

# HOT NEWS



THE NEWSLETTER OF THE MENOMONEE FALLS FIRE DEPARTMENT

## FROM THE CHIEF'S DESK

Diversity, Equity, and Inclusion... these are words we use often in the fire service. The intent behind DEI is to provide an open environment that is welcoming and supportive. The challenge is to identify opportunity, encourage participation, and promote talent. Unfortunately, we have seen DEI take on a negative tone in society without respect to the advances of a represented work force... one that reflects the community we serve.

The Menomonee Falls Fire Department recently revised our DEI statement (created by our membership) to promote ownership and buy-in. It's not as long as it once was; but, that doesn't make it any less powerful. This is what our members developed:

Menomonee Falls Fire and EMS fosters teamwork by recognizing the value of unique perspectives. We believe that:

**Diversity** fuels organizational and individual **success**

**Equity** supports **access** and **opportunity**

**Inclusion** drives **innovation**, and...

**Together we thrive**

**"All Together, All In"**

I am very proud of the effort that went into this project. Everyone involved knew the importance of an inclusive workplace... and everyone had an opportunity to contribute. This statement reflects the care and respect that our members have for the community and each other (regardless of background and personal perspective).

I have two stories I would like to share in respect to research that I have done in the area of DEI. One is through a book I read to gain perspective on the difference of Diversity, Equity, and Inclusion. It was summed up in the example of a dance (more specifically a ball). Everyone can go to the ball (diversity), everyone has access to a ticket (equity), and some will be asked to dance (inclusion). The message that I took from this is that the fire service needs to do more than just say we are an "equal opportunity employer." (Action over intent).

The second story I have involves active outreach. When I was writing my Master's thesis, I assembled a focus group of community leaders to discuss the work that is required of a fire department that strives to develop a workforce that resembles its community. One of the focus group participants asked me to attend his church (with a primarily black congregation). The church was open to everyone... so he said, "just go in... sit in the front row." He then asked me, "as a white man attending a primarily black church, how are you feeling?" He could tell that I would have been

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## FROM THE CHIEF'S DESK continued

uncomfortable... he knew that I would be the person that stood out. He followed up by asking, "How would you feel if I met you outside? Had a conversation with you? Introduced you to other members of the church? We could walk in together. Sit down together. And participate with fewer distractions." He then told me, "You need to take it from there. If you want to be an active member, that is up to you..."

This example reinforced what the focus group proclaimed. "Nobody wants untalented firefighters. Talent is still required." The focus group just wanted to know how the fire department is reaching out to the community, to introduce candidates to our members, to acclimate them to our environment, and to identify opportunity. DEI is not intended to employ someone who is not qualified for the work they are hired to do... that would be unfair (and dangerous) for the community, our organization, and the employee. However, we can acknowledge professional potential and set a course of action to help those who aspire to put in the hard work. Success can (and should) be supported... but every position must be earned.

DEI does not deserve the negative press it is getting. We need to see the value of an inclusive workforce and identify opportunities that exist for potential members... Those who express interest need to take it from there... This is hard work that requires a team effort... "Together we thrive... All Together, All In"

*~Fire Chief Joe Pulvermacher*

Instead of a recipe I have a useful tip. This is an easy method to remove skin from fish. Boil some water. Place the fish skin side up in a heat-resistant dish or on a wire rack. Pour the boiling water over the fish skin and wait a minute. Grab the skin at the edge and it will come right off. You can use a paper towel to help grip the edge if needed. From the Fire House to your house Enjoy!

*From the firehouse to your house, enjoy!*



Hard at work putting out a structure fire on a hot and humid day!



Nic Steck takes his oath on his first day as a full-time member of the department.



# EMS OF THE YEAR AWARDS

In connection with EMS week this year, all EMS staff were asked to nominate their fellow EMT, AEMT and Paramedic who they feel regularly exemplifies our *How Can We Help* motto. Join us in congratulating the winners!

