,560 --> 00:16:53,680

No, honestly, I definitely knew that that that was definitely a dream, right?

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00:16:53,680 --> 00:17:01,480

To me, it was I wanted to really just just go to school and go to school for free.

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00:17:01,480 --> 00:17:04,680

That was the biggest thing.

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00:17:04,680 --> 00:17:08,720

You know, didn't have I had bright ended up getting bright futures.

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00:17:08,720 --> 00:17:12,760

And my mom and, you know, my dad were playing into Florida prepaid.

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00:17:12,760 --> 00:17:17,520

So I had some money to go get my associate's degree and go to community college.

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00:17:17,520 --> 00:17:23,640

But obviously, I wanted to go play football at the next level because any kid that's playing

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00:17:23,640 --> 00:17:26,440

any sport as a younger, that's your dream, right?

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00:17:26,440 --> 00:17:31,520

Is to go play the next level.

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00:17:31,520 --> 00:17:36,000

So when I was in high school, I didn't know which route I wanted to go in terms of like

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00:17:36,000 --> 00:17:37,680

professionally.

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00:17:37,680 --> 00:17:43,400

I was leaning more towards law or even politics.

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00:17:43,400 --> 00:17:48,520

And that was I was a business major and political science major when I was at Florida State.

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00:17:48,520 --> 00:17:54,440

So obviously, it didn't it didn't work out.

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00:17:54,440 --> 00:17:58,680

So when it came, it came into play a little bit later in a different way.

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00:17:58,680 --> 00:17:59,680

It did.

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00:17:59,680 --> 00:18:00,680

It did.

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00:18:00,680 --> 00:18:01,680

So what about the injury?

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00:18:01,680 --> 00:18:02,680

What did you do?

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00:18:02,680 --> 00:18:04,040

And then how did you deal with that?

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00:18:04,040 --> 00:18:07,840

Because a lot of people, even if they're younger, if you know there's at least going to be a

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00:18:07,840 --> 00:18:15,200

journey for, you know, X amount of years past that moment, you it's easy to kind of again,

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00:18:15,200 --> 00:18:16,720

the same as we'll talk about in the fire service.

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00:18:16,720 --> 00:18:18,880

You know, you have that tribe, which is your football team.

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00:18:18,880 --> 00:18:19,880

You have the identity.

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00:18:19,880 --> 00:18:21,800

Well, I'm a high school football player.

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00:18:21,800 --> 00:18:26,200

So what was the injury and how did that impact you not only physically, but mentally?

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00:18:26,200 --> 00:18:27,200

Yes.

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00:18:27,200 --> 00:18:32,120

I mean, I got injured in basketball season.

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00:18:32,120 --> 00:18:38,040

I went up to block a shot, block the shot, came down, landed on the other guy's foot

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00:18:38,040 --> 00:18:41,480

and broke my ankle pretty bad.

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00:18:41,480 --> 00:18:46,240

I had some small schools that had offered me at the time because of that injury, they

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00:18:46,240 --> 00:18:49,240

ended up getting pulled.

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00:18:49,240 --> 00:18:54,600

The one college that was still interested in me when I broke my ankle was the University

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00:18:54,600 --> 00:18:56,240
of Buffalo.

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00:18:56,240 --> 00:18:58,320
But their head coach at the time was Turner Gill.

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00:18:58,320 --> 00:19:03,400
He ended up leaving after a really good season and going to coach at the University of Kansas.

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00:19:03,400 --> 00:19:07,560
When he left, new head coach came in, you know, kind of cleaned house with the coaching

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00:19:07,560 --> 00:19:11,320
staff and never heard from them again.

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00:19:11,320 --> 00:19:20,440
So the recruiting process as a whole was very difficult to kind of navigate.

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00:19:20,440 --> 00:19:27,000
You know, you have interest, you know, a lot of schools that would visit my high school

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00:19:27,000 --> 00:19:28,120
and not because of me.

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00:19:28,120 --> 00:19:34,720
We had some absolutely insane players on our team that were very highly ranked.

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00:19:34,720 --> 00:19:38,080
But you know, having these college coaches there and showing interest in you and then

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00:19:38,080 --> 00:19:41,240
really kind of dealing with that, nothing coming to fruition.

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00:19:41,240 --> 00:19:46,240

And then right when you're picking up some steam and it looks like I'm going to get,

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00:19:46,240 --> 00:19:53,440

you know, a couple more offers and have a commitment and I have this injury that kind

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00:19:53,440 --> 00:19:55,440

of pushed a lot of people away.

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00:19:55,440 --> 00:20:05,920

And then going from, you know, these Division I school to a small Division II school in

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00:20:05,920 --> 00:20:13,040

Illinois, that was another, you know, kind of thing that I had to deal with.

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00:20:13,040 --> 00:20:15,360

The hardest was not signing on National Signing Day.

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00:20:15,360 --> 00:20:16,600

That was the big one, right?

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00:20:16,600 --> 00:20:21,800

So you know, every high school, they go in the auditorium, they have a whole display,

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00:20:21,800 --> 00:20:27,600

the media is there and they make a whole thing out of it and to be sitting there and not

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00:20:27,600 --> 00:20:32,520

be on that stage with some other teammates, that was really difficult.

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00:20:32,520 --> 00:20:38,800

But you know, you just kind of, you learn to handle, I learned to handle adversity at

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00:20:38,800 --> 00:20:40,280
a really young age.

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00:20:40,280 --> 00:20:45,800
And you know, I definitely think it made me stronger for some other things that would

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00:20:45,800 --> 00:20:47,640
come later on in life.

322
00:20:47,640 --> 00:20:51,920
But yeah, that was a hard time.

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00:20:51,920 --> 00:20:53,600
It was a really hard time.

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00:20:53,600 --> 00:20:57,440
Yeah, but I think you hear this obviously now in our professions and we're understanding

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00:20:57,440 --> 00:21:02,840
it more, but if you watch the documentary *The Weight of Gold*, even extremely successful

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00:21:02,840 --> 00:21:06,600
athletes, say you're an Olympian, you know, you've aged out, you know, this is your last

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00:21:06,600 --> 00:21:08,600
Olympics and you won gold that year.

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00:21:08,600 --> 00:21:13,000
But literally moments after you step off that podium, now what?

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00:21:13,000 --> 00:21:18,440
Your entire identity from probably four years old up to that point has now been changed

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00:21:18,440 --> 00:21:19,880
and now you're not that thing anymore.

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00:21:19,880 --> 00:21:24,200
So it's interesting whether it's at the high school level or further, this also has an

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00:21:24,200 --> 00:21:25,800
impact on us.

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00:21:25,800 --> 00:21:26,800
Right.

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00:21:26,800 --> 00:21:34,400
And that's, that's one thing I tell a lot of athletes that I know, you know, still that

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00:21:34,400 --> 00:21:38,440
that are in high school and in college right now is that listen, at some point, the game

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00:21:38,440 --> 00:21:40,000
is going to end for you.

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00:21:40,000 --> 00:21:44,040
Some of you are going to be lucky enough to play for a lot of years.

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00:21:44,040 --> 00:21:47,800
Some of you, like you said, that last game, your senior year high school is going to be

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00:21:47,800 --> 00:21:51,440
the last time you ever put pads on.

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00:21:51,440 --> 00:21:57,320
You know, so that's, that's difficult because like you said earlier, you know, that's kind

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00:21:57,320 --> 00:21:58,320
of your identity.

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00:21:58,320 --> 00:21:59,480
That's, that's your family.

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00:21:59,480 --> 00:22:02,560
You know, you're with your football team, that's your support system.

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00:22:02,560 --> 00:22:04,720
And then all of a sudden now you lose it.

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00:22:04,720 --> 00:22:09,080
You know, losing that locker room is one of the biggest hurdles that you have to jump

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00:22:09,080 --> 00:22:12,300
when you no longer are playing sports.

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00:22:12,300 --> 00:22:16,240
And it's something that I've talked about also with a lot of firefighters that are former

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00:22:16,240 --> 00:22:23,160
college professional, even high school athletes, you know, finding the fire service was the

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00:22:23,160 --> 00:22:25,320
best thing to happen to them.

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00:22:25,320 --> 00:22:29,160
And it's definitely the best thing to happen to me.

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00:22:29,160 --> 00:22:34,260
You know, it's just, it gives you that, that team environment, that family feeling all

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00:22:34,260 --> 00:22:35,680
over again.

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00:22:35,680 --> 00:22:36,680
And I think it's important.

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00:22:36,680 --> 00:22:45,760
I know we're going to touch on it later, you know, talking about recruiting and how nationwide

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00:22:45,760 --> 00:22:49,760
there is a recruit, a shortage of entry level firefighters.

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00:22:49,760 --> 00:22:56,780
And you know, hopefully one day we can kind of steal some of these former athletes and

357
00:22:56,780 --> 00:22:59,160
bring them into our profession.

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00:22:59,160 --> 00:23:02,140
You know, I think there's definitely a market for that.

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00:23:02,140 --> 00:23:07,140
So being able to find them and help them get into this career and also find that second

360
00:23:07,140 --> 00:23:10,440
family I think would be, would be a big deal.

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00:23:10,440 --> 00:23:11,440
Absolutely.

362
00:23:11,440 --> 00:23:15,640
Well, you mentioned about your friend saying the fire service is made for people like us.

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00:23:15,640 --> 00:23:21,000

Talk to me about your academy and you hire experience going from football player to firefighter.

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00:23:21,000 --> 00:23:22,040

Yeah.

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00:23:22,040 --> 00:23:24,200

So the fire academy was awesome.

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00:23:24,200 --> 00:23:28,600

It was one of, it was like the best four months of my life.

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00:23:28,600 --> 00:23:33,480

I had a great, great group of people that I was in school with.

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00:23:33,480 --> 00:23:37,600

It would obviously, you know, you're going through your, it's physically demanding every

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00:23:37,600 --> 00:23:42,000

morning you're working out, which was just like how it was when, when I was at Florida

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00:23:42,000 --> 00:23:45,360

state, you know, I mean, we're it's workouts every morning and then you're going to class.

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00:23:45,360 --> 00:23:49,320

So in the fire academy, you come in, it's an hour workout and then we're in the classroom

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00:23:49,320 --> 00:23:52,600

learning and then in the afternoon you're back out there in your gear and you're doing

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00:23:52,600 --> 00:23:53,980

physical work.

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00:23:53,980 --> 00:24:00,040

You know, it was, I would say challenge.

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00:24:00,040 --> 00:24:04,320

It's definitely challenging because it's different type of work, right?

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00:24:04,320 --> 00:24:09,200

You're learning all these new skills that, you know, you never, you never learned before.

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00:24:09,200 --> 00:24:13,280

I mean, I could barely tie my shoes and then now I have to learn how to tie all these different

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00:24:13,280 --> 00:24:15,160

knots and you know, stuff like that.

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00:24:15,160 --> 00:24:21,160

And you know, yeah, it was, it was awesome, but great group of people.

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00:24:21,160 --> 00:24:23,080

My instructors were incredible.

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00:24:23,080 --> 00:24:27,720

Actually my lead fire school instructor is now my fire chief.

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00:24:27,720 --> 00:24:35,000

And I mean, he was instrumental when I was in the academy of, you know, being that kind

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00:24:35,000 --> 00:24:41,000

of that idol, you know, that, that person that you envision yourself being, you know,

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00:24:41,000 --> 00:24:44,440

the movers and shakers of your department is what he would always say.

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00:24:44,440 --> 00:24:49,100

And you know, so I was very lucky to have a great group of people that I was in class

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00:24:49,100 --> 00:24:53,120

with and also some great role models that we could look up to and say, you know, this

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00:24:53,120 --> 00:24:55,560

is what I want to be at the end of my career.

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00:24:55,560 --> 00:24:56,920

Where did you go to Academy?

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00:24:56,920 --> 00:24:59,800

It's called Leary technical.

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00:24:59,800 --> 00:25:02,880

So it was actually like the Tampa fire Academy.

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00:25:02,880 --> 00:25:11,200

So we had all city of Tampa fire instructors and yeah.

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00:25:11,200 --> 00:25:13,080

So you mentioned about going to Pasco for us.

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00:25:13,080 --> 00:25:17,840

It's funny with, with Tampa, when I was in Anaheim, California and I moved back to East

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00:25:17,840 --> 00:25:21,880

because I had a little boy and my ex wanted to go be close to a family again.

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00:25:21,880 --> 00:25:26,800

And family is always going to come first for me, even though I adore this profession.

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00:25:26,800 --> 00:25:31,520

And so I was looking at Orange County, some other places, but Tampa was another one.

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00:25:31,520 --> 00:25:35,640

And I kind of got a fire boner to be completely honest, cause the special operations side,

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00:25:35,640 --> 00:25:37,480

they had the dive rescue.

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00:25:37,480 --> 00:25:41,880

So there was a lot of Marine firefighting going on as well, but also there was, they

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00:25:41,880 --> 00:25:43,880

called it high rise insertion firefighting.

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00:25:43,880 --> 00:25:45,420

I think is what it was.

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00:25:45,420 --> 00:25:49,560

And you'd get dangled from a helicopter on the top of the skyscraper and then fight

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00:25:49,560 --> 00:25:50,680

from the roof down.

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00:25:50,680 --> 00:25:52,040

And I was like, all right, beautiful.

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00:25:52,040 --> 00:25:56,480

And I actually called one of the Tampa guys and I got an awesome human being and I thank

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00:25:56,480 --> 00:25:59,320

him to the state for just being so candid.

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00:25:59,320 --> 00:26:01,880

But I think he was part of the special operations group too.

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00:26:01,880 --> 00:26:03,960

And he was like, it's a great department here.

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00:26:03,960 --> 00:26:06,920

He said, but just to let you know, we're in shambles at the moment and we're probably

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00:26:06,920 --> 00:26:09,180

going to making cuts to the people we already have.

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00:26:09,180 --> 00:26:10,520

Do not test here.

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00:26:10,520 --> 00:26:11,520

And I was like, okay.

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00:26:11,520 --> 00:26:13,560

And this was 2008, but yeah.

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00:26:13,560 --> 00:26:21,400

So on paper it looked amazing, but at that time, this was the post crash, people were

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00:26:21,400 --> 00:26:23,400

not wanting to hire anymore.

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00:26:23,400 --> 00:26:24,400

Right.

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00:26:24,400 --> 00:26:25,400

Yeah.

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00:26:25,400 --> 00:26:28,840

I mean, my experience there and the people are great.

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00:26:28,840 --> 00:26:31,400

I think you find that anywhere in the fire service.

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00:26:31,400 --> 00:26:37,760

No matter where you go, the people are great.

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00:26:37,760 --> 00:26:45,800

It wasn't the family atmosphere though that I had when I was in Pasco.

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00:26:45,800 --> 00:26:52,280

The crew that I had before I left, every Tuesday morning you got off, we went golfing.

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00:26:52,280 --> 00:26:54,280

All of our families knew each other.

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00:26:54,280 --> 00:27:00,040

We had monthly dinners or going over to our captain's house once a month, making sure

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00:27:00,040 --> 00:27:05,440

that we were a family.

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00:27:05,440 --> 00:27:10,640

And just didn't have that environment in the city.

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00:27:10,640 --> 00:27:17,480

And ultimately that was what kind of made my decision to go back was just, you know,

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00:27:17,480 --> 00:27:23,320

what we do is so much more than just coming to work, doing your job and going home.

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00:27:23,320 --> 00:27:29,280

I feel like if, you know, I tell our new hires, if that's what you're looking for, you should

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00:27:29,280 --> 00:27:34,080

find something else because there's a lot other jobs that pay a lot better than we do

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00:27:34,080 --> 00:27:37,040

to just show up, go to work and go home.

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00:27:37,040 --> 00:27:38,040

Absolutely.

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00:27:38,040 --> 00:27:42,680

Well, people say the grass is always greener, you know, and we'll have guys that leave and

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00:27:42,680 --> 00:27:44,480

go to different departments.

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00:27:44,480 --> 00:27:45,480

Sometimes they'll come back.

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00:27:45,480 --> 00:27:49,520

I mean, Pablo went for think Marion to you guys to back to Marion and now to Jacksonville.

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00:27:49,520 --> 00:27:50,520

I got that right.

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00:27:50,520 --> 00:27:51,520

Jacksonville.

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00:27:51,520 --> 00:27:52,520

And he's riding a tiller truck.

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00:27:52,520 --> 00:27:53,520
So I don't blame him.

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00:27:53,520 --> 00:27:54,520
Best job in the fire service.

442
00:27:54,520 --> 00:27:55,520
Right.

443
00:27:55,520 --> 00:27:56,520
I did in the west.

444
00:27:56,520 --> 00:27:57,520
Right.

445
00:27:57,520 --> 00:28:03,140
But at the same time, there's this kind of this double edged sword.

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00:28:03,140 --> 00:28:07,760
Because if you stay and you put the work in, in the right environment, you can make your

447
00:28:07,760 --> 00:28:09,480
department a lot better.

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00:28:09,480 --> 00:28:11,760
And that, you know, is absolutely the case, obviously, with you.

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00:28:11,760 --> 00:28:13,240
And we're going to hear about that.

