



# FEMORS NewsGram

## Vol. 4, No. 2

### Spring-Summer 2006



#### COMMANDER'S MESSAGE



Since the last NewsGram in December, several things have happened, not the least of which was the loss of Kelly House to California. The past few months have also seen the start of our equipment purchasing for the portable morgue, and the completion of the 2006 training sessions with its focus on ICS learning (someday it will become second nature, so hang in there.)

As we head into the 2006 Hurricane Season, I am certain many of you share the public's general apprehension about what may unfold - *and that's just thinking about storms.* To add to our efforts at staying prepared, we also have to be vigilant for sudden terrorist attacks and now the threat of a Pan Flu pandemic.

Regardless of challenges we may face, I have seen very real examples of leadership bubble up during our training sessions so I am more confident than ever that we will rise to any occasion. You are an awesome team and I can't wait to let everyone see how well you accomplish our next mission.

Larry

#### KELLY'S FAREWELL

Kelly House said her goodbyes to all her friends in Gainesville on February 15, 2006.



At the luncheon put on by Dr. Goldberger and her friends where she worked, Kelly was presented with the first ever

#### Pioneer Achievement Award

The plaque included a FEMORS patch, her FEMORS ID card and a declaration of appreciation.



In May Kelly revisited Gainesville and reported she was appointed to a finance position at Cal State Fullerton. All she has to do now is find a house (with the average price around \$750,000!)

Best wishes, Kelly, from all of your FEMORS Family!

#### ADMIN CHIEF APPOINTMENT

Tammy Grosskopf has been appointed to fill the vacancy of Administrative Chief following Kelly's relocation.



Tammy (left) and LuAnne staffing the registration desk at Annual Training.

Like the good trooper she is, Tammy coordinated much of the behind the scenes preparation for this year's training sessions. Too bad she wasn't able to figure out why she was asked to put those colored dots on a limited number of binders.

It drove her nutz! ☺

#### DPMU EQUIPMENT STARTS

The last bit of red tape was cut so that purchasing \$350,000 of equipment for the DPMU finally began on April 3<sup>rd</sup> (7 months later than the planned Oct, 2005 start.)

Logistics Chief Scott is coordinating purchases with the able assistance of Vickie Maloney of the UF Department of Pathology balancing requirements of the UF Purchasing Department. (Technically, all the equipment belongs to the Florida Department of Health, but UF serves as custodian for it.)

Most of the orders have been placed because it must be completed by August 30<sup>th</sup>. Needless to say, there are many items that had to go out for bid and a variety of purchasing options are being used to accelerate the process. Just keeping track of the items ordered, received or on backorder is a major task so Admin Chief Grosskopf is also helping in the tracking process.



Jonathan's new company car!

In addition to routine morgue, FAC and IR equipment, the DPMU will include an 8' x 8' x 20' command trailer, a Gator (no pun intended), and a trailer to haul the forklift and Gator. Plans are still being developed on how best to use the DPMU for next year's Annual Training as a field exercise and how to manage such an exercise with over 150 attendees.

**DPMU TEAM FORMED**

The initial DPMU Team has been assembled to cover a wide spectrum of talents. Their first organizational meeting was held March 4<sup>th</sup> at the warehouse.



**DPMU Team: (left to right in rotation)**

- Mike Angotti DPMU Leader
- Dr. Elio Coradin DPMU Specialist
- Liam Smith DPMU Specialist
- Pete Bihorel IR/IT Leader
- Vicki Bellino MSDS Specialist
- Jason Byrd Communications Leader
- Mike Goodman Supplies Leader
- Dr. Ken Cohn DPMU Specialist
- Ken Alexander DPMU Specialist
- Jonathan Scott Logistics Chief
- Dr. Rafael Guerra DPMU Specialist

As equipment is accumulated, the DPMU Team will organize it into functional groups in tote boxes identifying the section, contents of each tote, and weight. These will be palletized by section for transport by trucks rented upon deployment.



The "Orange Shirts" at the Annual Training session.

Upcoming work sessions are planned for:

- June 9, 10
- September 15, 16 & 17
- December 8, 9 & 10

Target date for having the DPMU ready to roll and available for Annual Training in the spring is January, 2007.

**ANNUAL TRAINING 2006, YEAR 4**

Annual Training was held April 19-21 at the Rosen in Orlando with 131 members in attendance.



This year's training focused on getting attendees certified in I-100 and I-200 Incident Command System training. These are the classroom versions (as opposed to the on line versions of IS-100 and IS-200) and provided attendees with a greater opportunity to understand what all that stuff is about.