**Tanner  
Goodchild  
EMT**



**Nick  
Coon  
AEMT**



**Taylor  
Knaebe  
Paramedic**



# SEPTEMBER BIRTHDAYS

9/3 John Schut  
Jessica Wolfe  
9/10 Lucas Albertson  
9/12 Brittany Paiva  
9/13 Chloe Miller  
9/15 Chief Joe Pulvermacher  
9/18 Kevin Porter  
Lisa Ulicki  
9/23 DC Don Umhoefer  
9/24 Josh Hutwagner

# SEPTEMBER WORK ANNIVERSARIES

## 25 years

9/21/1999 Nick Coon  
BC Brent Biedenbender

## 19 years

9/26/2005 Lt. Joe Ostrosky

## 3 years

9/1/2021 Tanner Goodchild  
Jessica Wolfe



WCTC Fire and EMS Career Fair

# MEET MFFD's NEWEST PART-TIME MEMBERS

**Name:** Chelsey Gilbert

**Where do you live?** Menomonee Falls

**Why did you join MFFD?** Ever since I started my EMT training, I had a strong desire to work for 911, and upon completing this course, I began entertaining the idea of transitioning into fire rescue one day as well. MFFD has given me the chance to begin an exciting career and due to the structure of the department, I can easily branch out into firefighting when I am ready to further my education.



**What classes have you taken related to Fire or EMS?**

Besides EMT-B, I haven't taken any other classes related to fire or EMS -- I actually had spent most of high school preparing to become either a teacher or a translator, though I realized I wouldn't be content with either of those pathways long-term.

**What classes will you be taking?** I definitely want to take Fire 1 and Fire 11, and one day I hope to obtain my Paramedic license. I am still debating whether or not I should take AEMT.

**Have you been on any other depts or in a related field?**

When I was 17, I began working as a personal care assistant for adults with disabilities in my hometown of Monroe. This job was highly rewarding and had sparked my initial interest in the medical field and what it has to offer.

**Family/Pets?** I have an older brother who lives in Alaska, and my parents live in Green County. My dogs are currently living with my mom, and their names are Tilly and Ivan. Tilly is a Siberian husky, and Ivan is a German shepherd mix.

**Are you employed somewhere besides MFFD?** At the moment I am not, however I would like to also join a private service soon.

**Any hobbies?** Recently I rediscovered my love of cooking and baking, so I've been trying out lots of new recipes. I also own lots of plants and I enjoy caring for them

**Anything else you would like to tell us about yourself?** I'm very excited to serve my new community and to make a positive impact on the world around me.

**Name:** Brittany, Britt, or B

**Where do you live?** Belgium

**Why did you join MFFD?** I joined because I heard great things about being apart of this department . I missed being apart of a fire department and when I saw that this department was hiring just paramedic's It was an opportunity I did not want to pass. I truly missed the culture, the friendships that a fire department has and I felt that this department would be a great fit for me.



**What classes have you taken related to Fire or EMS?** I attend fire academy back in my home state of RI. I have obtained my Fire 1,11 and hazmat certifications, Along with my paramedic.

**What classes will you be taking?** I am in the process of looking into getting my critical care paramedic.

**Have you been on any other depts or in a related field?** I have, I was a volunteer EMT back in RI for local fire department for 5 years. I also was hired as a paramedic fire fighter with Sheboygan Fire Department I resigned due to having a baby,

**Family/Pets?** My other half is named Mike, I have a 9 month old son named Jackson. Two step children Xander and Camille. I have a beautiful black lab name Maci.

**Are you employed somewhere besides MFFD?** Yes currently I work with bell as a paramedic and West Bend Hospital in the Emergency department.

**Any hobbies?** I have been an athlete my whole life. I love running obstacle course races, hiking, and snowboarding. I also love to travel

**Anything else you would like to tell us about yourself?** I graduated college in 2014 with a Bachelors Degree in Marketing and Minor in business administration.



# MEET MFFD's NEWEST PART-TIME MEMBERS

**Name:** Cullen

**Where do you live?** Milwaukee in Riverwest

**Why did you join MFFD?** To get more experience and work on a fire department instead of a private.

**What classes have you taken related to Fire or EMS?** EMT, Paramedic

**What classes will you be taking?** Hopefully Fire 1

**Have you been on any other depts or in a related field?** Bell Ambulance

**Family/Pets?** I have a one year old puppy named Grendel who is a Blue Heeler/Australian Shepherd mix.

**Are you employed somewhere besides MFFD?** Bell Ambulance

**Any hobbies?** I play guitar, cello, banjo, mandolin and bass. I currently play guitar for an Indie rock band in Milwaukee. Otherwise I go on walks with my dog, go out with friends and go hiking and backpacking Up North.



**Name:** Derick

**Where do you live?** Hartford

**Why did you join MFFD?** Everything I heard about Menomonee Falls was positive. I work with another Firefighter at my other job who informed me of the possible open position.

**What classes have you taken related to Fire or EMS?** EMT-B, Fire 1 & 2

**What classes will you be taking?** Pump Operator and possibly Paramedic

**Have you been on any other depts or in a related field?** Blackhawk FD, Whitewater FD, Superior Ambulance, UW Emergency Department, Ascension Emergency Department.