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00:28:13,240 --> 00:28:17,720
Conversely, though, some people myself in the last place I worked, it doesn't matter

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00:28:17,720 --> 00:28:19,320
how much work you put in.

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00:28:19,320 --> 00:28:25,460
Some organizations are just so cancerous at that moment that you're not going to fix it.

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00:28:25,460 --> 00:28:30,120
And so for your own mental health, that might be the time to transition to a different department.

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00:28:30,120 --> 00:28:31,600
So the answer is not right or wrong.

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00:28:31,600 --> 00:28:34,940
It's like, which is the right fit for you and why are you leaving?

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00:28:34,940 --> 00:28:38,600
If you're just expecting everyone to fix another department and you do nothing, you're probably

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00:28:38,600 --> 00:28:39,640
going to be disappointed.

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00:28:39,640 --> 00:28:45,480
But if you've really, really tried to make differences where you work and it's just negatively

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00:28:45,480 --> 00:28:48,960
affecting your mental health and there is a department that's actually being progressive

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00:28:48,960 --> 00:28:52,560
and growing, maybe that's the right place for you to go to.

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00:28:52,560 --> 00:28:53,560
Right.

462

00:28:53,560 --> 00:28:57,240

I mean, the grass is greener where you water it, right?

463

00:28:57,240 --> 00:29:01,560

You know, everywhere has their own set of problems, you know, and it's in like, you

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00:29:01,560 --> 00:29:03,760

said it's about each individual.

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00:29:03,760 --> 00:29:08,840

If your is your department's issues, are they manageable for you?

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00:29:08,840 --> 00:29:12,400

You know, if not, and like you said, for your mental health and for your family's well-being,

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00:29:12,400 --> 00:29:17,360

you know, maybe it's best for you to make that jump to another department.

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00:29:17,360 --> 00:29:24,660

I left Pasco because we were starting to improve.

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00:29:24,660 --> 00:29:31,300

We had a chief that had came from another department and he was that bulldog.

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00:29:31,300 --> 00:29:32,560

This is what we're going to get done.

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00:29:32,560 --> 00:29:37,960

I mean, had all the documentation in the world to prove why we needed what he said we needed.

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00:29:37,960 --> 00:29:43,760

Now Pasco County, from my knowledge at the time, I'd only been there for three years,

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00:29:43,760 --> 00:29:48,200

but the history of this department has been.

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00:29:48,200 --> 00:29:50,360

We don't we can't afford it.

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00:29:50,360 --> 00:29:52,560

We're not going to do it.

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00:29:52,560 --> 00:29:57,000

You know, just no to everything, no to any progress.

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00:29:57,000 --> 00:29:58,440

And that's why everybody left.

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00:29:58,440 --> 00:30:04,320

Like when I got hired at Pasco in 2015, there was a 10 year firefighter at my station on

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00:30:04,320 --> 00:30:07,640

a shift that left and went to the city of Tampa.

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00:30:07,640 --> 00:30:12,480

I mean, you invest 10 years in the agency and then you leave in year one, you get a

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00:30:12,480 --> 00:30:15,880

pay raise and you're working less and insurance is cheaper.

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00:30:15,880 --> 00:30:20,960

You know, why would you not go for your family?

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00:30:20,960 --> 00:30:26,200

So when I came back, it was definitely one of those things like, all right, now we have

484

00:30:26,200 --> 00:30:28,520
to really fight to make this better.

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00:30:28,520 --> 00:30:30,360
You have to find unconventional ways.

486

00:30:30,360 --> 00:30:34,500
You know, obviously what we're currently doing is not working.

487

00:30:34,500 --> 00:30:40,360
So in 2019, as a union, we started getting political.

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00:30:40,360 --> 00:30:45,080
You know, that's where you make your change is on the politics side.

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00:30:45,080 --> 00:30:54,520
You know, and it was very difficult for us when, you know, I mean, it wasn't until just

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00:30:54,520 --> 00:31:03,040
this year that our county commissioners actually voted to increase taxes so that we could have

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00:31:03,040 --> 00:31:08,700
more trucks on the road, more staffing, you know, obviously an increase in pay and a reduction

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00:31:08,700 --> 00:31:11,640
in work hours because we were losing so many people.

493

00:31:11,640 --> 00:31:14,240
So it's not something that you're going to fix overnight.

494

00:31:14,240 --> 00:31:22,140
I mean, it took us four years just in lobbying to get to where we are today.

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00:31:22,140 --> 00:31:25,480

I had John Knox on the show, we were talking to support hit record.

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00:31:25,480 --> 00:31:32,480

He was the LAPD, sorry, LAPD firefighter who was just terminated on the vaccine mandate,

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00:31:32,480 --> 00:31:36,080

you know, in November 2023, which is another entire conversation.

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00:31:36,080 --> 00:31:37,080

It's insane.

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00:31:37,080 --> 00:31:41,800

But what he talked about was some of the money that when they spent a lot of money in L.A.

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00:31:41,800 --> 00:31:42,840

backing politicians.

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00:31:42,840 --> 00:31:48,600

And I saw this in Anaheim and Orange County and, you know, other areas is there are there

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00:31:48,600 --> 00:31:53,320

are many cases where firefighters have spent a lot of time canvassing a lot of, you know,

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00:31:53,320 --> 00:31:58,520

union money getting behind someone and then either they don't get in or they get in and

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00:31:58,520 --> 00:32:00,560

then they turn their back on the fire service.

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00:32:00,560 --> 00:32:04,800

So how were you able to navigate that specifically with the people that you were interacting

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00:32:04,800 --> 00:32:07,080

with?

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00:32:07,080 --> 00:32:15,640

So the first thing for us was we were having response times that were 15 minutes plus on

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00:32:15,640 --> 00:32:20,200

a third of all of our calls, your response time was 15 minutes.

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00:32:20,200 --> 00:32:25,200

Very easy to stand in front of them in a public meeting and tell them that this is unacceptable.

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00:32:25,200 --> 00:32:30,480

You know, we did not stand in front of them one time and ask for raises, ask for more

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00:32:30,480 --> 00:32:31,760

time off.

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00:32:31,760 --> 00:32:35,960

We simply told them these response times are insane.

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00:32:35,960 --> 00:32:41,200

You know, bringing examples, you know, getting public records requests on calls that were

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00:32:41,200 --> 00:32:47,320

being run, you know, trauma alerts, big accidents, cardiac arrest, you know, obviously we everybody

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00:32:47,320 --> 00:32:52,360

knows right after eight minutes in a cardiac arrest, you start experiencing brain death.

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00:32:52,360 --> 00:32:59,040

So when it takes us 15 minutes to get there, it almost makes you ask, why are we going?

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00:32:59,040 --> 00:33:02,740

You know, by the time we get there, this patient, there's nothing that we're going to be able

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00:33:02,740 --> 00:33:03,940

to do.

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00:33:03,940 --> 00:33:09,080

So standing in front of the board of commissioners and just having facts, you know, you can't

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00:33:09,080 --> 00:33:15,040

dispute numbers, we you can dispute emotion, you can dispute policy, you can dispute politics

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00:33:15,040 --> 00:33:16,120

all day long.

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00:33:16,120 --> 00:33:20,280

But if I'm coming to you with facts that are saying more than half of our calls, it takes

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00:33:20,280 --> 00:33:22,800

10 minutes plus to get there on a third of them.

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00:33:22,800 --> 00:33:24,380

It's 15 minutes.

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00:33:24,380 --> 00:33:27,020

Here's all the examples of people that have died.

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00:33:27,020 --> 00:33:33,480

Here's people that have had long term, you know, issues because of our lack of response

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00:33:33,480 --> 00:33:37,400

in the way that you get improved response is you'll have to increase taxes to pay for

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00:33:37,400 --> 00:33:40,640

the services on the back end.

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00:33:40,640 --> 00:33:47,520

That tax increase is also going to help us get more pay more time off because you're

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00:33:47,520 --> 00:33:52,120

talking about having the ability to hire more firefighters.

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00:33:52,120 --> 00:33:55,160

So that was how we attacked it.

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00:33:55,160 --> 00:33:59,600

And it was about two years before we started making progress.

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00:33:59,600 --> 00:34:03,200

And you know, to be quite frank, we pissed them off.

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00:34:03,200 --> 00:34:09,280

You know, they they knew every other Tuesday that there was going to be 30 to 40 firefighters

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00:34:09,280 --> 00:34:11,040

standing at the Board of County Commission meeting.

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00:34:11,040 --> 00:34:13,920

There was going to be three or four of us that were going to stand up there and speak

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00:34:13,920 --> 00:34:16,560

and we were going to tear them apart.

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00:34:16,560 --> 00:34:20,800

And then we take, you know, obviously take the clips and push on social media.

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00:34:20,800 --> 00:34:25,160

And the next thing you know, their emails and their phones are blowing off the hook

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00:34:25,160 --> 00:34:30,600

because this is information that the public doesn't know, you know, and that was really

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00:34:30,600 --> 00:34:33,000

how we started the conversation.

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00:34:33,000 --> 00:34:37,280

You know, we had a little struggle with one of our members who had was diagnosed with

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00:34:37,280 --> 00:34:41,040

job related cancer, which I'm sure we'll get to later.

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00:34:41,040 --> 00:34:44,240

And we hammered them on that, too.

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00:34:44,240 --> 00:34:51,880

The response to that, I think, really made them, OK, we need to we need to fix something

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00:34:51,880 --> 00:34:52,880

here.

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00:34:52,880 --> 00:34:56,360

We need to start helping these guys out because their seats were getting really hot.

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00:34:56,360 --> 00:35:00,960

You know, unfortunately, it has to get that way.

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00:35:00,960 --> 00:35:02,320

So it should not have to.

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00:35:02,320 --> 00:35:03,320

Right.

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00:35:03,320 --> 00:35:06,280

These people should your elected officials, your number one priority should be public

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00:35:06,280 --> 00:35:07,400

safety.

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00:35:07,400 --> 00:35:13,620

So it should not be difficult to get them to move and make things better.

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00:35:13,620 --> 00:35:19,980

But when it is, you need to have 30, 40 guys and girls showing up for these meetings and

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00:35:19,980 --> 00:35:21,140

speaking in front of them.

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00:35:21,140 --> 00:35:26,080

You know, that that raises eyebrows when they start seeing the room packed with firefighters.

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00:35:26,080 --> 00:35:28,920

I've talked about this quite a bit.

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00:35:28,920 --> 00:35:29,920

Two things.

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00:35:29,920 --> 00:35:33,720

Firstly, when you talk about the community's response and I'm literally talking to someone

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00:35:33,720 --> 00:35:36,240

I can't remember who it was now literally a day or two ago.

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00:35:36,240 --> 00:35:42,040

But when fire stations are closed, when staffing goes from four to three on a rig or, God forbid,

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00:35:42,040 --> 00:35:48,160

three to two, which is insane again, no one tells the community, hey, your level of service

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00:35:48,160 --> 00:35:49,200

has been diminished.

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00:35:49,200 --> 00:35:53,680

No one cuts them a refund on some of their taxes because, you know, when the stations

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00:35:53,680 --> 00:35:56,320

ran out or closed or whatever it is.

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00:35:56,320 --> 00:36:01,480

So I realize that there's a huge disconnect between what the public thinks we do and what

567

00:36:01,480 --> 00:36:02,480

we actually do.

568

00:36:02,480 --> 00:36:06,400

And anyone listening now, I'm sure, has heard why is there a fire engine on a medical call?

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00:36:06,400 --> 00:36:10,300

Well, we've been doing EMS in our area for 50 years now.

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00:36:10,300 --> 00:36:14,280

So that, again, shows what a terrible job we've done of branding, of telling the, you

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00:36:14,280 --> 00:36:18,960

know, teaching the community what we actually do and why we need the things that we need.

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00:36:18,960 --> 00:36:25,600

As you started having these conversations, was there a sense of realization that they

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00:36:25,600 --> 00:36:30,240

were actually were quite uneducated on the very roles that some of these people that

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00:36:30,240 --> 00:36:33,000

worked under them were doing?

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00:36:33,000 --> 00:36:34,000

Absolutely.

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00:36:34,000 --> 00:36:40,680

That it was amazing to see how not only does the public have no idea what we do, but our

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00:36:40,680 --> 00:36:46,360

county commissioners have no idea what we do.

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00:36:46,360 --> 00:36:53,400

You know, it was I can't tell you how many times I got the what took you so long, you

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00:36:53,400 --> 00:37:00,360

know, during that 2019 to 2022, really, you know, in those years, it was almost every

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00:37:00,360 --> 00:37:01,360

call.

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00:37:01,360 --> 00:37:05,640

And I even had people telling me that they call 911 and it just rings and rings and rings.

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00:37:05,640 --> 00:37:08,400

It's like, OK, so we have a real big problem here.

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00:37:08,400 --> 00:37:10,640

Well, and then the public's asking, what do you do?

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00:37:10,640 --> 00:37:12,880

Well, contact your county commissioner.

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00:37:12,880 --> 00:37:17,640

I mean, that's how you make change.

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00:37:17,640 --> 00:37:21,840

But the public, like I said, we really started engaging a lot on social media and trying

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00:37:21,840 --> 00:37:25,520

to educate them through their our following increase drastically.

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00:37:25,520 --> 00:37:30,680

We actually as a union board, we now have a, you know, social media.

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00:37:30,680 --> 00:37:33,720

What am I trying to say?

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00:37:33,720 --> 00:37:37,240

Like the head of a head of social media on our executive board, that that's all he does.

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00:37:37,240 --> 00:37:39,160

He just worries about public engagement.

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00:37:39,160 --> 00:37:42,680

You know, if the department isn't going to educate them, well, then we're going to educate

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00:37:42,680 --> 00:37:43,680

them.

594

00:37:43,680 --> 00:37:51,440

And like I said, I mean, you would actually be amazed at how many people watch the at

595

00:37:51,440 --> 00:37:54,200

least in our area, the online county commission meetings.

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00:37:54,200 --> 00:37:57,480

So we're standing up there and we're you know, you have three minutes to speak and we're

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00:37:57,480 --> 00:38:02,480

talking about response times and how the call volumes increase and how our staffing has

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00:38:02,480 --> 00:38:04,240

not how our trucks have not.

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00:38:04,240 --> 00:38:06,080

And this is how long you have to wait.

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00:38:06,080 --> 00:38:12,240

And when you call 911, I mean, it's a scary thing, right, especially in the older population.

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00:38:12,240 --> 00:38:17,240

You have a heart attack, you call 911, it takes 15 minutes, you know, that's life or

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00:38:17,240 --> 00:38:18,240

death.

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00:38:18,240 --> 00:38:22,040

So a lot of a lot of our public, you know, they got involved in sort of making phone

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00:38:22,040 --> 00:38:23,320

calls and sending emails.

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00:38:23,320 --> 00:38:28,520

And that's what caused the change in my opinion.

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00:38:28,520 --> 00:38:33,800

So a lot of these issues we were talking earlier about being proactive with the youth in the

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00:38:33,800 --> 00:38:35,120

community.

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00:38:35,120 --> 00:38:39,360

It's so reactive in the fire service, you know, and when there are initiatives that

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00:38:39,360 --> 00:38:43,800

need to be made, and people will go, well, how are we going to find the money for that?

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00:38:43,800 --> 00:38:49,000

And I'm the most ridiculously dumb person when it comes to math, I just am.

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00:38:49,000 --> 00:38:50,920

It's the way that I'm wired.

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00:38:50,920 --> 00:38:57,120

But I understand the false economy of working your responders into the ground of being under

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00:38:57,120 --> 00:39:00,440

staff paying over time, you know, etc, etc, etc.

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00:39:00,440 --> 00:39:05,240

And how that is a complete false economy, because that long term costs way more money

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00:39:05,240 --> 00:39:09,000

than a well staff department that's, you know, given the rest and recovery.

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00:39:09,000 --> 00:39:11,640

So of course, we're going to transition into work weeks and stuff.

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00:39:11,640 --> 00:39:17,160

But again, as you're getting through this journey, you know, you talked about being

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00:39:17,160 --> 00:39:21,040

a stepping stone department, like Marion County is where I live, you know, people come in,

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00:39:21,040 --> 00:39:22,480

they let you train them.

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00:39:22,480 --> 00:39:26,000

And then they leave with all that knowledge and experience and the costs from what I understand

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00:39:26,000 --> 00:39:32,280

here are \$15,000 per firefighter between equipment and training and the rest benefits.

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00:39:32,280 --> 00:39:38,960

So what were you seeing fiscally, as far as the way you were being worked, you know, early

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00:39:38,960 --> 00:39:42,960

years, like 18, etc.

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00:39:42,960 --> 00:39:52,720

So over time was off the charts, you know, and even though it got a little better in

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00:39:52,720 --> 00:39:58,040

the 2000 in the 2020 2021, well, I guess actually post COVID is when it started getting better.

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00:39:58,040 --> 00:40:02,840

In 2023, we still worked 88,000 hours of overtime.

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00:40:02,840 --> 00:40:06,160

So yeah, it got better.

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00:40:06,160 --> 00:40:08,160

And it's still pretty bad.

