



AIRFORCE ONE visits Des Moines International Airport!

SPECIAL POINTS OF INTEREST:

- Anniversaries
- Thank you
- Location Updates
- HR Updates
- Employee of the 4th Quarter

Congratulations to Captain Dean Wickman who celebrated 40 years working at the Austin Straubel International Airport in December. We would like to also congratulate David Alderman and Aaron Culwell at Will Rogers World Airport on their 5 Year anniversary with Pro-Tec. Thank you all for your hard work and dedication.



Congratulations to Captain Smith & Captain Ruest

On Friday 06 June 2014 Captains Brian Smith and Jody Ruest of Protec Fire Services at JG Diefenbaker International Airport Fire Department in Saskatoon Saskatchewan were presented the Saskatchewan Protective Services Medal. The medal was presented by the Lieutenant Governor of the province of Saskatchewan The Honorable Vaughn Scholfield.

This medal recognizes twenty-five years of exemplary service by individuals in the public service working in a direct capacity to ensure the safety and security of Saskatchewan citizens. Both Captains Brian Smith and Jody Ruest have over 25 years of service in the Fire Industry.

Both Captains Smith and Ruest have also been awarded the Federal Exemplary Fire Service Medal by the Governor General of Canada.

Submitted with honour by: Chief House, JG Diefenbaker International Airport

Trent Lott, MS

On Friday, December 12th, the Airport held its annual *Holiday Christmas Luncheon* at the station. The Christmas Luncheon is hosted by the Airport Director Carol Snapp and many people who attended brought a dish to pass or provided their “signature” dish. The invitees included tenants, pilots, airport employees, surrounding municipalities and city/county board members. I got to attend this year and catch up with many familiar faces from the last luncheon. A nice community effort by all.



Saskatoon



To Pro-Tec Fire Services Headquarters, November 26, 2014:

On behalf of the Saskatoon Airport Fire Department, I would like to take this opportunity to thank you for supporting our Charity BBQ & Raffle on October 2, 2014. Once again our event was a huge success as we raised money for **The Children's Hospital Foundation of Saskatchewan, #1 - 345 Third Avenue South, Saskatoon SK S7K 1M6. Phone (306) 931-4887 Fax (306) 931-4618.**

Thank you so much for donating \$100 to our BBQ! We used that money to help with expenses, which in turn gave more profit to the Children's Hospital Foundation.

We plan on making our Charity BBQ & Raffle an annual event at the **Saskatoon Airport Fire Department**, of the **John G. Diefenbaker International Airport**. Thanks again for your generosity and support. Thank you for helping us help the sick and injured children of Saskatchewan.

Sincerely,

Ryan Cross

Captain

Pro-Tec Fire Services of Canada

Fort Smith, AR



Welcome to Chief Ed Turpin, Firefighter Danny Gasporotto, Firefighter John Mills and our team at Fort Smith Regional Airport, Fort Smith, AR — one of three new contracts we started in October and November. Fort Smith Regional Airport. Fort Smith is an ARFF Index B with daily flights to Atlanta (Delta) and Dallas-Fort Worth (American).

Fort Smith like Des Moines had their ARFF services provided by the Air National Guard and like Des Moines they lost their flying (A-10) mission and consequently the requirements for ARFF services. The Airport worked closely with the Arkansas National Guard to secure a five year lease on the two ARFF vehicles and the ARFF station. Future plans include a new ARFF Station (2017) and a new ARFF vehicle possibly as early as 2015. Welcome to Ed and the team at Fort Smith

HR UPDATES

401 (k) John Hancock

The company has been with John Hancock for our 401(k) plan for over a year. If you are requesting 401(k) advice or financial guidance please call Trent Nelson our financial advisor with Merrill Lynch, at 920-433-6553 or email at trent.nelson@ml.com

United Health Care

The company has switched health care providers from Anthem Blue Cross Blue Shield to United Health Care (UHC) effective January 1, 2015 (renewal). United Health Care is the leading provider in the US - therefore your in-network providers, clinics, hospitals, etc. will not be a problem. If you have not received your ID card, please email Karen Cashman at kcashman@protecfire.com

As a reminder our health insurance plan only reimburses IN-NETWORK benefits and or services. Please call the 800 on your card OR log in to the website to find the IN-NETWORK provider, physician, clinic, hospital nearest you.. A summary of the medical benefits is on the company website, under Benefits.

Benefit Advantage will remain our Third Party Administrator for claims processing. If you are new to the health insurance, plan, please fill out the Benefit Advantage enrollment form for claims reimbursement.. Scan and email to kcashman@protecfire.com

Our dental plan will remain with Lincoln Financial. A summary of the dental benefits is on the company website, under Benefits.