Jeff Money with I-100 Session



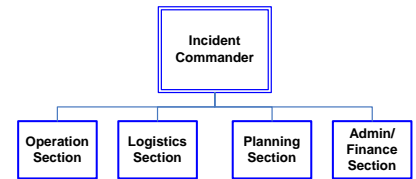
Bob Securo with I-200 Session

Unfortunately, the materials (required for certification) were still heavily based on

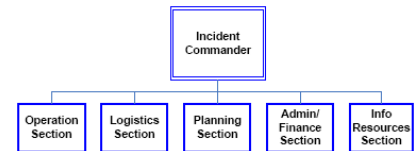
the experiences of wild fire responses but Jeff Money and Bob Securo did their best to incorporate FEMORS type activities and Katrina examples into the presentations.

**ICS CHANGES**

The traditional model of ICS calls for one Incident Commander with 4 Section Chiefs reporting to the Commander: Operations, Logistics, Planning and Administration/Finance.



By studying the lessons learned from DMORT's response to Katrina, the Go Team met and made a deliberate decision to break the traditional model by adding a new Section – Information Resources (IR).



What became apparent from examining the massive scope of the Katrina deployment was that the functioning of the various computer systems, and coordinating the large amounts of data generated in field recovery, morgue operations, dental records matching, digital x-ray processing, missing person tracking, and records management call for a single oversight manager to ensure a common goal.

Work is ongoing on how best to incorporate this new Section, to assign personnel to other Sections, to define those reporting relationships, and to spell out the duties and responsibilities of the IR Chief. All this will be incorporated into a revised Field Operations Guide which will be a primary goal of for the upcoming year.

Because there will be greater need for personnel to fill these technical positions, all members who have experience with database systems, networking hardware (either wired or wireless), and a desire to learn are encouraged to let Commander Bedore and Logistics Chief Scott know of their interest. As the concept is developed, it will likely become necessary to host a special training session for IR staff.

**Go Kit CHECKLIST**

During the ICS training mention was made of keeping your Go Kit ready for rapid deployment. Too bad that list was not actually presented as part of the handout materials. Oops! ☹

Taking the original list from the Field Operations Guide and updating it from personal experiences of Katrina (were there was no water, sewer, or power systems operational for the first few days) Paul Taylor took the initiative to expand the list.

<b>FEMORS Deployment Go Kit</b>
<i>(minimum because Deployments May Last 2 Weeks or More)</i>
<ul style="list-style-type: none"> <li>• FEMORS ID with Lanyard</li> <li>• Drivers License, Passport</li> <li>• Rolling Duffel 30"</li> <li>• Large Back Pack</li> <li>• 3 Pair Khaki BDU Pants</li> <li>• 3 FEMORS Uniform Shirts</li> <li>• 6 – 10 Tee Shirts, &amp; Under garments</li> <li>• 14 Pair of Hvy Cotton Socks</li> <li>• 1 Pair Black Work Boots (steel toe preferred)</li> <li>• Hat</li> <li>• Casual Clothing, Jeans, Polo Shirts, Shorts, Tee Shirts, Bathing Suit, Shower Sandals, Sweatshirt</li> <li>• Laundry Bag</li> <li>• Tennis Shoes</li> <li>• \$200 Cash, few dollars of loose change</li> <li>• Cell Phone &amp; Charger</li> <li>• Spare Eyeglasses</li> <li>• Clock (Manual Alarm)</li> </ul>

- Watch
- LeatherMan-Type Tool
- Small Flashlight, With Spare Batteries
- Small First Aid Kit
- Rain Gear
- 4 Weeks of Prescription Medications
- Toiletries: Tooth Brush, Tooth Paste, Travel Shampoo, Soap, Wash Cloth, Towel, Aspirin, Roloids, Tylenol, Etc., Razor & Shaving Cream, Stick Deodorant, Sunscreen (UV), Baby Wipes, Detergent, 2 Rolls Toilet Paper, Q-Tips, Insect Repellant (Deet), Hand Sanitizer, Foot and Baby Powder & Several large zip lock plastic bags to put all of this stuff in to keep dry
- Small One Person Tent
- Lightweight Sleeping Bag
- 2 Large Garbage Bags (liners for sleeping bag)
- Air mattress and battery pump
- Small Pillow, 2 Old Sheets, 1 Light Blanket
- 1 Flat of Bottled Water
- 1 Box of MRE's or other heat stable food supply
- Power Bars, Pop Tarts, Crackers, Coffee, Tea Bags, Dried Fruit
- Stamps & Stationary
- Small Bible
- Deck of Cards
- Paperback Books
- Small Radio or CD Player, Walkman, etc.
- Patches and pins to trade
- Teddy Bear for My Roomie
- And Most Important!!!!!!!

**A Positive Can Do Attitude**

Since in-state travel will most likely be by privately owned vehicle (as opposed to commercial air flights) carrying a larger Go Kit is practical. It is also possible that arrival of the DPMU may take a day which means the initial supply of bottled water and MREs could be delayed as well.

In hurricane devastation, local motel accommodations cannot be expected

because they, too, are damaged and all responders are competing for the same space along with local residents. That is why members are encouraged to pack bedding of some sort.