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00:40:08,160 --> 00:40:16,300

So the county looks at that, you know, I mean, it's hard to get a real number from them on

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00:40:16,300 --> 00:40:18,380

what that actually cost.

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00:40:18,380 --> 00:40:22,200

But 88,000 hours of overtime, that's a substantial number.

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00:40:22,200 --> 00:40:27,800

That's a substantial amount of money that's unbudgeted that you would save if you just,

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00:40:27,800 --> 00:40:29,800

if we were at minimum staffing.

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00:40:29,800 --> 00:40:35,800

And then when you look at, so we did contract negotiations, September, October, at that

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00:40:35,800 --> 00:40:43,720

time in the last year and a half, we had saw about 120, 130 firefighters leave our department.

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00:40:43,720 --> 00:40:47,840

Now I know you said it's about \$15,000, but a lot of people realize too is when you're

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00:40:47,840 --> 00:40:52,600

a new hire firefighter, they have to front load into the FRS 24%.

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00:40:52,600 --> 00:40:55,780

So 24% of your salary, boom, that's gone.

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00:40:55,780 --> 00:40:59,200

That the Kent department sends off to the state, non-refundable.

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00:40:59,200 --> 00:41:04,280

On top of all your gear, you know, background checks, obviously all the training hours.

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00:41:04,280 --> 00:41:09,920

It's it is a huge financial burden to just have people come in and then to leave, you

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00:41:09,920 --> 00:41:14,360

know, a year later, two years later.

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00:41:14,360 --> 00:41:17,080

Even when you're paying for paramedic school as well, you know, you pay for them to go

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00:41:17,080 --> 00:41:22,960

to med school and then they do their year and then they're gone.

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00:41:22,960 --> 00:41:32,200

So that is what prompted the county to finally get on board with what we're going to get

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00:41:32,200 --> 00:41:38,220

into and changing our work schedule and increasing our pay.

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00:41:38,220 --> 00:41:41,160

So well, let's talk about that then.

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00:41:41,160 --> 00:41:48,800

So tell me, you know, what what were you initially working as far as the shift schedule and what

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00:41:48,800 --> 00:41:53,600

did you transition to and where are you going to be in twenty twenty six?

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00:41:53,600 --> 00:41:56,680

So when I got hired, we had no Kelly Day.

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00:41:56,680 --> 00:42:01,760

So you know, your pay periods were you had to 120 pay periods and you had a 96 hour pay

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00:42:01,760 --> 00:42:06,840

period in two thousand and nineteen.

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00:42:06,840 --> 00:42:08,940

We went to a six week Kelly Day.

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00:42:08,940 --> 00:42:15,860

So the total of twenty seven or four hours worked, you know, every year.

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00:42:15,860 --> 00:42:17,960

Other departments were at a three week Kelly Day.

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00:42:17,960 --> 00:42:21,400

So still behind them in terms of hours worked.

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00:42:21,400 --> 00:42:25,300

We never even with the six week Kelly Day, we never hit that minimum staffing.

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00:42:25,300 --> 00:42:31,080

So you're still working a lot of overtime.

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00:42:31,080 --> 00:42:36,280

What we finally agreed to in our last contract was going to a twenty four seventy two work

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00:42:36,280 --> 00:42:37,280

schedule.

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00:42:37,280 --> 00:42:44,260

Now, that's not scheduled to start until April of twenty six.

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00:42:44,260 --> 00:42:47,520

They're thinking that we can probably get it done a little earlier, maybe in January

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00:42:47,520 --> 00:42:48,520

of twenty six.

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00:42:48,520 --> 00:42:50,760

But I mean, that's that's huge.

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00:42:50,760 --> 00:42:55,680

It's a reduction of five hundred and twenty hours, you know, worked a year, you know,

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00:42:55,680 --> 00:42:58,720

working one day off three.

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00:42:58,720 --> 00:43:00,200

That's life changing.

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00:43:00,200 --> 00:43:06,440

I mean, I know we talked about it before is that first day you come off is a recovery

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00:43:06,440 --> 00:43:10,840

day that that is and that's if you have the ability to recover.

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00:43:10,840 --> 00:43:13,400

You know, a lot of us work a second and a third job.

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00:43:13,400 --> 00:43:15,160

So you might be at a station.

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00:43:15,160 --> 00:43:19,120

You just ran four or five after midnight getting off at eight to go to your next job.

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00:43:19,120 --> 00:43:22,800

Then you get home at five or six o'clock that night to take care of your family.

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00:43:22,800 --> 00:43:25,040

And then you repeat the next day.

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00:43:25,040 --> 00:43:28,260

So there really is no time off.

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00:43:28,260 --> 00:43:32,680

You know, this the twenty four seventy two was beneficial for the department and for

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00:43:32,680 --> 00:43:36,600

the county because number one, it helps recruitment and retention.

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00:43:36,600 --> 00:43:37,600

Right.

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00:43:37,600 --> 00:43:42,380

Like since we've agreed on that contract, I think we've had two resignations and those

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00:43:42,380 --> 00:43:48,880

have been career changes, not people leaving to go to other departments.

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00:43:48,880 --> 00:43:55,560

You take that and you add on top of the fact that we got an average of a twenty four percent

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00:43:55,560 --> 00:43:56,560

pay increase.

683

00:43:56,560 --> 00:43:58,960

And it's like, OK, this is a huge investment that they're putting into us.

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00:43:58,960 --> 00:44:05,400

They finally realize that they're instead of just losing all this money in overtime

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00:44:05,400 --> 00:44:10,560

and people leaving, why don't we invest in our people, make life a little bit better

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00:44:10,560 --> 00:44:15,440

and be able to actually compete with the surrounding agencies?

687

00:44:15,440 --> 00:44:24,320

So it's it's actually been exciting to see how many people are talking about our department

688

00:44:24,320 --> 00:44:29,920

and talking about leaving their department to come work for us, which has never has never

689

00:44:29,920 --> 00:44:31,520

been a thing before.

690

00:44:31,520 --> 00:44:34,800

So it's exciting.

691

00:44:34,800 --> 00:44:38,480

It took a lot of work and.

692

00:44:38,480 --> 00:44:42,080

A lot of bloodshed, a lot of tears shed to get to this point.

693

00:44:42,080 --> 00:44:46,480

But to sit here and say that we're finally here and on this twenty four seventy two schedule

694

00:44:46,480 --> 00:44:48,820

that it's it's incredible.

695

00:44:48,820 --> 00:44:52,920

Never in a million years, I think that Pasco County Fire Rescue would be on a twenty four

696

00:44:52,920 --> 00:44:53,920

seventy two.

697

00:44:53,920 --> 00:44:56,040

So but it's progressive.

698

00:44:56,040 --> 00:44:57,040

And this is exciting.

699

00:44:57,040 --> 00:45:01,920

This is what I've kind of threw out to the fire service this year specifically is.

700

00:45:01,920 --> 00:45:03,720

And I put it this way.

701

00:45:03,720 --> 00:45:10,240

We are a very courageous profession when you look operationally, you know, most of us,

702

00:45:10,240 --> 00:45:12,800

you know, as a fire, you're going to make entry, you're not going to hide behind the

703

00:45:12,800 --> 00:45:14,800

rig and bleed out your tank.

704

00:45:14,800 --> 00:45:18,400

You know, you're going to go over the side on a rope, whatever it is, because that's

705

00:45:18,400 --> 00:45:19,400

what we signed up for.

706

00:45:19,400 --> 00:45:20,400

That's what we want to do.

707

00:45:20,400 --> 00:45:21,780

We want to serve.

708

00:45:21,780 --> 00:45:24,840

But they're really, for lack of a better word, has been a lot of cowardice when it comes

709

00:45:24,840 --> 00:45:30,880

to advocating for our own health, you know, because you'll have someone who will be so

710

00:45:30,880 --> 00:45:32,240

courageous in uniform.

711

00:45:32,240 --> 00:45:34,760

But then you say, oh, yeah, we're thinking about this shift schedule.

712

00:45:34,760 --> 00:45:36,160

Oh, that'll never happen.

713

00:45:36,160 --> 00:45:37,720

They'll just beat you down.

714

00:45:37,720 --> 00:45:42,280

And I was like, that's such a bitch move to just discount it.

715

00:45:42,280 --> 00:45:44,000

But that's what a paradox it is.

716

00:45:44,000 --> 00:45:48,880

And to be completely fair, so many of us are so damn beat down and tired that we just don't

717

00:45:48,880 --> 00:45:50,400

have that fight in us.

718

00:45:50,400 --> 00:45:54,960

But what's beautiful is, you know, Boynton Beach has had their chief Hugh Bruder on you

719

00:45:54,960 --> 00:45:55,960

guys.

720

00:45:55,960 --> 00:45:58,080

Now you're the hope.

721

00:45:58,080 --> 00:46:00,560

You're the foothold of that first step again.

722

00:46:00,560 --> 00:46:02,400

It's going to be like, no, this can happen.

723

00:46:02,400 --> 00:46:03,400

This isn't a pipe dream.

724

00:46:03,400 --> 00:46:07,080

And it never should have been even viewed that way, because what you're asking for is

725

00:46:07,080 --> 00:46:13,760

a 42 hour work week, which those city and county council members work 40 hours a week

726

00:46:13,760 --> 00:46:15,300

and go to their own bed every night.

727

00:46:15,300 --> 00:46:18,040

So it's not a unicorn fighting rainbows.

728

00:46:18,040 --> 00:46:21,960

It's just coming back down to what the rest of the world actually works.

729

00:46:21,960 --> 00:46:24,580

But I think it's it's I'm so excited.

730

00:46:24,580 --> 00:46:29,280

And now what we need with this momentum is everyone else to stop fighting, as you said,

731

00:46:29,280 --> 00:46:33,800

going to the union, looking for money, you know, looking for that 50 cent raise and actually

732

00:46:33,800 --> 00:46:38,400

understand that there's so much more value in changing the work schedule so that we give

733

00:46:38,400 --> 00:46:43,080

our men and women the rest and recovery rather than a 50 cent raise that you fought tooth

734

00:46:43,080 --> 00:46:47,400

and nail on a contract negotiation that lasted two years.

735

00:46:47,400 --> 00:46:48,400

Right.

736

00:46:48,400 --> 00:46:57,220

I mean, you know, the schedule was very difficult, like you were talking about, is that people

737

00:46:57,220 --> 00:46:58,280
are going to be right.

738

00:46:58,280 --> 00:46:59,360
They're going to happen.

739

00:46:59,360 --> 00:47:00,360
That's impossible.

740

00:47:00,360 --> 00:47:04,320
The other side of it, too, is we love going to work.

741

00:47:04,320 --> 00:47:05,320
Right.

742

00:47:05,320 --> 00:47:07,240
Firefighters love what we do.

743

00:47:07,240 --> 00:47:08,600
That's why we do it.

744

00:47:08,600 --> 00:47:11,080
You know, they love station life.

745

00:47:11,080 --> 00:47:13,460
They love coming and being able to do the job.

746

00:47:13,460 --> 00:47:18,920
So that was a hurdle for us was talking to our members and saying this is what's being

747

00:47:18,920 --> 00:47:22,200

discussed and they didn't want it.

748

00:47:22,200 --> 00:47:25,720

They didn't want it because they like coming to work.

749

00:47:25,720 --> 00:47:27,120

We need people like that.

750

00:47:27,120 --> 00:47:28,120

Right.

751

00:47:28,120 --> 00:47:31,920

Those people need people to look out for their well-being.

752

00:47:31,920 --> 00:47:38,160

And that's what our job as union leadership is to take care of them, take care of that

753

00:47:38,160 --> 00:47:39,160

whole firefighter.

754

00:47:39,160 --> 00:47:40,160

Right.

755

00:47:40,160 --> 00:47:43,040

The firefighter, the county looks at you as just an employee.

756

00:47:43,040 --> 00:47:44,680

The city looks at you as just an employee.

757

00:47:44,680 --> 00:47:46,320

But you're more than that.

758

00:47:46,320 --> 00:47:49,440

You're a father, a mother, a son, a daughter, brother, sister.

759

00:47:49,440 --> 00:47:50,440

Right.

760

00:47:50,440 --> 00:47:58,040

So if we can take care of you mentally, physically, financially, that is what is important.

761

00:47:58,040 --> 00:48:04,680

We want you to live a very good, stress free, as much as possible life while you're in the

762

00:48:04,680 --> 00:48:05,680

fire service.

763

00:48:05,680 --> 00:48:10,640

And the ultimate goal is to live a long, happy, healthy retirement after.

764

00:48:10,640 --> 00:48:16,720

So reducing this work, your work hours.

765

00:48:16,720 --> 00:48:19,540

You can't put a dollar amount on it.

766

00:48:19,540 --> 00:48:22,320

You know, I mean, we see it every day.

767

00:48:22,320 --> 00:48:23,880

Firefighters passing away from cancer.

768

00:48:23,880 --> 00:48:31,880

I mean, I was two days ago, the IFF sent out three line of duty deaths from cancer.

769

00:48:31,880 --> 00:48:33,880

It's all the time.

770

00:48:33,880 --> 00:48:39,560

The International Agency of Research on Cancer, IARC, is talking about making shift work a

771

00:48:39,560 --> 00:48:44,760

two way carcinogen, which means that it's probably carcinogenic to humans.

772

00:48:44,760 --> 00:48:51,720

So not only are the calls that we're going on killing us, our job itself is killing us.

773

00:48:51,720 --> 00:48:53,180

How do we change that?

774

00:48:53,180 --> 00:48:55,680

You know, this is the beginning.

775

00:48:55,680 --> 00:49:03,760

The schedule is the start of hopefully a vast shift in the fire service.

776

00:49:03,760 --> 00:49:07,360

So I'll kind of pose some of the push backs that I've had.

777

00:49:07,360 --> 00:49:10,160

I've been talking about this for seven years now, 2472.

778

00:49:10,160 --> 00:49:15,480

And this is really literally what made me start the podcast as I listened to Kurt Parsley,

779

00:49:15,480 --> 00:49:21,840

Navy SEAL turned doctor, realized that sleep deprivation was basically killing his SEALs

780

00:49:21,840 --> 00:49:26,360

and changed the way they train, gave them some supplementation to help them sleep and

781

00:49:26,360 --> 00:49:28,880

they need to sleep, get them off ambient, et cetera, et cetera.

782

00:49:28,880 --> 00:49:33,800

And I'm listening to this nine years ago, whatever it was, eight years and going, why

783

00:49:33,800 --> 00:49:36,720

do we not understand this in the fire service?

784

00:49:36,720 --> 00:49:38,960

I've been in exercise physiology in school.

785

00:49:38,960 --> 00:49:40,440

Why do I not understand it?

786

00:49:40,440 --> 00:49:45,040

I'm somewhat educated in health compared to the average person and I still hadn't heard

787

00:49:45,040 --> 00:49:46,480

this before.

788

00:49:46,480 --> 00:49:52,720

And so, you know, now you fast forward, you realize it's so, so, so simple, but I've been

789

00:49:52,720 --> 00:49:55,040

getting the same kind of push backs.

790

00:49:55,040 --> 00:49:57,880

Now one, which I think is really disgusting.

791

00:49:57,880 --> 00:49:59,560

Well, a couple of things.

792

00:49:59,560 --> 00:50:05,040

Firstly, can you show me the research that shows that, for example, the 56 would be worse

793

00:50:05,040 --> 00:50:06,040

than a 42?

794

00:50:06,040 --> 00:50:10,620

And I literally facepalm and go, you know, I can get you some research that shows you

795

00:50:10,620 --> 00:50:13,000

if I kick you in the nuts, it's going to hurt.

796

00:50:13,000 --> 00:50:15,560

You know, there's a certain point where you don't need fucking research.

797

00:50:15,560 --> 00:50:16,560

You know what I mean?

798

00:50:16,560 --> 00:50:17,560

It's just common sense.

799

00:50:17,560 --> 00:50:21,200

If you need data for that, you should not be in the position that you're in.

800

00:50:21,200 --> 00:50:22,760

That's number one.

801

00:50:22,760 --> 00:50:25,920

Number two, and I get this from chiefs all the time.

802

00:50:25,920 --> 00:50:30,000

Well, if we give these guys more time off, they're just going to work more overtime.

803

00:50:30,000 --> 00:50:34,720

Firstly, who the fuck made you in charge of someone when they're on their days off?

804

00:50:34,720 --> 00:50:40,560

Secondly, if you staff your department properly, there won't be the overtime for them to abuse.

805

00:50:40,560 --> 00:50:44,120

So they will work on their days off, but they'll teach at the fire academy.

806

00:50:44,120 --> 00:50:46,080

They'll hang drywall, the landscape.

807

00:50:46,080 --> 00:50:49,960

They'll be tired from the day's work and they'll sleep in their own bed at night.

808

00:50:49,960 --> 00:50:53,560

Nothing wrong with that at all if you need to make ends meet.

809

00:50:53,560 --> 00:50:56,800

But that's why I said I'm going to ask you some questions and just monologue for five

810

00:50:56,800 --> 00:50:57,800

minutes.

811

00:50:57,800 --> 00:51:02,960

But the first one, people say we can't even hire now.

812

00:51:02,960 --> 00:51:06,440

How are we supposed to get people for this extra shift?