Paychex Reminder

If you have forgotten your password and are unable to log on to Paychex to retrieve your paystub or W2's please call the Paychex hotline at 877-281-6624. Please do not call Liz Wilson or Karen Cashman, as we do not have access to change passwords or unlock your account. Thank you !

Did you move recently?



Just a reminder that when you have a change of address you need to inform your Fire Chief as a 105 form will need to be completed. This information will be loaded into our payroll system .

If you have health, dental or the company sponsored 401 (K) plan you will need to contact them directly or log in to your account to change your address. This is the employees responsibility.

Near-Miss Reporting

Chief Ewing

2013 was a brutal year for Pro-Tec safety wise; with 12 accidents and 5 injuries. At the Chiefs Meeting in April we discussed ways to reduce that number to the goal of zero accidents and injuries. One of the suggestions was institute a “Near-Miss” reporting program where a near miss accident or injury may be reported anonymously. The information would be shared with all locations to *raise awareness of a possible threat to safety*. It would help to identify trends preventing a serious accident or injury.

Starting January 1, 2015 we will have a Near-Miss Reporting program. When there is a near miss at a location.

The event will be reported to the Chief through the shift supervisor.

The Chief will report the “Near Miss” using the Pro-Tec web site “**Contact Us**” tab filling it in as follows

First Name: **Near**

Last Name: **Miss**

Phone: **920-494-8851**

Comments: **Describe the event and actions taken to prevent recurrence**

The Corporate Chief will share the near miss report with all locations.

The Chiefs will share the report with their departments; ensuring the hazard or potential does not exist. If it does, initiate action to eliminate or mitigate the risk.

It’s important to note a couple things at this point.

Those reporting a near miss are not subject to disciplinary action.

Reporting is strictly anonymous; the phone number used is the corporate office number ensuring we cannot back track it.

A corporate SOG was published in December with the specifics of the program.

The “Near Miss” program is a tool we hope everyone will use when a near miss occurs helping us to be a safer company. If you have any questions, please contact me at 920-593-1724 or bewing@protecfire.com.



Des Moines Snowball Express

On Thursday, Dec. 9th at the Des Moines International hosted the Snowball Express flight. The Snowball Express is a program and flight that serves the families of fallen US military members. Families receive an all expenses paid trip to Dallas for a few days of fun with other families suffering the same type of loss.

This year the Des Moines Int. Airport Fire Dept. was invited to attend the ceremony and take part in the festivities. Thus allowing the crew to take part and meet some of the children and families that have suffered such a tragic loss.

Des Moines International Airport Fire Department members listed in the picture from left to right:

FF PM Corey Glover, Interim Chief Dave Holmes, Deputy Chief Kevin Schulz, FF/EMT Jake Pemberton.

Pride and Ownership Initiative

Chief Ewing

This summer I was given a book by Chief Jim Klinefelter from Chicago-Rockford International Airport titled “Pride & Ownership A Firefighter’s Love of the Job” by Chief Rick Lasky. To say the book changed my life would be more than a little over the top; it did enlighten me on some things, convict me of my attitude toward the job and remind me why I became a firefighter in the first place.

It occurred to me in the first couple chapters that we have been approaching the job as that “a job” not an avocation - the reason we became a firefighter in the first place. Somewhere along the way we lost the zeal of being a firefighter, we allow others to tell us that because we work at the airport we are not *real* firefighters or because we are a contractor we are not firefighters. The bottom line is ***We Are Firefighters!***

To correct that mindset and to instill pride in who we are and what we do I developed a program borrowing the title from Chief Lasky’s book (with his permission); “Pride & Ownership Being an ARFF Firefighter”. I validated the program at a couple locations including Des Moines, Fort Smith, LaCrosse and Outagamie. The results are very exciting.

The program consists of four PowerPoint presentations explaining who we are, where we came from and where we want to be.

- Aircraft Fire Fighting – Our History
- Pro-Tec History
- Pride and Ownership
- Never Forget

The material will be available to the Chiefs in January to be presented in the first quarter of 2015 and to all new employees during new employee orientation. The Chiefs may customize the presentation to add more information (local airport and ARFF history, etc.) or make it more relevant to their departments without subtracting from the goal – ***Be Proud To Be An Airport Firefighter!***

For my part I will be wearing my uniform during Staff Assistance Visits, events at our locations and when it is compatible with prospective and new client meetings. Expect me to talk about Pride & Ownership when I visit your airport.

I encourage you to read “Pride & Ownership A Firefighter’s Love of the Job” or attend one of his Pride & Ownership seminars that are happening around the country. Pride & Ownership is something I’m very passionate about and hope you are too.