**Are you employed somewhere besides MFFD?** Ascension Emergency Department

**Any hobbies?** Motorcycle riding, fishing, hiking, working out, camping

**Anything else you would like to tell us about yourself?** I am very excited to be part of this department and eager to learn.



**Name:** Brittney

**Where do you live?** Waukesha

**Why did you join MFFD?** I want to explore my interest in EMS and see if Fire is something I am also interested in. I found my interest in EMS at Bell Ambulance and want to run more 911 calls and use my skills.

**What classes have you taken related to Fire or EMS?** EMT Basic

**What classes will you be taking?** No fire or EMS classes coming up. I will be in my Graduate School classes.

**Have you been on any other depts or in a related field?** Bell Ambulance

**Family/Pets?** Dog (Minature Dachshund) named Pip who is 8 months old.

**Are you employed somewhere besides MFFD?** Bell Ambulance

**Any hobbies?** Ballet dancer, I danced in North Carolina and Virginia, but due to an injury which ended my career for the time, I came back to Wisconsin for school. I teach at a dance studio and perform in shows with the studio.

**Anything else you would like to tell us about yourself?** I went to Carroll University and received my Bachelor's in Exercise Science last year. I am currently a second-year Doctor of Physical Therapy student at



# MEET MFFD's NEWEST PART-TIME MEMBERS

**Name:** Camron

**Where do you live?** Richfield

**Why did you join MFFD?** I joined the MFFD to gain more experience in Fire and EMS, and to work in a new environment.

**What classes have you taken related to Fire or EMS?** EMT-Basic, Fire 1 & 2, MPO, RIT Class

**What classes will you be taking?** I am open to taking more, possibly Aerial and Medic in the future.

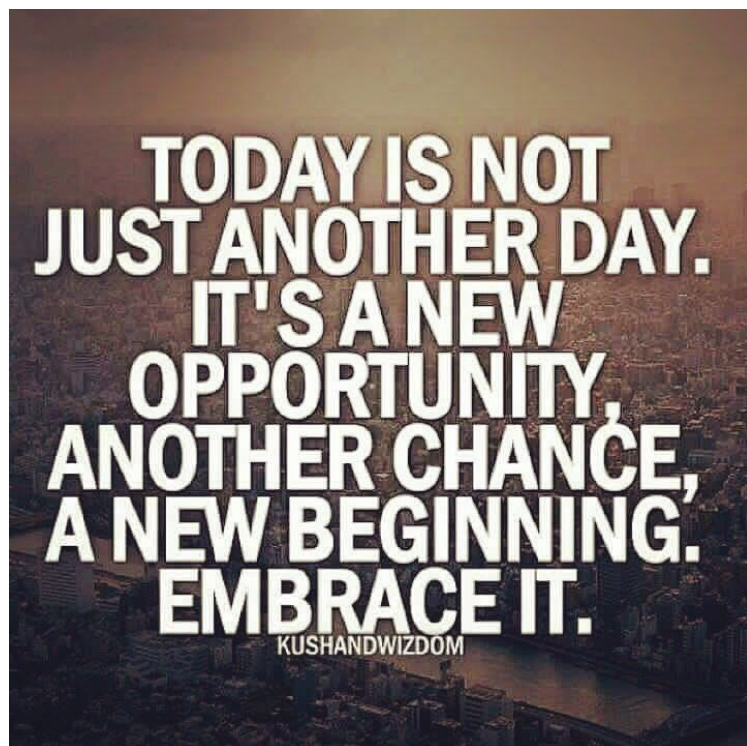
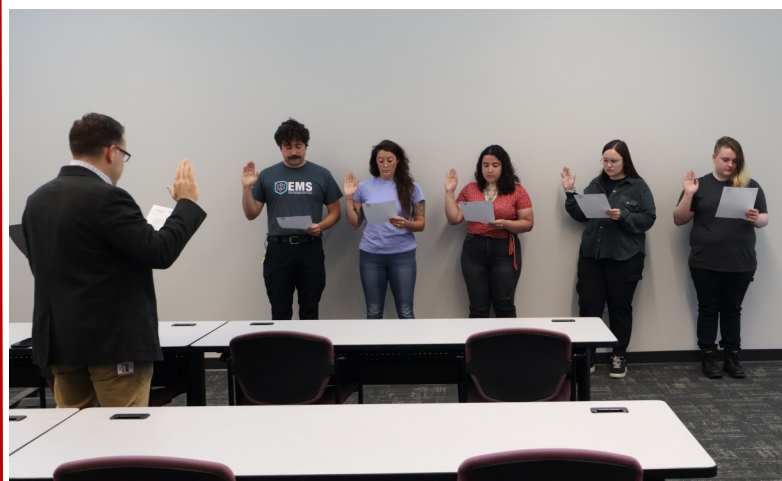
**Have you been on any other depts or in a related field?** Richfield Volunteer Fire Co, and Hartford Fire & Rescue.