813

00:51:06,440 --> 00:51:10,660

So I mean, I obviously have responses as well, but what would your be?

814

00:51:10,660 --> 00:51:13,920

What would your response be first to that?

815

00:51:13,920 --> 00:51:19,800

That the fire service is still a highly sought after profession.

816

00:51:19,800 --> 00:51:27,760

But people, especially since COVID in 2020, I think they value their time off.

817

00:51:27,760 --> 00:51:32,520

They value their home life a lot more than what they did maybe before.

818

00:51:32,520 --> 00:51:37,160

I think 2020 made you realize that what truly is important.

819

00:51:37,160 --> 00:51:43,440

And you have a lot of people that can now make money at home and online.

820

00:51:43,440 --> 00:51:52,160

If you change kind of, let me see, changing the schedule is a big deal, right?

821

00:51:52,160 --> 00:51:53,720

Because I know that I can go to work.

822

00:51:53,720 --> 00:51:55,000

I'm going to work my 24 hours.

823

00:51:55,000 --> 00:52:02,320

I'm going to do my job, this very honorable profession, make decent money, great benefits

824

00:52:02,320 --> 00:52:05,640

and be able to recover.

825

00:52:05,640 --> 00:52:09,080

The fire service right now as a whole is pushing like the cancer, right?

826

00:52:09,080 --> 00:52:12,400

I mean, no matter where you look, you see another firefighter died from cancer.

827

00:52:12,400 --> 00:52:14,200

I mean, it's very public.

828

00:52:14,200 --> 00:52:16,320

It's on the news all the time.

829

00:52:16,320 --> 00:52:18,840

I think that's another, it deters people.

830

00:52:18,840 --> 00:52:22,560

Why would you want to sign up for something that everybody is telling you is going to

831

00:52:22,560 --> 00:52:24,760

kill you at some point?

832

00:52:24,760 --> 00:52:28,280

Whether it's a cardiac issue or getting cancer.

833

00:52:28,280 --> 00:52:37,120

Being able to recruit is really, it's hard right now.

834

00:52:37,120 --> 00:52:38,120

It really is.

835

00:52:38,120 --> 00:52:44,040

We have to find kind of a way to change what we're doing to hopefully get people to want

836

00:52:44,040 --> 00:52:46,960

to get into this profession.

837

00:52:46,960 --> 00:52:52,280

For us, recruiting I think is going to be very easy because we're going to just pull

838

00:52:52,280 --> 00:52:54,520

people from other departments.

839

00:52:54,520 --> 00:53:01,120

There are quite a few departments around us that they don't have any Cali Day.

840

00:53:01,120 --> 00:53:11,000

They're paid pretty low and those people are going to come look for something better.

841

00:53:11,000 --> 00:53:16,520

Hopefully this is a catalyst for all those other departments to start improving because

842

00:53:16,520 --> 00:53:24,400

if they stay stagnant, they're going to lose a lot of their workforce.

843

00:53:24,400 --> 00:53:28,200

I think this is going to fix our recruitment problem and definitely our retention problem,

844

00:53:28,200 --> 00:53:34,160

but for other agencies, they got a long road ahead of them I think.

845

00:53:34,160 --> 00:53:43,960

You need to address the employee and make working at that agency good.

846

00:53:43,960 --> 00:53:51,760

I'm trying to think of a word I'm looking for.

847

00:53:51,760 --> 00:53:57,560

What's an environment for them to thrive rather than an environment that breaks them down?

848

00:53:57,560 --> 00:54:00,580

Again, this is what you get for being proactive.

849

00:54:00,580 --> 00:54:03,480

You win the prize.

850

00:54:03,480 --> 00:54:08,640

This is a long time coming because how many departments have pitched all your, as we say

851

00:54:08,640 --> 00:54:12,480

in England, taken all your candidates that you trained up and now they're wearing a different

852

00:54:12,480 --> 00:54:13,480

badge.

853

00:54:13,480 --> 00:54:15,360

Well, now it turns around the other way.

854

00:54:15,360 --> 00:54:16,360

I think this is it.

855

00:54:16,360 --> 00:54:20,400

This is a call to action, which is why I hope where I live, Marion and Ocala, they're paying

856

00:54:20,400 --> 00:54:23,800

attention because you guys are going to go to 2472.

857

00:54:23,800 --> 00:54:27,240

Gainesville, Florida is about to switch to 2472.

858

00:54:27,240 --> 00:54:28,240

This is happening.

859

00:54:28,240 --> 00:54:29,640

The revolution has begun.

860

00:54:29,640 --> 00:54:34,560

There's nothing you can fucking do to stop it now, which has made my 2024 amazing so

861

00:54:34,560 --> 00:54:37,960

far.

862

00:54:37,960 --> 00:54:44,320

The fact that we have a deficit, my generation, when I got hired in 03, we were testing against

863

00:54:44,320 --> 00:54:47,440

thousands of people for a handful of jobs.

864

00:54:47,440 --> 00:54:50,000

That's how the fire service used to be.

865

00:54:50,000 --> 00:54:51,960

The job has pretty much stayed the same.

866

00:54:51,960 --> 00:54:55,040

I mean, obviously the school shootings and some of these other elements have definitely

867

00:54:55,040 --> 00:54:59,080

got worse and worse, but overall the job has got the same.

868

00:54:59,080 --> 00:55:04,960

The only thing that's really changed is the call volume has obviously gone up, but also,

869

00:55:04,960 --> 00:55:11,120

as you said, the ability to actually research the whole picture that is a career in the

870

00:55:11,120 --> 00:55:14,720

fire service now gives you the whole picture.

871

00:55:14,720 --> 00:55:19,480

Before when I came on and I didn't have anyone in the fire service, it was backdraft and

872

00:55:19,480 --> 00:55:22,180

ladder 49 and 9-11.

873

00:55:22,180 --> 00:55:24,640

That was kind of my entry to the fire service.

874

00:55:24,640 --> 00:55:28,400

I didn't even realize what station life was.

875

00:55:28,400 --> 00:55:30,240

I learned as I went along.

876

00:55:30,240 --> 00:55:34,400

Now if I put in, say I'm going to research firefighter coat and I put firefighter C,

877

00:55:34,400 --> 00:55:39,720

the next word is going to populate in Google is answer, firefighter strap.

878

00:55:39,720 --> 00:55:42,440

It's going to be firefighter suicide.

879

00:55:42,440 --> 00:55:44,080

This is just the reality.

880

00:55:44,080 --> 00:55:49,720

Our line of duty deaths, like you said, cancer, suicide, heart disease, strokes, these are

881

00:55:49,720 --> 00:55:52,720

all getting worse and worse and worse.

882

00:55:52,720 --> 00:55:57,000

Add into that the diminished staffing and then the mandatory overtime.

883

00:55:57,000 --> 00:55:58,000

That's a huge one.

884

00:55:58,000 --> 00:56:02,160

Wait, so I work 56 and then I can't go home the next morning?

885

00:56:02,160 --> 00:56:06,680

This is the reality and everyone listening, this is the world that we work in.

886

00:56:06,680 --> 00:56:10,920

The only way that we're going to get people circling around and deciding they do want

887

00:56:10,920 --> 00:56:14,280

to be a firefighter is we fix those things.

888

00:56:14,280 --> 00:56:19,000

They stayed behind the curtain for so long, but now they're right in the middle for everyone

889

00:56:19,000 --> 00:56:24,440

to see and either we change them or some departments will have firefighters and some cities will

890

00:56:24,440 --> 00:56:26,440
be unprotected.

891
00:56:26,440 --> 00:56:28,880
Yeah, absolutely.

892
00:56:28,880 --> 00:56:32,320
I mean, it just goes back to the whole thing.

893
00:56:32,320 --> 00:56:34,240
You have to take care of your people.

894
00:56:34,240 --> 00:56:40,160
Our agencies now know the dangers that we face every day and not just the dangers of

895
00:56:40,160 --> 00:56:41,160
the job.

896
00:56:41,160 --> 00:56:42,960
It's the unseen dangers, right?

897
00:56:42,960 --> 00:56:44,180
It's the mental health part.

898
00:56:44,180 --> 00:56:45,360
It's the cancer part.

899
00:56:45,360 --> 00:56:47,380
It's the cardiac part.

900
00:56:47,380 --> 00:56:52,400
Being able to address those issues is what's going to make people want to come work for

901

00:56:52,400 --> 00:56:54,520
your agency.

902
00:56:54,520 --> 00:56:57,960
Not every agency in Florida is going to work 2472s.

903
00:56:57,960 --> 00:57:01,280
I know for a fact that there are going to be big departments that surround us that are

904
00:57:01,280 --> 00:57:04,000
not going to go to 2472s.

905
00:57:04,000 --> 00:57:15,580
At some point, they are going to get left just like Pasco was left in the 2010s.

906
00:57:15,580 --> 00:57:19,880
The mental health, like you said, you type in firefighter strap and the first thing you

907
00:57:19,880 --> 00:57:23,080
see is suicide.

908
00:57:23,080 --> 00:57:30,720
That's another big reason why this schedule is so beneficial is helping being able to

909
00:57:30,720 --> 00:57:40,160
come home and decompress and have that time off, those days off to kind of reset, get

910
00:57:40,160 --> 00:57:46,440
that sleep and continue moving on and going back to shift the next day.

911
00:57:46,440 --> 00:57:47,440
We're not tired.

912

00:57:47,440 --> 00:57:50,360

We're not working 48s.

913

00:57:50,360 --> 00:57:56,280

With this schedule, no matter where you are, no matter what department you are, you have

914

00:57:56,280 --> 00:57:58,400

a 2472, you're going to have candidates.

915

00:57:58,400 --> 00:57:59,400

You're going to have people apply.

916

00:57:59,400 --> 00:58:03,680

They're going to come from all over the state, from all different agencies.

917

00:58:03,680 --> 00:58:08,920

Overtime is probably, is definitely going to go away.

918

00:58:08,920 --> 00:58:16,520

It might be a struggle in the beginning just because you've added a whole another shift,

919

00:58:16,520 --> 00:58:19,560

but very soon after implementation, overtime is going to go away.

920

00:58:19,560 --> 00:58:22,080

That's better for obviously our physical and our mental health.

921

00:58:22,080 --> 00:58:23,080

Yeah.

922

00:58:23,080 --> 00:58:24,080

It'll always be there.

923

00:58:24,080 --> 00:58:25,560
They'll be infrequent over time.

924
00:58:25,560 --> 00:58:30,360
I think the other thing that people understand operationally is if you have a D shift, then

925
00:58:30,360 --> 00:58:33,840
we have a storm roll through like we did yesterday.

926
00:58:33,840 --> 00:58:38,640
You have an entire platoon of men and women that you can call in then.

927
00:58:38,640 --> 00:58:42,800
So it, and then also from what I've heard and correct me if I'm wrong, when it comes

928
00:58:42,800 --> 00:58:48,120
to the Kelly days, six or three, they're a staffing nightmare and then they're usually

929
00:58:48,120 --> 00:58:49,860
overtime covering those as well.

930
00:58:49,860 --> 00:58:54,880
So you're eliminating a lot of the admin stress by having four consecutive shifts.

931
00:58:54,880 --> 00:58:55,880
Right.

932
00:58:55,880 --> 00:58:58,040
Because you don't have those vacancies.

933
00:58:58,040 --> 00:59:06,120
On our six week Kelly day, we have three captains off, three drivers off and 10 firefighters

934

00:59:06,120 --> 00:59:07,440
off.

935
00:59:07,440 --> 00:59:10,160
Almost every single day of the week.

936
00:59:10,160 --> 00:59:14,120
So if you're not at minimum staffing, you're going to be hiring, like I know C shift struggled

937
00:59:14,120 --> 00:59:16,420
for a long time in our department.

938
00:59:16,420 --> 00:59:21,080
They're hiring overtime every weekend just because of the Kelly day vacancies and the

939
00:59:21,080 --> 00:59:22,760
PTO vacancies.

940
00:59:22,760 --> 00:59:26,440
You know, getting rid of that Kelly, like you said, you're not going to have people

941
00:59:26,440 --> 00:59:30,240
that are off shift unless they're on PTO.

942
00:59:30,240 --> 00:59:34,820
And it doesn't leave a lot of holes to fill for overtime.

943
00:59:34,820 --> 00:59:41,720
So you know, to me, this is it's kind of a no brainer.

944
00:59:41,720 --> 00:59:45,000
I know a lot of people are apprehensive because it's new.

945

00:59:45,000 --> 00:59:46,000

Right.

946

00:59:46,000 --> 00:59:50,960

And we are going to be the largest department, at least in the state of Florida, to go to

947

00:59:50,960 --> 00:59:51,960

this.

948

00:59:51,960 --> 00:59:53,640

You know, we're a 700 person department.

949

00:59:53,640 --> 00:59:58,360

So it's going to be it's a big project.

950

00:59:58,360 --> 01:00:01,880

It's going to have, you know, some difficulties to go along the way.

951

01:00:01,880 --> 01:00:07,520

And I think that was a lot of the apprehension with our membership was just because believing

952

01:00:07,520 --> 01:00:12,280

that this could be implemented and that it would be successful because the six week Kelly

953

01:00:12,280 --> 01:00:18,800

day really wasn't, you know, that we did not get the recruits that they thought we would

954

01:00:18,800 --> 01:00:19,800

get.

955

01:00:19,800 --> 01:00:22,520

We never retained like they thought we would.

956

01:00:22,520 --> 01:00:27,240

So I think people are really nervous, you know, about the implementation.

957

01:00:27,240 --> 01:00:30,680

But me, I think this is going to be great.

958

01:00:30,680 --> 01:00:34,120

I think it's going to be easy to fill these spots.

959

01:00:34,120 --> 01:00:36,960

I just I don't know.

960

01:00:36,960 --> 01:00:39,880

There's no.

961

01:00:39,880 --> 01:00:45,120

In my opinion, there's nothing bad that can come from having a 24 72.

962

01:00:45,120 --> 01:00:47,460

Another question I get is how are we going to afford it?

963

01:00:47,460 --> 01:00:48,680

How are we going to afford this?

964

01:00:48,680 --> 01:00:50,640

This new group?

965

01:00:50,640 --> 01:00:55,780

And a lot of times, I mean, if it's 24 48, no Kelly, obviously now you're there's always

966

01:00:55,780 --> 01:00:56,780

going to be give and take.

967

01:00:56,780 --> 01:01:00,260

So like Orange County, where I worked, no Kelly day.

968

01:01:00,260 --> 01:01:05,480

But we got I forget now I had only five years on my left there, but I think we got 12 13

969

01:01:05,480 --> 01:01:06,680

vacations day a year.

970

01:01:06,680 --> 01:01:11,320

So obviously you would negotiate a handful of those away because you as you said, you'd

971

01:01:11,320 --> 01:01:14,200

have a lesser work week.

972

01:01:14,200 --> 01:01:18,040

You know, if you have Kelly's and you use that as a bargaining chip as well.

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01:01:18,040 --> 01:01:24,360

But with the affordability, when you understand how much overtime is being paid, the impact

974

01:01:24,360 --> 01:01:28,720

of the injuries in the mental health claims, the medical retirement, the wrongful death

975

01:01:28,720 --> 01:01:33,640

lawsuits when we make mistakes, there's a huge amount of money flowing out the back

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01:01:33,640 --> 01:01:37,120

end by the way that we work on men and women now.

977

01:01:37,120 --> 01:01:41,520

So from a budget point of view, how are you able to send sell the fact that you were going

978

01:01:41,520 --> 01:01:44,360
to have to put some money up front?

979
01:01:44,360 --> 01:01:47,320
But then in the long term, there would be a huge savings down the road.

980
01:01:47,320 --> 01:01:48,320
Yeah.

981
01:01:48,320 --> 01:01:53,900
Well, I mean, obviously the the overtime reduction, not just in the eighty eight thousand hours

982
01:01:53,900 --> 01:01:59,160
that they paid out last year, but also the fact that on a six week Kelly day, you know,

983
01:01:59,160 --> 01:02:00,820
we do paycheck averaging.

984
01:02:00,820 --> 01:02:05,040
So you have three hours of built in overtime in every paycheck.

985
01:02:05,040 --> 01:02:07,160
Now you no longer have that.

986
01:02:07,160 --> 01:02:10,780
The way that we did it was that, you know, we're going to do paycheck averaging again.

987
01:02:10,780 --> 01:02:16,200
So every pay period, you're twenty two hours under that FLSA threshold to pay that time

988
01:02:16,200 --> 01:02:17,200
and a half.

989

01:02:17,200 --> 01:02:19,960

So that's going to save the county money right there.

990

01:02:19,960 --> 01:02:23,960

If you get hired for overtime on your first overtime shift, your first twenty two hours

991

01:02:23,960 --> 01:02:25,640

is going to be straight time.

992

01:02:25,640 --> 01:02:31,560

You know, it's still it's at a drastically higher hourly rate.

993

01:02:31,560 --> 01:02:35,720

So you're still making some pretty decent money in that first twenty two hours.

994

01:02:35,720 --> 01:02:37,840

But you know, it's kind of that give and take, right?

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01:02:37,840 --> 01:02:42,920

Like what what is tolerable for our membership versus what is the county looking for?

996

01:02:42,920 --> 01:02:44,740

Obviously the county wants to save money.

997

01:02:44,740 --> 01:02:50,400

They are hemorrhaging in overtime and people leaving for their departments.

998

01:02:50,400 --> 01:02:52,000

You know, they can't recruit.

999

01:02:52,000 --> 01:02:54,200

So they're.

1000

01:02:54,200 --> 01:02:56,760

You have to kind of it's a collaborative effort, right?

1001

01:02:56,760 --> 01:03:01,880

To try and find that answer, solve, solve the problem on both sides of the table.

1002

01:03:01,880 --> 01:03:07,120

And that's that's where it's solved was in that overtime pay, the built in overtime and

1003

01:03:07,120 --> 01:03:08,120

the retention.

1004

01:03:08,120 --> 01:03:11,240

You know, I see all the money that's just flying out the door and say, we could pay

1005

01:03:11,240 --> 01:03:13,160

a little bit up front.

1006

01:03:13,160 --> 01:03:17,320

But long term, this is going to save us money over the next 10 years.

1007

01:03:17,320 --> 01:03:21,520

And that was how it got sold to our commission.

1008

01:03:21,520 --> 01:03:25,120

And, you know, ultimately they they agreed.

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01:03:25,120 --> 01:03:29,400

Yeah, because I mean, it's that, you know, plant the seed of a tree under which the shade

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01:03:29,400 --> 01:03:33,360

you will never know if you are the courageous leader, whether you're a fire chief or the

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01:03:33,360 --> 01:03:39,540

your administrator, understanding that what you're doing is for following generations

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01:03:39,540 --> 01:03:40,840

is a true leader.

1013

01:03:40,840 --> 01:03:43,800

That's courageous, selfless leadership.

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01:03:43,800 --> 01:03:49,360

The problem that we have with a lot of people, and I would argue even in some unions as well.

1015

01:03:49,360 --> 01:03:54,880

And I love the fact that you are one of the leaders in your unions because I don't I don't

1016

01:03:54,880 --> 01:03:57,840

union bash good leaders in the union.

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01:03:57,840 --> 01:04:01,240

But we have some fucking terrible people in our unions that have done nothing for years

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01:04:01,240 --> 01:04:06,660

and years and years and years and years, which I want to drag out into the into the spotlight.

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01:04:06,660 --> 01:04:13,800

So as far as that selfless leadership, you are then giving to your your department.

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01:04:13,800 --> 01:04:19,480

But if you are only concerned about how you look in that financial year, that budget year,

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01:04:19,480 --> 01:04:21,240

you're never ever going to improve.

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01:04:21,240 --> 01:04:24,680

If you're just worried about getting reelected as a union president because you're not doing

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01:04:24,680 --> 01:04:29,640

anything courageous and pushing the needle a little bit, then you're never going to make

1024

01:04:29,640 --> 01:04:30,640

changes.

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01:04:30,640 --> 01:04:34,120

So this is why, again, we need this courage from our firefighters to demand this.

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01:04:34,120 --> 01:04:39,480

We need our courage from our leaders in the fire service as far as actually wearing bugles

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01:04:39,480 --> 01:04:43,960

or sitting in a political position to understand that it isn't for you.

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01:04:43,960 --> 01:04:45,440

This is for them.

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01:04:45,440 --> 01:04:49,060

And if it's about you, you need to look in the mirror and ask why you're even in that

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01:04:49,060 --> 01:04:51,600

seat in the middle at all.

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01:04:51,600 --> 01:04:55,240

But this is the time for you to actually finally step up and lead.

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01:04:55,240 --> 01:04:59,400

During Covid, it was clear who the leaders were and who they were people that were in

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01:04:59,400 --> 01:05:02,880

leadership positions that had no business being there whatsoever.

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01:05:02,880 --> 01:05:05,520

Statewide, nationally, whatever it was.

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01:05:05,520 --> 01:05:06,520

And it's the same with this.

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01:05:06,520 --> 01:05:09,160

Like you're being called on to lead.

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01:05:09,160 --> 01:05:14,200

We go to firefighter funerals all the time and you have the ability to actually make

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01:05:14,200 --> 01:05:16,200

a difference in those numbers.

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01:05:16,200 --> 01:05:20,120

Do you turn your back on the men and women in uniform or do you finally stand up?

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01:05:20,120 --> 01:05:21,120

Oh, yeah.

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01:05:21,120 --> 01:05:22,120

I mean, absolutely.

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01:05:22,120 --> 01:05:24,400

You finally stand up.

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01:05:24,400 --> 01:05:29,360

You know, if you're not a piece of shit.

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01:05:29,360 --> 01:05:33,000

But you know, it's you're absolutely right.

1045

01:05:33,000 --> 01:05:38,400

I mean, there's there's good and bad in every profession and every I think a lot of people

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01:05:38,400 --> 01:05:43,240

when they get in leadership, no matter what side of the table it is, you forget where

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01:05:43,240 --> 01:05:44,240

you came from.

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01:05:44,240 --> 01:05:52,040

You know, we're very lucky in our department that our administration, the majority of them

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01:05:52,040 --> 01:05:54,260

did not forget where they came from.

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01:05:54,260 --> 01:06:01,120

You know, I think that our department as a whole is the poster child for collaboration.

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01:06:01,120 --> 01:06:04,400

You know, we have our union logo on our uniform shirts.

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01:06:04,400 --> 01:06:07,040

We have our union stickers on our trucks.

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01:06:07,040 --> 01:06:11,800

It just shows that administration and labor, if they're willing to, they can work hand

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01:06:11,800 --> 01:06:15,760

in hand and they can ultimately make the workplace better.

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01:06:15,760 --> 01:06:16,760

And that's what's important.

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01:06:16,760 --> 01:06:20,280

It's about taking that ego, putting it to the side and knowing that this is what's best

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01:06:20,280 --> 01:06:22,760

for the membership as a fire chief.

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01:06:22,760 --> 01:06:29,480

And as admin, this is what's best for your firefighters and being able to listen to both

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01:06:29,480 --> 01:06:34,320

sides and coming together and saying, you know, my idea might not work.

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01:06:34,320 --> 01:06:35,320

Your sounds pretty good.

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01:06:35,320 --> 01:06:39,540

Let's try it.

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01:06:39,540 --> 01:06:40,540

You don't have that.

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01:06:40,540 --> 01:06:42,400

You don't have that in every local.

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01:06:42,400 --> 01:06:43,880

You don't have that in every department.

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01:06:43,880 --> 01:06:50,080

I mean, I know there are quite a few labor leaders that, you know, look at the union

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01:06:50,080 --> 01:06:57,200

side to kind of get their foot in the door at the next level, you know, to eventually

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01:06:57,200 --> 01:07:03,360

be a part of that admin side, not doing what they can to the best of their ability because

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01:07:03,360 --> 01:07:07,000

they don't want to ruffle feathers and they don't want to, you know, ruin their chances

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01:07:07,000 --> 01:07:13,080

of one day having those bugles on their shoulders.

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01:07:13,080 --> 01:07:16,260

That's not how we do things.

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01:07:16,260 --> 01:07:18,120

You know, it's it's 100 percent.

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01:07:18,120 --> 01:07:19,940

It's for our people.

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01:07:19,940 --> 01:07:22,200

We don't care who we piss off along the way.

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01:07:22,200 --> 01:07:23,640

You know, we're going to work with our admin.

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01:07:23,640 --> 01:07:27,000

But when it comes time to burn the place to the ground, we're going to burn it to the

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01:07:27,000 --> 01:07:28,000

ground.

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01:07:28,000 --> 01:07:34,160

And, you know, we've had that in our department with our politicians.

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01:07:34,160 --> 01:07:36,040

We've had that the last few years.

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01:07:36,040 --> 01:07:45,920

So, you know, to finally see our relationships improving and getting to this point is really.

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01:07:45,920 --> 01:07:46,920

It's incredible.

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01:07:46,920 --> 01:07:51,760

It's never a million years that I think that we'd be sitting here, you know, talking about

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01:07:51,760 --> 01:07:52,760

this.

1083

01:07:52,760 --> 01:07:53,760

Never.

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01:07:53,760 --> 01:07:59,280

What was it that you think contributed to that relationship being successful when a

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01:07:59,280 --> 01:08:00,640

lot of other places struggle?

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01:08:00,640 --> 01:08:02,680

And obviously, ego is just is one of them.

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01:08:02,680 --> 01:08:04,680

So we'll take that out for a second.

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01:08:04,680 --> 01:08:09,360

How were you able to get to the point where you're having union stickers on uniforms and

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01:08:09,360 --> 01:08:14,920

rigs and that you're actually able to sit in a room and talk like grownups, unlike many,

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01:08:14,920 --> 01:08:18,880

many union admin conversations?

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01:08:18,880 --> 01:08:24,680

Well, a lot of that falls on our administration and.

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01:08:24,680 --> 01:08:25,800

Humility, right?

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01:08:25,800 --> 01:08:29,920

Them not looking at us like they're better than us or they don't have to worry about

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01:08:29,920 --> 01:08:33,640

our opinion or even talk to us just saying, hey, we're going to work together.

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01:08:33,640 --> 01:08:35,820

You know, we're going to take care of you guys.

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01:08:35,820 --> 01:08:37,200

You guys take care of us.

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01:08:37,200 --> 01:08:39,860

You know, there is an understanding, obviously, we're going to butt heads.

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01:08:39,860 --> 01:08:41,100

It's going to happen.

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01:08:41,100 --> 01:08:43,680

But being able to sit there and just work through it.

1100

01:08:43,680 --> 01:08:48,480

It was kind of just like an olive branch, you know, getting getting our logo on on our

1101

01:08:48,480 --> 01:08:50,960

shirts and stickers on the truck is is what it is.

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01:08:50,960 --> 01:08:54,760

Because this is just a sign of faith that we're going to work together and continue

1103

01:08:54,760 --> 01:09:01,920

to to work together as we go to the, you know, into the future.

1104

01:09:01,920 --> 01:09:03,200

And we got it in our contract.

1105

01:09:03,200 --> 01:09:04,200

So right.

1106

01:09:04,200 --> 01:09:05,200

I mean, I think it's brilliant.

1107

01:09:05,200 --> 01:09:10,960

And the reason why, like I've worked for four departments now and I've I've worked for,

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01:09:10,960 --> 01:09:12,880

you know, for one, I would say Anaheim.

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01:09:12,880 --> 01:09:16,880

They had probably the best relationship of all the ones that I've seen.

1110

01:09:16,880 --> 01:09:20,460

But I've seen, you know, other departments with I mean, they're negotiating contracts

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01:09:20,460 --> 01:09:21,800

for two years.

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01:09:21,800 --> 01:09:25,440

And I remember even as a young fighter, a younger firefighter, I remember thinking,

1113

01:09:25,440 --> 01:09:30,560

how the fuck can a bunch of men and women not sit in a room and make a fucking decision

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01:09:30,560 --> 01:09:31,560

to years?

1115

01:09:31,560 --> 01:09:32,560

Right.

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01:09:32,560 --> 01:09:36,720

That's all that's union dues, that's taxpayers money being wasted while these people are

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01:09:36,720 --> 01:09:38,840

just playing these fucking games.

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01:09:38,840 --> 01:09:40,960

Meanwhile, lives are at stake.

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01:09:40,960 --> 01:09:42,120

So this is the thing.

1120

01:09:42,120 --> 01:09:46,680

I love it when I hear people that are, you know, have developed that great relationship

1121

01:09:46,680 --> 01:09:51,160

and the union that is advocating for their people and their health and their fitness

1122

01:09:51,160 --> 01:09:52,560

and all these other areas.

1123

01:09:52,560 --> 01:09:57,080

Because if you're a union and you're opposing a fitness standard because you know that you'll

1124

01:09:57,080 --> 01:10:00,360

fail if you put through that, then shame on you.

1125

01:10:00,360 --> 01:10:03,320

If you're a union and you're dragging out negotiation because you know you get more

1126

01:10:03,320 --> 01:10:07,160

time off and go smooth with more people, shame on you.

1127

01:10:07,160 --> 01:10:08,160

You know what I mean?

1128

01:10:08,160 --> 01:10:14,480

Because what's so exciting is when I hear things like this, that the relationship that

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01:10:14,480 --> 01:10:20,320

you guys have created benefits the people that you serve, which is the whole point of

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01:10:20,320 --> 01:10:22,520

the union in the first place.

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01:10:22,520 --> 01:10:24,200

Right.

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01:10:24,200 --> 01:10:28,280

It's important to make sure that everything is out in the open.

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01:10:28,280 --> 01:10:30,720

You know, you don't want to hide anything from the membership because we don't want

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01:10:30,720 --> 01:10:35,840

any ideas that when we're on union leave, we're just out partying, drinking, you know,

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01:10:35,840 --> 01:10:41,040

whatever, not conducting business like we're supposed to.

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01:10:41,040 --> 01:10:48,040

So on social media, we have our internal union page and you know, we're always posting if

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01:10:48,040 --> 01:10:52,420

we're at a conference, we're at a convention, summaries of what we're doing.

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01:10:52,420 --> 01:10:57,740

You know, if we're going to a BCC or we met with certain politicians, what was discussed,

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01:10:57,740 --> 01:11:05,040

you know, negotiations is a little difficult because you don't want to say something and

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01:11:05,040 --> 01:11:08,680

then the next negotiation to go into and it's completely different.

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01:11:08,680 --> 01:11:11,080

You know, so it's kind of hard to do that.

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01:11:11,080 --> 01:11:18,040

But we had an online zoom meeting, you know, right in the middle of negotiations had over

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01:11:18,040 --> 01:11:22,680

200 members that were logged in watching and just giving them an update of this is what

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01:11:22,680 --> 01:11:23,680

we're talking about.

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01:11:23,680 --> 01:11:24,680

This is what we're going through.

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01:11:24,680 --> 01:11:26,440

And it was just an open floor discussion.

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01:11:26,440 --> 01:11:30,160

You know, if our members have questions, we provide answers.

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01:11:30,160 --> 01:11:33,880

If we don't have the answers, we also tell them that, you know, you don't feed people

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01:11:33,880 --> 01:11:36,680

a bunch of bullshit because they see right through it.

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01:11:36,680 --> 01:11:39,760

You know, it I don't know.

1151

01:11:39,760 --> 01:11:45,860

It's the last thing that I'm ever want to be accused of is wasting and stealing members

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01:11:45,860 --> 01:11:47,600

money in hours.

1153

01:11:47,600 --> 01:11:48,600

Right.

1154

01:11:48,600 --> 01:11:51,420

So you have to have everything out in the open.

1155

01:11:51,420 --> 01:11:59,040

That's what allows the members to trust you and, you know, continue pushing for what they

1156

01:11:59,040 --> 01:12:01,600

need as long as you're doing what's in the best interest of them.

1157

01:12:01,600 --> 01:12:04,200

You're never going to be wrong.

1158

01:12:04,200 --> 01:12:06,680

And I believe that 100 percent.

1159

01:12:06,680 --> 01:12:08,300

Absolutely.

1160

01:12:08,300 --> 01:12:12,360

One other question I want to pose to you, and I'll preface it with this.

1161

01:12:12,360 --> 01:12:17,840

I myself, like so many of us, believed the mythology of the fire service having the greatest

1162

01:12:17,840 --> 01:12:19,060

schedule in the world.

1163

01:12:19,060 --> 01:12:23,320

And as we've touched on before, you know, 56 and then mandatory is, I would argue, probably

1164

01:12:23,320 --> 01:12:26,560

one of the worst schedules actually when you lay out on paper.

1165

01:12:26,560 --> 01:12:30,680

But the terminology we use is one day on two days off, you know, and then you look at that

1166

01:12:30,680 --> 01:12:33,680

one day like, wait a second, that's 24 hours.

1167

01:12:33,680 --> 01:12:36,560

You know, a civilian day is nine hours with a one hour lunch.

1168

01:12:36,560 --> 01:12:37,880

It's an eight hour day.

1169

01:12:37,880 --> 01:12:42,960

We do three of those crammed together, of which the third portion of that is the second

1170

01:12:42,960 --> 01:12:43,960

day.

1171

01:12:43,960 --> 01:12:49,600

So actually, we work three days on one day off or 30 days a month, not 10 days a month.

1172

01:12:49,600 --> 01:12:53,280

So that's one of the fallacies that I'm trying to educate us because I mean, none of us saw

1173

01:12:53,280 --> 01:12:54,280

it.

1174

01:12:54,280 --> 01:12:55,280

We just bought in.

1175

01:12:55,280 --> 01:12:56,280

We jumped in with both feet.

1176

01:12:56,280 --> 01:12:57,280

This is the greatest profession in the world.

1177

01:12:57,280 --> 01:13:00,920

This is why I've been out of uniform for five years and I'm still fighting for it because

1178

01:13:00,920 --> 01:13:03,080

I adore it.

1179

01:13:03,080 --> 01:13:09,080

Another fallacy, though, that I hear with 24 72 is, oh, I'm not taking a pay cut.

1180

01:13:09,080 --> 01:13:11,960

Then, you know, if I'm going to lose all those hours.