**Family/Pets?** Mom and Dad, a twin brother and an older sister.

**Are you employed somewhere besides MFFD?** Children's Hospital of Wisconsin, Richfield Volunteer Fire Co and Hartford Fire and Rescue.

**Any hobbies?** I am in nursing school. I enjoy working, hiking, hanging out with friends, and trying new things.

**Anything else you would like to tell us about yourself?** I am outgoing and personable and would love to get to know and be friends or good work partners to other people on the crew. I am highly motivated and am working toward the future and will continue to hold myself accountable as I learn more along the way.





# MEET MFFD's NEWEST PART-TIME MEMBERS

**Name:** Ava Malacara

**Where do you live?** I recently moved to Kenosha

**Why did you join MFFD?** I joined MFFD because I enjoyed the environment when I did ride time and I wanted an opportunity to use my Paramedic skills.

**What classes have you taken related to Fire or EMS?** EMT, Paramedic and the CCP Program

**What classes will you be taking?** Even though I prefer the medical side, I am hoping to take Fire 1. I think it would be educational and fun.

**Have you been on any other depts or in a related field?** This is my first department but I have been working for Curtis Ambulance since 2020.

**Family/Pets?** I am currently living in a DINK (double income, no kids) household with my boyfriend and our two dogs. We have an 8 year old black lab (Leia) and a 6 month old great dane/mastiff mix (Alani)

**Are you employed somewhere besides MFFD?** I am currently full time at Curtis Ambulance since they paid for my paramedic program. My two year contract with them will be done this December.

**Any hobbies?** I love soccer and have been playing for as long as I can remember.



**Name:** Aaron Sherman

**Where do you live?** Riverwest, Milwaukee

**Why did you join MFFD?** I'm excited to work with a full-time department with a strong reputation.

**What classes have you taken related to Fire or EMS?** EMT-B, Fire 1 & 2, Hazmat Ops, Driver/Operator-Pumper

**What classes will you be taking?** Driver/Operator-Aerial, EMT-A

**Have you been on any other depts or in a related field?** Sourthern Ozaukee FD, Bell Ambulance, Aurora St. Luke's Medical Center—ER

**Family/Pets?** Ace—dog- 4 years old

**Are you employed somewhere besides MFFD?** Bell Ambulance, Southern Ozaukee Fire Department

**Any hobbies?** Rock climbing, sailing, ice hockey, backpacking

**Anything else you would like to tell us about yourself?** I look forward to meeting everyone and getting to be a part of MFFD.



**Name:** Megan

**Where do you live?** Cedarburg

**Why did you join MFFD?** I enjoyed my field time at MFFD during my Paramedic program, so after I got my license I thought this would be an excellent place to gain more experience.

**What classes have you taken related to Fire or EMS?** Fire 1 & 2, Paramedic, and BLS Instructor

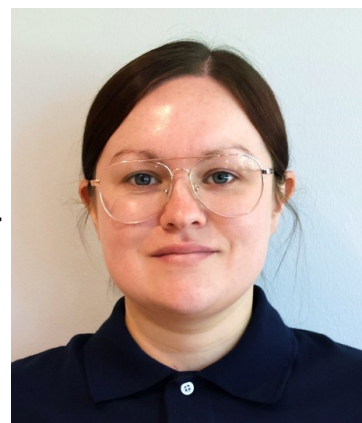
**What classes will you be taking?** None planned at the moment, but I hope to wrap up my Associates Degree eventually.

**Have you been on any other depts or in a related field?** St. Luke's South Shore Emergency Room, Paratech Ambulance, Bell Ambulance, Western Lakes FD, and the Office of Emergency Management for Milwaukee County (OEM).

**Family/Pets?** My boyfriend Steven, who is on the Milwaukee Fire Dept HEO and my dogs Sam (12) and Luna (5)

**Are you employed somewhere besides MFFD?** I currently also work for the Office of Emergency Management for Milwaukee County (OEM)

**Any hobbies?** My life has been consumed by renovations and DIY projects for our new home. But I have been enjoying learning along the way and making our home our own.