1181

01:13:11,960 --> 01:13:16,440

So again, you know, before I put it in my two cents, what would be your response to

1182

01:13:16,440 --> 01:13:17,440

that?

1183

01:13:17,440 --> 01:13:20,400

Well, it's not a pay cut, right?

1184

01:13:20,400 --> 01:13:23,680

I mean, you're so we have a step plan.

1185

01:13:23,680 --> 01:13:27,040

So just be look at what step you're in.

1186

01:13:27,040 --> 01:13:31,320

That's the dollar amount that you're going to make, whether you're working 24 72 or you're

1187

01:13:31,320 --> 01:13:33,080
working a six week Kelly Day.

1188
01:13:33,080 --> 01:13:39,160
So whether you're working a 2700 and four hours a year or you're working 2184 hours

1189
01:13:39,160 --> 01:13:42,820
a year, that's what you're going to make on the 24 72.

1190
01:13:42,820 --> 01:13:44,520
Your time is more valuable.

1191
01:13:44,520 --> 01:13:46,580
Your PTO is more valuable.

1192
01:13:46,580 --> 01:13:51,040
You know, there it on top of the fact that we got raises to go along with it.

1193
01:13:51,040 --> 01:13:57,560
But even if we didn't, once again, your time is more valuable, right?

1194
01:13:57,560 --> 01:14:02,020
You're not losing any money.

1195
01:14:02,020 --> 01:14:06,800
So it's really it's just a it's a fallacy, right?

1196
01:14:06,800 --> 01:14:12,640
Like it's just something that people say to try and get others not to vote.

1197
01:14:12,640 --> 01:14:13,640
Yes.

1198

01:14:13,640 --> 01:14:17,900

You know, for some reason in their mind, no, we're losing money.

1199

01:14:17,900 --> 01:14:20,760

There's no way that we're going to work less and they're going to pay us the same or no

1200

01:14:20,760 --> 01:14:23,320

way we're going to work less and pay them more.

1201

01:14:23,320 --> 01:14:26,760

It's like, well, they are.

1202

01:14:26,760 --> 01:14:28,560

So believe it.

1203

01:14:28,560 --> 01:14:29,560

That's what you're fighting for.

1204

01:14:29,560 --> 01:14:32,420

That's why I tell people, I give you a scenario.

1205

01:14:32,420 --> 01:14:34,520

You get told you go into training.

1206

01:14:34,520 --> 01:14:35,520

That's a 40 hour week.

1207

01:14:35,520 --> 01:14:38,600

Are you going to expect a 16 hour pay cut?

1208

01:14:38,600 --> 01:14:41,160

No, because you know that your salary is your salary.

1209

01:14:41,160 --> 01:14:42,420

It's the same thing.

1210

01:14:42,420 --> 01:14:46,960

It's just that they you know, they and I'm making they like there's some demon out there.

1211

01:14:46,960 --> 01:14:53,840

But you know, the way that we have allowed our core load and profession to evolve and

1212

01:14:53,840 --> 01:14:59,320

amplify, but yet our working conditions to stay the same, we found ourselves so woefully

1213

01:14:59,320 --> 01:15:03,400

overworked and underpaid that all you're doing is putting it back to where it should have

1214

01:15:03,400 --> 01:15:04,640

been a long time ago.

1215

01:15:04,640 --> 01:15:05,640

We should have been on.

1216

01:15:05,640 --> 01:15:08,040

And it is the irony as well.

1217

01:15:08,040 --> 01:15:09,800

Everyone adores FDNY.

1218

01:15:09,800 --> 01:15:13,240

They work I think it's 40 hours, 40 or 42.

1219

01:15:13,240 --> 01:15:17,400

And it's like it used to be like a I think a 10 and 15 sorry, 10 to 14 or something like

1220

01:15:17,400 --> 01:15:18,400
that.

1221
01:15:18,400 --> 01:15:19,400
But most of them put them together.

1222
01:15:19,400 --> 01:15:21,920
So I think it ends up being roughly a 24 72.

1223
01:15:21,920 --> 01:15:27,760
So the very profession, the very department that we all admire and honor, you know, multiple

1224
01:15:27,760 --> 01:15:32,120
times a year and go to seminars run by their firefighters.

1225
01:15:32,120 --> 01:15:35,320
When does anyone say, well, why don't we do the same shift as them to?

1226
01:15:35,320 --> 01:15:37,560
Oh, no, no, that would never happen.

1227
01:15:37,560 --> 01:15:39,520
The site will choose one.

1228
01:15:39,520 --> 01:15:42,040
Do you either admire this department or you don't?

1229
01:15:42,040 --> 01:15:46,160
But they, you know, they're doing purely the fire on the fire side.

1230
01:15:46,160 --> 01:15:52,420
And we're doing fire and EMS and working 16 hours a week more than FDNY.

1231

01:15:52,420 --> 01:15:53,420

So this is the thing.

1232

01:15:53,420 --> 01:15:57,900

You start peeling the onion and you realize and it wasn't malicious.

1233

01:15:57,900 --> 01:16:06,160

It's just that because we didn't evolve, we are doing 20, 23 fire slash EMS with 1903

1234

01:16:06,160 --> 01:16:07,160

work weeks.

1235

01:16:07,160 --> 01:16:09,480

And we have to understand that we've got to evolve.

1236

01:16:09,480 --> 01:16:12,480

Right.

1237

01:16:12,480 --> 01:16:14,960

That was, you know, we use Boston as an example.

1238

01:16:14,960 --> 01:16:15,960

Right.

1239

01:16:15,960 --> 01:16:16,960

So Boston Fire has a D shift.

1240

01:16:16,960 --> 01:16:17,960

Now they don't do a 24 72.

1241

01:16:17,960 --> 01:16:23,480

They'll do, I want to say it's a 24 48 24 96.

1242

01:16:23,480 --> 01:16:28,880

But it's still the same 42 hour work week that we're going to as a 24 72.

1243

01:16:28,880 --> 01:16:34,720

You know, it's looking at these large departments all across the nation, you know, Seattle,

1244

01:16:34,720 --> 01:16:36,800

that have the schedule already.

1245

01:16:36,800 --> 01:16:44,440

And that was a difficulty for us was a lot of our membership was, well, give us an example

1246

01:16:44,440 --> 01:16:45,440

of who has the schedule.

1247

01:16:45,440 --> 01:16:50,320

Oh, well, Boston Fire, Seattle, you know, no, no, no.

1248

01:16:50,320 --> 01:16:51,320

In Florida.

1249

01:16:51,320 --> 01:16:52,320

Okay.

1250

01:16:52,320 --> 01:16:53,320

Boyton Beach, Boca.

1251

01:16:53,320 --> 01:16:54,320

Well, those are small departments.

1252

01:16:54,320 --> 01:16:58,440

It's like, yes, that doesn't mean that it can't work here.

1253

01:16:58,440 --> 01:16:59,440

Yeah.

1254

01:16:59,440 --> 01:17:01,280

They had to hire less people than we're going to.

1255

01:17:01,280 --> 01:17:04,080

But our department, we're not going to have to onboard that many.

1256

01:17:04,080 --> 01:17:09,280

I want to say the numbers is somewhere in the 80s because of the six week Kelly Day,

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01:17:09,280 --> 01:17:14,320

we had floating firefighters, floating drivers and floating captains to offset those vacancies

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01:17:14,320 --> 01:17:19,360

cause because that was the county's way to help offset overtime, which obviously didn't

1259

01:17:19,360 --> 01:17:20,360

work.

1260

01:17:20,360 --> 01:17:22,360

But you're going to be able to take those.

1261

01:17:22,360 --> 01:17:27,000

You're going to be able to take those floaters and move them over to D shift.

1262

01:17:27,000 --> 01:17:30,280

And you're not going to have to hire that many people.

1263

01:17:30,280 --> 01:17:36,560

I mean, 88 people, the moment that this opened up, there are 200, 300 applicants to come

1264

01:17:36,560 --> 01:17:37,560
work for our department.

1265
01:17:37,560 --> 01:17:39,620
I mean, you're going to fill those spots.

1266
01:17:39,620 --> 01:17:42,180
You could fill them tomorrow if you wanted to.

1267
01:17:42,180 --> 01:17:46,080
So it really, I mean, and I understand it, right?

1268
01:17:46,080 --> 01:17:51,060
Because a lot of people were so used to getting stepped on, right?

1269
01:17:51,060 --> 01:17:56,080
By our departments, by the county or city that we work for, you know, no, they're never

1270
01:17:56,080 --> 01:17:57,080
going to take care of us.

1271
01:17:57,080 --> 01:17:58,080
They don't care about us.

1272
01:17:58,080 --> 01:18:01,560
So if they're doing this, there has to be some reason, right?

1273
01:18:01,560 --> 01:18:07,400
They have to have, there's some plot that they have to go to 24 72.

1274
01:18:07,400 --> 01:18:10,680
It's like, or it's just simply for their end.

1275

01:18:10,680 --> 01:18:14,640

It's financially motivated, which, you know, at the end of the day, that's their job, right?

1276

01:18:14,640 --> 01:18:19,580

They have to worry about how they're spending taxpayer money.

1277

01:18:19,580 --> 01:18:25,160

So as if they're financially motivated, I could care less as long as we're getting this

1278

01:18:25,160 --> 01:18:28,280

right on the schedule and they're going to take care of our members and you know, if

1279

01:18:28,280 --> 01:18:35,640

this works, if this saves taxpayer money by reducing overtime and increasing retention,

1280

01:18:35,640 --> 01:18:37,780

it's also going to help us and make our lives better.

1281

01:18:37,780 --> 01:18:40,200

So it's a win for both sides.

1282

01:18:40,200 --> 01:18:45,240

But you know, getting out of the, well, we work 24 on 48 off.

1283

01:18:45,240 --> 01:18:46,440

That's the fire service.

1284

01:18:46,440 --> 01:18:50,160

That's the tradition or a three week Kelly day was what we were hearing a lot of, you

1285

01:18:50,160 --> 01:18:57,920

know, you have to change that mindset and, you know, kind of convince them to, Hey, this

1286

01:18:57,920 --> 01:19:00,160
is, this is the right way to go.

1287
01:19:00,160 --> 01:19:01,160
You know?

1288
01:19:01,160 --> 01:19:02,160
Yeah.

1289
01:19:02,160 --> 01:19:03,920
I've had conversations even with the, with the leather helmet.

1290
01:19:03,920 --> 01:19:05,040
Oh, that's tradition.

1291
01:19:05,040 --> 01:19:09,640
And it's, you know, I know it's the symbol of the, you know, salty firefighter.

1292
01:19:09,640 --> 01:19:10,760
I did it for 14 years.

1293
01:19:10,760 --> 01:19:13,400
I loved it, but that's not tradition.

1294
01:19:13,400 --> 01:19:15,040
That's a hat.

1295
01:19:15,040 --> 01:19:18,200
Tradition is camaraderie and courage and service.

1296
01:19:18,200 --> 01:19:21,600
Those are the traditions of the fire service, not the days that you come in and the days

1297

01:19:21,600 --> 01:19:22,600
that you don't.

1298
01:19:22,600 --> 01:19:23,920
And we get that very muddled.

1299
01:19:23,920 --> 01:19:29,900
You know, if something is getting in the way of progress, then proudly put it on your office

1300
01:19:29,900 --> 01:19:34,320
wall and sits a piece of fire service history, but that's not tradition.

1301
01:19:34,320 --> 01:19:38,640
Traditions are principles and philosophies, not items and shift schedules.

1302
01:19:38,640 --> 01:19:39,960
Right.

1303
01:19:39,960 --> 01:19:41,600
Absolutely.

1304
01:19:41,600 --> 01:19:44,640
But it's hard to convince people otherwise.

1305
01:19:44,640 --> 01:19:45,640
Right.

1306
01:19:45,640 --> 01:19:50,680
I mean, it's just, I can't tell you how many conversations I had when we were going to

1307
01:19:50,680 --> 01:19:58,200
these negotiations, you know, trying to just answer the, answer their questions and just

1308

01:19:58,200 --> 01:20:02,760

like, no, listen, there, there isn't a boogeyman hiding in the closet, you know, with, with

1309

01:20:02,760 --> 01:20:03,760

this deal.

1310

01:20:03,760 --> 01:20:05,220

This is straightforward.

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01:20:05,220 --> 01:20:06,920

This is why it's going to be beneficial to you.

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01:20:06,920 --> 01:20:13,160

But it goes back to what I was saying earlier about, we have some bad-ass men and women

1313

01:20:13,160 --> 01:20:19,640

that work for our agency that they don't want more time off than other places.

1314

01:20:19,640 --> 01:20:21,880

They want to work the same schedule.

1315

01:20:21,880 --> 01:20:25,480

They want to make close to as the same amount of money.

1316

01:20:25,480 --> 01:20:28,080

You know, they're in the, they weren't looking for much.

1317

01:20:28,080 --> 01:20:36,800

They're just looking for a small improvement, you know, to be able to take this to them.

1318

01:20:36,800 --> 01:20:41,880

Also knowing that this was a collaboration between the county and admin in our side,

1319

01:20:41,880 --> 01:20:49,700

you know, the 24 72 actually was brought up by the county when it came to our negotiations.

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01:20:49,700 --> 01:20:50,700

We were going there.

1321

01:20:50,700 --> 01:20:54,160

Our members wanted a three week Kelly day and a race.

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01:20:54,160 --> 01:20:56,840

That was what we were pushing.

1323

01:20:56,840 --> 01:21:02,000

The county looked at it as if we gave you a three week Kelly day, it's going to do nothing

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01:21:02,000 --> 01:21:07,000

for us in terms of overtime reduction and retention increase because we're not going

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01:21:07,000 --> 01:21:12,320

to be able to pay you dollar for dollar what Hillsborough County, Tampa, St. Pete make.

1326

01:21:12,320 --> 01:21:15,600

We're just not, we're going to continue to lose people to those departments.

1327

01:21:15,600 --> 01:21:22,160

So this is what we think that we can do to make your lives better and also make our life

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01:21:22,160 --> 01:21:23,160

better.

1329

01:21:23,160 --> 01:21:29,560

It, you know, I agree in it, but it was hard to convince people because like you're saying

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01:21:29,560 --> 01:21:31,440
it it's tradition.

1331
01:21:31,440 --> 01:21:42,440
You know, if we want to go down that route, right, I hate to say it, but cancer is tradition.

1332
01:21:42,440 --> 01:21:47,840
Suicides tradition, cardiac issues are tradition, right?

1333
01:21:47,840 --> 01:21:51,180
Maybe we should change.

1334
01:21:51,180 --> 01:21:52,180
That's a beautiful point.

1335
01:21:52,180 --> 01:21:53,880
It really is another, another area.

1336
01:21:53,880 --> 01:21:55,480
Well, a couple of things.

1337
01:21:55,480 --> 01:22:01,120
Firstly, some of the people that want to stay at work is for the wrong reasons.

1338
01:22:01,120 --> 01:22:05,800
And I realized, you know, we talk about unhealthy COVID mechanisms, the alcohol and you know,

1339
01:22:05,800 --> 01:22:07,240
extramarital affairs and stuff.

1340
01:22:07,240 --> 01:22:08,240
Another one is work.

1341

01:22:08,240 --> 01:22:09,520

Another one is overtime.

1342

01:22:09,520 --> 01:22:15,640

We all know that overtime whore, but it makes no sense to not want to go home, not to want

1343

01:22:15,640 --> 01:22:18,260

to go and do the things that you want to do, spend time with your family.

1344

01:22:18,260 --> 01:22:22,840

So some of those, I would argue maybe need to look in the mirror and go, why is it that

1345

01:22:22,840 --> 01:22:24,640

I'm wanting to work more?

1346

01:22:24,640 --> 01:22:29,440

Am I avoiding something rather than genuinely just wanting to be at the station more?

1347

01:22:29,440 --> 01:22:33,280

The other thing is, you know, you hear a lot of chest beating and oh, it's for them.

1348

01:22:33,280 --> 01:22:35,240

What we do is for them.

1349

01:22:35,240 --> 01:22:41,040

Well, firstly, them primarily should be your loved ones before the fire service.

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01:22:41,040 --> 01:22:45,020

Like if you abandon your family because you're an Uber firefighter, then I think you've kind

1351

01:22:45,020 --> 01:22:46,940

of missed the point personally.

1352

01:22:46,940 --> 01:22:51,440

But secondly, if you're talking about performance, I've had so many guests from all the military

1353

01:22:51,440 --> 01:22:55,520

branches, the Navy SEALs, sporting, everything.

1354

01:22:55,520 --> 01:22:59,800

None of your favorite athletes are sleep deprived.

1355

01:22:59,800 --> 01:23:04,600

So if you actually want to eke out a higher level of performance as a firefighter, you

1356

01:23:04,600 --> 01:23:08,800

need more rest and recovery because I can promise you, if you've done any more than

1357

01:23:08,800 --> 01:23:13,300

a handful of years, you are only a fraction of the firefighter you could be.

1358

01:23:13,300 --> 01:23:14,780

It's just physiology.

1359

01:23:14,780 --> 01:23:15,960

You cannot be better.

1360

01:23:15,960 --> 01:23:18,320

You cannot be as sharp mentally.

1361

01:23:18,320 --> 01:23:22,360

You can't be as physically fit if you're not getting the rest and recovery.

1362

01:23:22,360 --> 01:23:27,800

Otherwise our athletes would be chain smokers that never slept and drank coffee and bourbon

1363

01:23:27,800 --> 01:23:28,800

all day.

1364

01:23:28,800 --> 01:23:29,800

You know what I mean?

1365

01:23:29,800 --> 01:23:31,080

That's not the case.

1366

01:23:31,080 --> 01:23:36,600

Even with that one, more time off will make you a better firefighter, make you a better

1367

01:23:36,600 --> 01:23:40,640

paramedic, make you a better driver, engineer, whatever your role is.

1368

01:23:40,640 --> 01:23:44,440

So that kind of trumps that as well.

1369

01:23:44,440 --> 01:23:49,360

You're buying into a myth that you're going to be so good if you work the same.

1370

01:23:49,360 --> 01:23:50,480

You're not.

1371

01:23:50,480 --> 01:23:54,280

It's a miracle that any of us are even able to function with some of the work schedules

1372

01:23:54,280 --> 01:23:55,440

that are out there.

1373

01:23:55,440 --> 01:23:56,720

So that was beat my other things.

1374

01:23:56,720 --> 01:24:01,120

If it's truly for them, firstly, them should be your family, which is you advocating for

1375

01:24:01,120 --> 01:24:02,120

more time off.

1376

01:24:02,120 --> 01:24:06,440

Secondly, if you're talking about your community, rest and recovery is imperative to be the

1377

01:24:06,440 --> 01:24:11,840

tactical athlete and the critical thinker that you need to be in uniform.

1378

01:24:11,840 --> 01:24:13,840

Absolutely.

1379

01:24:13,840 --> 01:24:14,840

It's for them.

1380

01:24:14,840 --> 01:24:17,440

So let's make sure that we're not making mistakes at three o'clock in the morning on the back

1381

01:24:17,440 --> 01:24:23,200

end of a 48 when it's truly life or death in the back of that rescue.

1382

01:24:23,200 --> 01:24:24,200

It is for them.

1383

01:24:24,200 --> 01:24:27,000

But like you said, family has to come first.

1384

01:24:27,000 --> 01:24:33,840

If your home life is not right, your work life probably isn't going to be either.

1385

01:24:33,840 --> 01:24:35,400

I went through divorce.

1386

01:24:35,400 --> 01:24:37,440

I'm sure, what is it?

1387

01:24:37,440 --> 01:24:40,520

Over 50% of firefighters get divorced.

1388

01:24:40,520 --> 01:24:41,520

Why is that?

1389

01:24:41,520 --> 01:24:45,720

You can't tell me that our work schedule doesn't contribute to it, that our work life doesn't

1390

01:24:45,720 --> 01:24:46,720

contribute to it.

1391

01:24:46,720 --> 01:24:48,200

It absolutely does.

1392

01:24:48,200 --> 01:24:53,320

Being able to spend more time at home, making sure that home life is healthy, our minds

1393

01:24:53,320 --> 01:24:56,760

are healthy, physically we're healthy.

1394

01:24:56,760 --> 01:25:01,240

This all comes back to what we've been talking about is our work schedule, overworked and

1395

01:25:01,240 --> 01:25:02,240

underpaid.

1396

01:25:02,240 --> 01:25:04,200

It causes a lot of stress.

1397

01:25:04,200 --> 01:25:06,880

Now you're working two, three other jobs.

1398

01:25:06,880 --> 01:25:13,680

I was just up in Canada, in Ottawa for a Health Canada Summit in October.

1399

01:25:13,680 --> 01:25:16,840

There was a gentleman there that put on a presentation about obesity in the fire service.

1400

01:25:16,840 --> 01:25:22,360

They had a little roundtable discussion after and I stood up like, I got something to say.

1401

01:25:22,360 --> 01:25:26,420

We say 66% of firefighters are obese in the fire service.

1402

01:25:26,420 --> 01:25:28,640

How many of them work a second and third job?

1403

01:25:28,640 --> 01:25:31,120

I guarantee it's higher.

1404

01:25:31,120 --> 01:25:35,160

You want healthier and more fit firefighters?

1405

01:25:35,160 --> 01:25:40,280

You take care of them financially, physically and mentally.

1406

01:25:40,280 --> 01:25:41,280

You pay them right.

1407

01:25:41,280 --> 01:25:42,920

You give them more time off.

1408

01:25:42,920 --> 01:25:45,760

You're going to have a healthier firefighter.

1409

01:25:45,760 --> 01:25:50,960

It's just going to happen.

1410

01:25:50,960 --> 01:25:51,960

I don't know.

1411

01:25:51,960 --> 01:25:53,040

It is so important.

1412

01:25:53,040 --> 01:25:54,560

I can't emphasize it.

1413

01:25:54,560 --> 01:25:58,080

I can't wait for 2026 to come.

1414

01:25:58,080 --> 01:26:02,240

I have a countdown on my phone for when this schedule starts.

1415

01:26:02,240 --> 01:26:04,520

It's just, I don't know.

1416

01:26:04,520 --> 01:26:09,360

It's going to be a game changer for my life, for my family, for everyone in our department,

1417

01:26:09,360 --> 01:26:11,720

their family.

1418

01:26:11,720 --> 01:26:12,720

I'm excited.

1419

01:26:12,720 --> 01:26:13,720

I really am.

1420

01:26:13,720 --> 01:26:15,560

It's going to be life changing.

1421

01:26:15,560 --> 01:26:19,720

That makes me smile the fact that you said that because I've talked about this before.

1422

01:26:19,720 --> 01:26:23,560

It breaks my heart when I see a firefighter with a countdown on his app.

1423

01:26:23,560 --> 01:26:29,320

I'm not talking about months and weeks, but years until they retire.

1424

01:26:29,320 --> 01:26:30,320

You know what I mean?

1425

01:26:30,320 --> 01:26:34,820

How amazing that you have a countdown to getting to a work week that will actually give you

1426

01:26:34,820 --> 01:26:36,720

more rest and recovery and time with your family.

1427

01:26:36,720 --> 01:26:39,240

I think that's a countdown that's worthy.

1428

01:26:39,240 --> 01:26:42,640

Yes, it absolutely is.

1429

01:26:42,640 --> 01:26:44,720

I don't know.

1430

01:26:44,720 --> 01:26:45,720

I'm excited.

1431

01:26:45,720 --> 01:26:52,880

I really want, I'm more excited too to see the response.

1432

01:26:52,880 --> 01:27:03,480

For once we start and it works to see all these other agencies start going that route.

1433

01:27:03,480 --> 01:27:09,800

It's going to be awesome to be a part of, we're going to be the trendsetter for this

1434

01:27:09,800 --> 01:27:13,360

big agency to do this.

1435

01:27:13,360 --> 01:27:18,440

Obviously Boyan and Boca, they did it before us.

1436

01:27:18,440 --> 01:27:25,760

For an agency of our size to transition, especially from a six week Kelly Day to a 2472, it's

1437

01:27:25,760 --> 01:27:29,640

going to be incredible to see all the other departments and locals react.

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01:27:29,640 --> 01:27:33,440

Now, did you say Seattle went to 2472 as well?

1439

01:27:33,440 --> 01:27:34,440

Yes.

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01:27:34,440 --> 01:27:35,440

Brilliant.

1441

01:27:35,440 --> 01:27:41,360

I hear a lot from the West Coast is, oh, I can't wait, we're going to a 4896 and I'm

1442

01:27:41,360 --> 01:27:43,560

just like, oh my God.

1443

01:27:43,560 --> 01:27:46,960

I mean, that's just out of the frying pan into the fire.

1444

01:27:46,960 --> 01:27:52,080

I always talk about this, we always talk about the shifts like a Rubik's cube and we spin

1445

01:27:52,080 --> 01:27:53,560

the cube and change the colors.

1446

01:27:53,560 --> 01:27:57,160

It's like, when are we going to talk about making the cube smaller?

1447

01:27:57,160 --> 01:28:02,120

To me, the 4896 is just spinning colors and arguably making it worse because you look

1448

01:28:02,120 --> 01:28:07,120

at the damage of 24 without sleep, a 48 is insanity.

1449

01:28:07,120 --> 01:28:12,360

An Anaheim where I used to work, much as I love them, I think they moved their allowance

1450

01:28:12,360 --> 01:28:15,680

from mandatory to 120 hours straight.

1451

01:28:15,680 --> 01:28:18,920

I mean, just fucking insane.

1452

01:28:18,920 --> 01:28:19,920

That really makes me smile.

1453

01:28:19,920 --> 01:28:27,320

The one on the West Coast departments are starting to get it too.

1454

01:28:27,320 --> 01:28:31,320

I can't believe they allow someone to work 120 hours in a row.

1455

01:28:31,320 --> 01:28:33,240

That's mind blowing.

1456

01:28:33,240 --> 01:28:37,640

Our department, at least the best part about when I got hired is they couldn't hit you

1457

01:28:37,640 --> 01:28:40,320

for more than a 24.

1458

01:28:40,320 --> 01:28:46,040

You could not work more than 48 hours in a row without a 12 hour rest period in between.

1459

01:28:46,040 --> 01:28:52,120

I know there are departments that allow 72 hours straight.

1460

01:28:52,120 --> 01:28:53,120

That's insane.

1461

01:28:53,120 --> 01:28:54,560

We're killing ourselves.

1462

01:28:54,560 --> 01:29:00,240

Yeah, I'm sure the money's nice, but you're killing yourself working that kind of schedule,

1463

01:29:00,240 --> 01:29:01,440

working that amount of hours.

1464

01:29:01,440 --> 01:29:02,440

You're always on.

1465

01:29:02,440 --> 01:29:07,080

I don't know about you, how you were when you were at work, but even when I'm at a station

1466

01:29:07,080 --> 01:29:11,440

that is slower, high likelihood you're going to sleep all night.

1467

01:29:11,440 --> 01:29:15,240

I'm still up to one o'clock, two o'clock in the morning.

1468

01:29:15,240 --> 01:29:19,940

It's hard to shut your brain off when you're at work, no matter if you're running calls

1469

01:29:19,940 --> 01:29:21,940

or not.

1470

01:29:21,940 --> 01:29:25,560

Even if you are getting to sleep, what's the quality of it?

1471

01:29:25,560 --> 01:29:29,480

I promise I sleep a lot better in my bed at home than I do at the bed at work.

1472

01:29:29,480 --> 01:29:34,520

So the 48.96 is, I agree with you 100%.

1473

01:29:34,520 --> 01:29:39,200

I don't think that that should not be an answer at all.

1474

01:29:39,200 --> 01:29:42,000

I think it's only going to make the problems worse.

1475

01:29:42,000 --> 01:29:48,840

And I don't know, 24 72.

1476

01:29:48,840 --> 01:29:49,840

That's the way to go.

1477

01:29:49,840 --> 01:29:50,840

Yeah.

1478

01:29:50,840 --> 01:29:52,440

And again, that's what I was telling Pat Kenny yesterday.

1479

01:29:52,440 --> 01:29:59,080

I think it was, it boils down to why do you think you're not worthy to work a 40 hour

1480

01:29:59,080 --> 01:30:00,320

for 42?

1481

01:30:00,320 --> 01:30:05,480

Why is it so out the question that you can't even go to the table and present that?

1482

01:30:05,480 --> 01:30:07,960

And you know, I would, there's no, there's no answer.

1483

01:30:07,960 --> 01:30:11,720

Why should the person that's going to wake from a dead sleep at three in the morning

1484

01:30:11,720 --> 01:30:17,360

jump in the back of a tiller, drive to a fire, throw a ladder, make entry, go search for

1485

01:30:17,360 --> 01:30:21,440

a kid and then maybe even have to come out and do a pediatric algorithm after that, that

1486

01:30:21,440 --> 01:30:25,840

you're fine with them working 56, but the person pushing papers works 40.

1487

01:30:25,840 --> 01:30:30,720

Why is it so hard for you to understand that you fucking deserve to have the work we these

1488

01:30:30,720 --> 01:30:36,600

people have arguably even less, but at least let's get it back to what they were.

1489

01:30:36,600 --> 01:30:41,240

I think, I think a lot of that boils down to, you know, it's, it's a blue collar job.

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01:30:41,240 --> 01:30:43,800

And I think that has a lot to do with it.

1491

01:30:43,800 --> 01:30:51,200

That the men and women that are in the fire service, all they know is work, right?

1492

01:30:51,200 --> 01:30:55,700

That's that we're hardworking and hard headed.

1493

01:30:55,700 --> 01:31:02,880

So anything that is going to kind of take away from what we're proud of, you know, our

1494

01:31:02,880 --> 01:31:10,280

job, our careers taken away from that, I think is why there is so much fight about working

1495

01:31:10,280 --> 01:31:11,280

less.

1496

01:31:11,280 --> 01:31:12,280

I really do.

1497

01:31:12,280 --> 01:31:14,800

And I think that also might be a problem, right?

1498

01:31:14,800 --> 01:31:19,840

I think I identify as Dixon.

1499

01:31:19,840 --> 01:31:22,560

I don't identify as a firefighter.

1500

01:31:22,560 --> 01:31:23,560

Firefighting is my career.

1501

01:31:23,560 --> 01:31:25,240

I'm very passionate about it.

1502

01:31:25,240 --> 01:31:30,400

I'm very passionate about the union side and making lives for our members better.

1503

01:31:30,400 --> 01:31:31,880

But that is not who I am.

1504

01:31:31,880 --> 01:31:36,120

And I think that's another big problem in the fire services.

1505

01:31:36,120 --> 01:31:40,400

Our men and women identify as their job.

1506

01:31:40,400 --> 01:31:42,800

The job could care less.

1507

01:31:42,800 --> 01:31:45,320

It really is the, your department could care less about you.

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01:31:45,320 --> 01:31:49,160

You know, you need to take care of you, do what's the best interest for you and your

1509

01:31:49,160 --> 01:31:53,640

family and working less and making the same amount of money.

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01:31:53,640 --> 01:31:59,600

Nobody can tell me that that is a bad thing or prove that it's a bad thing.

1511

01:31:59,600 --> 01:32:00,600

Absolutely.

1512

01:32:00,600 --> 01:32:04,600

Well, I mean, even when we talk about obesity, we talk about cancer, which I want to get

1513

01:32:04,600 --> 01:32:07,320

into quickly before we wrap up.

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01:32:07,320 --> 01:32:11,280

You know, I've been to conferences and like, oh, we're going to talk about decon and we're

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01:32:11,280 --> 01:32:12,760

going to talk about PFAS.

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01:32:12,760 --> 01:32:17,680

There's never a conversation about sleep deprivation, which as you touched on a minute ago has been

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01:32:17,680 --> 01:32:22,320

the World Health Organization and other governing bodies have identified it as a carcinogen for

1518

01:32:22,320 --> 01:32:23,320

humans.

1519

01:32:23,320 --> 01:32:26,720

And then when you talk about the mental health conversation, oh, it's what Dixon saw, you

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01:32:26,720 --> 01:32:31,040

know, well, no one's ever talking about firstly, your formative years.

1521

01:32:31,040 --> 01:32:35,600

And in your case, the head trauma from playing football, those are also going to factor in,

1522

01:32:35,600 --> 01:32:40,240

but the sleep deprivation too, you know, and again, that doesn't get so changing these

1523

01:32:40,240 --> 01:32:45,940

shifts will absolutely hands down, categorically move the needle on the mental health issues

1524

01:32:45,940 --> 01:32:48,080

we have on the diseases that we have.

1525

01:32:48,080 --> 01:32:52,920

And I just learned a guy I know locally here has got stage four cancer, a young guy.

1526

01:32:52,920 --> 01:32:54,600

So it's all the things.

1527

01:32:54,600 --> 01:32:56,880

And I always tell people, you know, we don't die of one thing.

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01:32:56,880 --> 01:32:58,320

We die of everything.

1529

01:32:58,320 --> 01:33:00,560

You know, it's just whatever's going to get you first.

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01:33:00,560 --> 01:33:05,840

And there's my last department, really, Creek, they hardly ever run fires.

1531

01:33:05,840 --> 01:33:06,840

It's Disney.

1532

01:33:06,840 --> 01:33:07,840

They're protecting Disney.

1533

01:33:07,840 --> 01:33:11,380

So it's so well sprinkled and kudos to the prevention side for that.

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01:33:11,380 --> 01:33:13,640

But they're dropping like flies too.

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01:33:13,640 --> 01:33:15,840

They don't see carcinogens very much.

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01:33:15,840 --> 01:33:17,120

They had an asbestos fire once.

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01:33:17,120 --> 01:33:21,360

I know it wasn't very nice for some of the older guys, but, but they run their ass off.

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01:33:21,360 --> 01:33:23,240

They run on all day and they run all night.

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01:33:23,240 --> 01:33:25,380

So again, it's the sleep deprivation.

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01:33:25,380 --> 01:33:27,700

It's not the carcinogens in that case.

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01:33:27,700 --> 01:33:33,560

So this is, you know, why the whole conversation, it will fix everything by putting it back.