# MEET MFFD's NEWEST PART-TIME MEMBERS

**Name:** Matthew Medrow

**Where do you live?** Pewaukee

**Why did you join MFFD?** This is where I originally started my fire career, and this is where I want to continue and finish my career.

**What classes have you taken related to Fire or EMS?** Fire 1 & 2, Hazmat Operations, Hazmat Tech, EMT-B

**What classes will you be taking?** Driver Operator, AEMT/Paramedic, Fire Officer, Fire Inspector, Fire Investigator

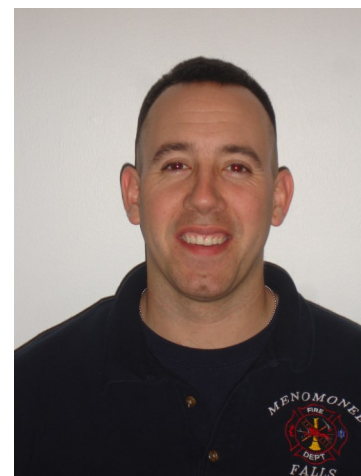
**Have you been on any other depts or in a related field?** Butler Volunteer FD, Mequon FD

**Family/Pets?** Wife—Dorian, Daughters—Paige (16), Rory (4), Sons—Hunter (12), Silas (7)

**Are you employed somewhere besides MFFD?** United States Army, Blair Fire Protection

**Any hobbies?** Hunting, fishing, watching my kids' sports

**Anything else you would like to tell us about yourself?** If I'm not at one of my kids sporting events coaching or watching, we love to go camping and be Up North.



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## FROM THE TRAINING BUREAU

### EMS & Training Upcoming Events

Training Division—Extrication

Company Training—MSA Rapid Intervention Pack

Company Training—Solo Rescue Decon Washer

Company Training—Rescue Task Force

Company Training—EMS Practical Skills—iSimulate

EMS Division—Dr. Shepherd Case Reviews

### READ:

Fire Law Blog

[Mass Civil Service Upholds Discipline of Springfield Lieutenant - Fire Law Blog](#)

### WATCH:

YouTube

[FDIC International 2024: Adapt and Act!](#)

### REVIEW and DISCUSS:

CDC

[Fire Fighter Fatality Investigation Report F2020-10 | NIOSH | CDC](#)

### FREE TRAINING:

[National Fire Academy \(fema.gov\)](#)

[FEMA's Premier All-Hazards Training Center - Center for Domestic Preparedness \(dhs.gov\)](#)

[Wisconsin Emergency Management \(trainingwisconsin.org\)](#)

[Training | Cities and Villages Mutual Insurance Company | Cities & Villages Mutual Insurance \(cvmic.com\)](#)

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# 2024 Year to Date Incident Statistics

Incident Type	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total
Fire	2	3	5	5	5	11	4	12	-	-	-	-	47
Rescue & Emergency Medical	349	281	309	281	314	312	366	298	-	-	-	-	2510
Hazardous Condition	43	12	4	9	11	10	12	24	-	-	-	-	125
Service Call	114	74	50	53	75	68	65	72	-	-	-	-	571
Good Intent Call	34	27	34	31	40	34	44	39	-	-	-	-	283
False Alarm & False Call	46	26	18	32	31	42	24	30	-	-	-	-	249
Totals	588	423	420	411	476	477	515	475	-	-	-	-	3785







## Red Shift Performance Evaluations

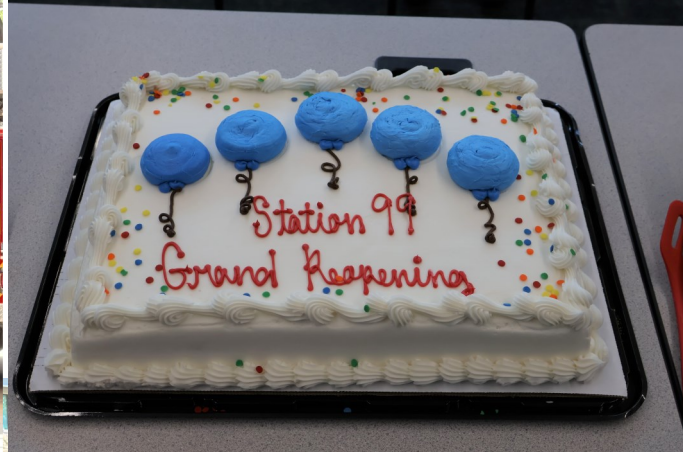






Roof Operations Training





Station 99 Ribbon  
Cutting and Open  
House