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01:33:33,560 --> 01:33:39,680

But while we're on the cancer topic, I had the two guys from Sweden, the healthy firefighter

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01:33:39,680 --> 01:33:43,120

guys on the show quite a long time ago now.

1544

01:33:43,120 --> 01:33:47,360

And it was awesome hearing the kind of origin of the kind of clique clean cab philosophy

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01:33:47,360 --> 01:33:51,880

that got again, some people pushing against, you know, clean cabs, stop grabs, I think

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01:33:51,880 --> 01:33:55,040

is again, a fucking ridiculous thing to say.

1547

01:33:55,040 --> 01:33:59,000

Because if you're leaping off a fire engine right into the burning building, maybe you're

1548

01:33:59,000 --> 01:34:05,080

missing some steps, but you know, it's not making it into a, you know, a surgery and

1549

01:34:05,080 --> 01:34:06,240

operating table.

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01:34:06,240 --> 01:34:10,000

It's just understanding that some of the gear that we wore that's off gassing might not

1551

01:34:10,000 --> 01:34:12,800

be good to lie against and inhale.

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01:34:12,800 --> 01:34:17,000

So talk to me about the neat decon side in Pasco and some of the progressive stuff you've

1553

01:34:17,000 --> 01:34:18,520

been doing there.

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01:34:18,520 --> 01:34:26,600

Yeah, so in 2020, we actually started a decon program in Pasco County.

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01:34:26,600 --> 01:34:35,120

So our decon program today, we have two trucks that are fully staffed 24 hours, 365 days

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01:34:35,120 --> 01:34:39,560

a year with two firefighters on each truck.

1557

01:34:39,560 --> 01:34:42,220

One covers the west side of the county, one covers the east side of the county.

1558

01:34:42,220 --> 01:34:45,880

Those trucks are basically like rolling closets, right?

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01:34:45,880 --> 01:34:49,640

And the back of them, one of them is just like, it's just a box truck.

1560

01:34:49,640 --> 01:34:56,900

The other one is like a 38 foot E1 that has washers and everything on it.

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01:34:56,900 --> 01:35:03,800

So on every confirmed structure fire, either decon one or decon two is dispatched on that

1562

01:35:03,800 --> 01:35:05,080

call.

1563

01:35:05,080 --> 01:35:09,480

So when you come out of that fire, you have a fresh set of gear sitting there waiting

1564

01:35:09,480 --> 01:35:11,740

for you.

1565

01:35:11,740 --> 01:35:17,980

You doff all your gears, first you get sprayed down, so we get 99% of those carcinogens off

1566

01:35:17,980 --> 01:35:22,920

at the first engine, sets up a little green line water hose, sprays them down.

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01:35:22,920 --> 01:35:30,080

You go over to the decon truck, you get brand new set of gear, brand new Nomex wipes to

1568

01:35:30,080 --> 01:35:32,600

wipe down your head, neck areas.

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01:35:32,600 --> 01:35:38,040

And the decon truck takes that gear back to their station, they wash it, they have it

1570

01:35:38,040 --> 01:35:42,960

back to you within a shift or two.

1571

01:35:42,960 --> 01:35:47,400

It was very difficult in the beginning to kind of get people to buy in, right?

1572

01:35:47,400 --> 01:35:52,600

Because everyone knows like our gear is like our skin, you know, it's what's protecting

1573

01:35:52,600 --> 01:35:55,160

us when we're inside that structure.

1574

01:35:55,160 --> 01:35:59,960

A lot of people don't want others touching their gear.

1575

01:35:59,960 --> 01:36:01,600

I'm responsible for it.

1576

01:36:01,600 --> 01:36:04,420

That's what's going to protect me and save me.

1577

01:36:04,420 --> 01:36:09,200

I don't want anybody messing with that.

1578

01:36:09,200 --> 01:36:13,760

So it was very hard in the beginning stages to kind of get that buy in.

1579

01:36:13,760 --> 01:36:19,460

We had a member of our department, Jason Tucker, who passed away in April of this past year

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01:36:19,460 --> 01:36:24,100

from glioblastoma.

1581

01:36:24,100 --> 01:36:27,820

One of our founding members of our special operations program, one of the most senior

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01:36:27,820 --> 01:36:33,120

firefighters in our department, I mean, Jason was a firefighter's firefighter.

1583

01:36:33,120 --> 01:36:37,360

When he was going through that treatment, he was the biggest supporter of the decon

1584

01:36:37,360 --> 01:36:40,260

program.

1585

01:36:40,260 --> 01:36:49,400

What he did in that year that he was on light duty and fighting that cancer was instrumental

1586

01:36:49,400 --> 01:36:55,200

in the success, you know, being able to see this guy, the senior man in our department

1587

01:36:55,200 --> 01:36:57,440

fighting this terrible disease.

1588

01:36:57,440 --> 01:37:02,860

And he's going around telling you like, you have to decon, you have to buy into this,

1589

01:37:02,860 --> 01:37:07,920

you have to change your gear, the dirty helmet, the dirty gear, that's not a badge of honor,

1590

01:37:07,920 --> 01:37:08,920

it's stupidity.

1591

01:37:08,920 --> 01:37:14,120

And then he was actually at our training center on light duty and every new hire class that

1592

01:37:14,120 --> 01:37:18,400

come in, he would have an hour with them and just talk to them about his journey and how

1593

01:37:18,400 --> 01:37:23,160

important it is to get clean gear and make sure that you're taking care of yourself.

1594

01:37:23,160 --> 01:37:31,640

And the numbers from 2020 to today of participation, it's a 180.

1595

01:37:31,640 --> 01:37:36,780

You go on a fire, everybody that makes entry in that fire, they're required by policy now

1596

01:37:36,780 --> 01:37:39,320

to come out and swap their gear.

1597

01:37:39,320 --> 01:37:43,840

You know, it's something, once again, never thought that Pasco County would have something

1598

01:37:43,840 --> 01:37:52,940

like this because it is a large, you know, financial like burden on our department between

1599

01:37:52,940 --> 01:37:56,800

all the gear they have to buy the staffing of these trucks, obviously buying the trucks

1600

01:37:56,800 --> 01:38:01,840

itself, I mean, it's a huge investment that the county made into us.

1601

01:38:01,840 --> 01:38:06,920

And you know, the other side of it is right now we have fire decks gear, which is the

1602

01:38:06,920 --> 01:38:11,600

has the lowest number amount of PFAS on the market when it comes to fire, you know, to

1603

01:38:11,600 --> 01:38:13,280

structural firefighting gear.

1604

01:38:13,280 --> 01:38:23,280

So trying to prevent or trying to reduce our exposures in the schedule and get us out of

1605

01:38:23,280 --> 01:38:31,600

that dirty gear and into clean gear as soon as you walk out that structure, it's two sides,

1606

01:38:31,600 --> 01:38:36,640

you know, to combating this cancer issue that is in the fire service.

1607

01:38:36,640 --> 01:38:39,720

I mean, I think it's just such an important conversation.

1608

01:38:39,720 --> 01:38:41,040

And again, it's about ego.

1609

01:38:41,040 --> 01:38:44,440

And like I've said this a lot, and I'm sure I piss people off and I really don't fucking

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01:38:44,440 --> 01:38:49,480

care if you're more concerned about how you look and you want that filthy helmet.

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01:38:49,480 --> 01:38:53,220

I mean, again, the leather, we all know that leather is completely porous.

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01:38:53,220 --> 01:38:56,200

And it absorbs you cannot decontaminate a leather helmet.

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01:38:56,200 --> 01:38:58,680

You can't decontaminate a leather radio strap.

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01:38:58,680 --> 01:39:01,320

So if all you're going to do is EMS, then maybe okay.

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01:39:01,320 --> 01:39:06,280

But I know many, many times I had, you know, a strap was in a fire and then, you know,

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01:39:06,280 --> 01:39:09,440

you wipe it down with a wipe and now you're on the EMS call and it's right against your

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01:39:09,440 --> 01:39:10,600

throat.

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01:39:10,600 --> 01:39:11,600

But it's all in there.

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01:39:11,600 --> 01:39:12,800

You haven't got rid of anything.

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01:39:12,800 --> 01:39:17,440

So a real kind of eye opener for me was when I worked for Anaheim being a tillerman, you

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01:39:17,440 --> 01:39:19,320

can't have your pack in the doghouse.

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01:39:19,320 --> 01:39:21,880

It's got to be in a compartment beneath you.

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01:39:21,880 --> 01:39:25,940

So you gear up and they and kudos Anaheim, we had two sets of gear.

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01:39:25,940 --> 01:39:27,560

So you were able to swap.

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01:39:27,560 --> 01:39:32,120

It wasn't a rig, but you go back to the station, you switch out, you shower up, switch out

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01:39:32,120 --> 01:39:35,440

and then you bag it up and you send it off.

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01:39:35,440 --> 01:39:42,160

But the ability to climb down and literally it takes eight seconds to pull a pack out

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01:39:42,160 --> 01:39:44,240

of a compartment and throw it on your back.

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01:39:44,240 --> 01:39:48,040

Meantime, like me, if you're just a firefighter, you're listening to your LT or your captain

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01:39:48,040 --> 01:39:50,160

tell you what they want you to do.

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01:39:50,160 --> 01:39:53,120

If you're an officer, you're looking at the structure, you're making decisions.

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01:39:53,120 --> 01:39:57,760

If you're an engineer, you're probably not packing up yet anyway, but you have time to

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01:39:57,760 --> 01:40:00,760

put this gear on before you go in.

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01:40:00,760 --> 01:40:06,000

So I am totally for the packs not being in the rig too, because they are absorbing everything.

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01:40:06,000 --> 01:40:07,400

They're off gassing.

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01:40:07,400 --> 01:40:08,880

So now you've got clean gear.

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01:40:08,880 --> 01:40:13,760

You've got a pack in a different compartment that takes a moment to throw on.

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01:40:13,760 --> 01:40:17,520

And now you can have a normal seat where the pack doesn't dig in your back, you know, and

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01:40:17,520 --> 01:40:19,160

you can actually buckle in properly.

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01:40:19,160 --> 01:40:21,480

So you're wearing your seatbelt all the way to the fire.

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01:40:21,480 --> 01:40:23,600

It's safe on so many different levels.

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01:40:23,600 --> 01:40:25,640

And it's just about ego.

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01:40:25,640 --> 01:40:29,320

If you want to come off that rig, you know, with your leather helmet and your fucking

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01:40:29,320 --> 01:40:33,960

pack still smoking from the last fire because you want to make sure the Orlando Sentinel

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01:40:33,960 --> 01:40:38,200

takes a picture of your fucking heroic ass, then is that for them?

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01:40:38,200 --> 01:40:39,940

No, it's for you.

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01:40:39,940 --> 01:40:41,360

It's narcissism.

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01:40:41,360 --> 01:40:46,240

So again, we have to put our egos away and our fucking fairy tales and go.

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01:40:46,240 --> 01:40:49,040

How many people have we lost to cancer?

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01:40:49,040 --> 01:40:55,560

How would they feel in their graves that we're doing the same fucking thing that killed them?

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01:40:55,560 --> 01:41:00,200

We owe it to them and their memories, whether we've lost them to, you know, the heart issues

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01:41:00,200 --> 01:41:06,080

or cancer or the mental health side to advocate for change so that when we think of their

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01:41:06,080 --> 01:41:10,320

name, when you guys think of Jason, you know that he fought for change.

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01:41:10,320 --> 01:41:13,360

So other people wouldn't have to endure what he did.

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01:41:13,360 --> 01:41:15,920

And that is a fucking heroic firefighter right there.

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01:41:15,920 --> 01:41:21,480

And I hope a lot of people listening can listen to his example and change the way they think.

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01:41:21,480 --> 01:41:22,480

Absolutely.

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01:41:22,480 --> 01:41:26,120

And, you know, it takes.

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01:41:26,120 --> 01:41:29,040

It takes a senior man.

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01:41:29,040 --> 01:41:31,440

I think to create change, right?

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01:41:31,440 --> 01:41:36,160

Like you have to have somebody that's well respected to get by in.

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01:41:36,160 --> 01:41:42,080

And, you know, firefighters were inherently rule breakers.

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01:41:42,080 --> 01:41:48,740

So no policy that your department puts out is probably going to change anything.

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01:41:48,740 --> 01:41:54,560

You know, it needs to be our administration and union leadership work together to make

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01:41:54,560 --> 01:42:00,400

sure that this DECOM program was a success, to make sure that people bought in, you know,

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01:42:00,400 --> 01:42:06,080

having Jason going around and talking about this program is what caused people to buy

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01:42:06,080 --> 01:42:07,080

in.

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01:42:07,080 --> 01:42:13,320

And I think that's a lesson that not only firefighters can learn, but also administration

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01:42:13,320 --> 01:42:14,480

can learn.

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01:42:14,480 --> 01:42:17,960

Like ruling with an iron fist gets nothing done.

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01:42:17,960 --> 01:42:19,880

It just gets people written up.

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01:42:19,880 --> 01:42:20,880

That's it.

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01:42:20,880 --> 01:42:24,880

But if you actually want change, if you want people, their lives to improve, their health

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01:42:24,880 --> 01:42:27,840

to improve, it's a collaborative effort.

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01:42:27,840 --> 01:42:32,520

It is both sides working together to make your department, to make your agency a better

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01:42:32,520 --> 01:42:33,880

place to work.

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01:42:33,880 --> 01:42:40,480

That is the ultimate goal that that should be the ultimate goal.

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01:42:40,480 --> 01:42:41,480

Absolutely.

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01:42:41,480 --> 01:42:45,000

Well, I want to be mindful of your time before we wrap up.

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01:42:45,000 --> 01:42:49,720

Are there any other areas that you want to make sure that we, you know, impart to the

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01:42:49,720 --> 01:42:51,800

audience before I let you go?

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01:42:51,800 --> 01:42:59,480

No, I mean, I think I think we hit most of the stuff that I had written down.

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01:42:59,480 --> 01:43:05,380

So just I want to see everyone.

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01:43:05,380 --> 01:43:07,040

Everyone needs to get to that 24 72.

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01:43:07,040 --> 01:43:09,280

I don't care how it has to happen.

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01:43:09,280 --> 01:43:10,280

You have to get there.

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01:43:10,280 --> 01:43:14,320

You have to do what's best for your people and just get it done.

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01:43:14,320 --> 01:43:15,320

Absolutely.

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01:43:15,320 --> 01:43:19,480

Well, mate, I want to be again, I want to thank you so much for not just coming on,

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01:43:19,480 --> 01:43:24,000

but I mean, as you said, you had preparation, but most importantly, to everyone that was

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01:43:24,000 --> 01:43:28,280

involved in this proactive movement that you've seen in your department, I think, you know,

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01:43:28,280 --> 01:43:33,000

from the council members all the way through to the the firefighters, it's admirable, you

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01:43:33,000 --> 01:43:36,840

know, and obviously not everyone was in, but there was as much there was enough buy in

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01:43:36,840 --> 01:43:40,400

that they were able to kind of move it forward and hopefully educate the others that were

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01:43:40,400 --> 01:43:43,640

resisting and then they started coming on board to.

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01:43:43,640 --> 01:43:46,240

But you you're at the tip of the spear.

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01:43:46,240 --> 01:43:48,720

You are the beginning of this paradigm shift.

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01:43:48,720 --> 01:43:53,020

And I'm so excited firstly for you, because I know this will be life changing for you

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01:43:53,020 --> 01:43:54,600

and your families.

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01:43:54,600 --> 01:43:58,360

And it's going to help in every every area, it's going to drive people back into your

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01:43:58,360 --> 01:43:59,360

department.

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01:43:59,360 --> 01:44:03,660

It's going to provide a much higher level of service to your people, your community,

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01:44:03,660 --> 01:44:07,720

but also your your leading the charge now for the American Fire Service.

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01:44:07,720 --> 01:44:13,660

And you know, now that this wave has started to take up some momentum, I hope that it does

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01:44:13,660 --> 01:44:18,120

sweep across the country, because as I mentioned earlier, I think that every man and woman

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01:44:18,120 --> 01:44:24,120

in uniform doing the job that I adore deserves the environment that allows them to thrive,

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01:44:24,120 --> 01:44:26,680

have a healthy career and then a healthy retirement.

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01:44:26,680 --> 01:44:30,440

So I want to thank you so much for being so generous with your time today and coming on

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01:44:30,440 --> 01:44:32,160

the Behind the Shield podcast.

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01:44:32,160 --> 01:44:36,200

Thank you very much for having me as a great conversation.

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01:44:36,200 --> 01:44:41,400

And for anybody out there listening that needs or wants any information on the 24 72, you

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01:44:41,400 --> 01:44:43,800

know, I'm always available.

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01:44:43,800 --> 01:44:45,520

And where can people I've didn't even ask you that.

1714

01:44:45,520 --> 01:44:47,220

Where can people find you?

1715

01:44:47,220 --> 01:44:48,840

So I'm on Instagram.

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01:44:48,840 --> 01:44:55,960

PhilipsDixon underscore is my handle or you can send me an email at D P H I L L I P S

1717

01:44:55,960 --> 01:45:20,560

at IAFF local 44 20 dot org.