**PAN FLU ISSUES**

For those who wish to see a good overview of the issues concerning pan flu, the Department of Health has posted a good PowerPoint on this topic at:

[http://www.doh.state.fl.us/rw\\_Bulletins/avppts/Medical022206.zip](http://www.doh.state.fl.us/rw_Bulletins/avppts/Medical022206.zip)

There are, however, issues not covered in that presentation that may affect Medical Examiner offices throughout Florida and, perhaps, FEMORS.

Principle among these is the surge in caseloads. Such surges would impact the Medical Examiner system in a number of areas:

- Caseload may triple normal (worst case scenario)
- Personnel support - 30% less staff due to illness (Medical Examiner, law enforcement, funeral service, vital statistics, etc.)
- Jurisdiction (unattended death, threat to public health?)
- At home deaths of those not under the care of a physician
- State Labs testing capacity for H5N1 (PCR)
- Criteria for attributing flu as cause of death
- Unidentified remains
  - Homeless
  - No next-of-kin to help ID
- Unclaimed remains
  - Indigent burial space
  - Crematory capacity
- Remains storage surge capacity

With deaths affecting multiple areas of the state simultaneously, use of a centralized disaster portable morgue is not likely. And although FEMORS would likely be at 30% less strength like the rest of the workforce, a need may arise for small FEMORS teams to be formed to assist certain Medical Examiner offices with managing

storage of remains until disposition issues can be resolved.

This is all supposition at this point because dealing with a worst case scenario puts all responders, and the entire population, into uncharted territory. Only time will tell.

**FAC TRAINING 2006**

Family Assistance Training, Year 3, was held April 21-22 at the Rosen in Orlando with 40 members in attendance.

This year's program included a practical exercise in which three groups were challenged to come up with a plan of attack for an airline crash that landed on the border of two Medical Examiner districts. They had to develop suggestions for the location of the FAC regardless of where the temporary morgue might be set up.

Additionally, one spokesperson was to serve as the FAC representative at a briefing of families. The mock briefings took on an air of realism with Norman Kassoff acting like real family members did at the 1996 ValuJet crash in the Everglades and revealed how difficult that task can become.



At the conclusion of the exercise, Command staff identified one individual who stood out as being best able to withstand the stresses and represent the FEMORS-FAC role with an air of professionalism.

For that reason, Jay Rhodes has been selected as Deputy Team Leader for the Family Assistance Team.



Jay Rhodes, Deputy FAC Team Leader

Jay has decades of experience in funeral service arena including active involvement in related associations. He currently works for Dodge Chemical and has been involved with the FEMORS FAC program from its inception.

**ODONTOLOGY TRAINING 2006**

Odontology Training, Year 2, was held April 21-22 at the Rosen in Orlando with 14 odontologists in attendance.

This year's program closely examined the good and the bad of lessons learned from the Katrina experience. More than half of the attendees participated in Katrina at some point so many viewpoints were presented.

Hands on use of DEXIS and WinID, the dental records database programs, again provided a refresher for those who do not use it in their private offices.

Together the odontologists will be developing policies and protocols for use at activations to maximize the use of the technologies available. Such protocols will become part of a revised Field Operations Guide and will include better definition of the double-check and review processes used to record data. This also includes thinking outside the box to put a CSI mindset in play to look at identifying features not limited to dental, but which become apparent as the odontologists pursue their work.

Katrina also revealed the benefit of and need for assigning odontologists to the FAC for the sole purpose of contacting dentists to secure dental records of reported missing persons. Oftentimes, a family dentist will be more readily amenable to releasing records when speaking with another dentist.

**OTHER UPDATES**

**UNIFORM VENDOR CHANGE**

The original uniform vendors, Phil and Virginia, have created their own company. They are in the process of getting existing inventory back and are working to identify a replacement dark blue short-sleeve polo – one that can be ordered as needed instead of 300 at once.

Additionally, a lightweight, light blue summer shirt is being researched along with a new, larger, pin design. As soon as those new offerings are ready an announcement will go out to all members with the details.

For now, please do NOT rely on the web store. Work is underway to have that removed to avoid confusion.

Until the new offerings are ready, members who do not yet have uniform shirts are encouraged to use any navy blue or light blue shirts along with khaki colored pants. For hot weather use, the 100% nylon fishing gear available from outdoor sporting goods suppliers like Cabella's and Bass Pro Shops are recommended. They offer quick dry features and are often vented for added coolness.

Shirts and pants are both available in these materials.



For the pants, some makers offer zip-off leg sections making them into shorts. While field work will still require long pants, Katrina showed the

wisdom of having shorts available for those who must work in the morgue wearing Tyvek suits. Using shorts and a simple T-shirt under the Tyvek kept many workers cooler.



When selecting pants, avoid those with built in, thin, black, web belts. Make sure the belt loops are large enough to accommodate a full width (at least 1" wide) rigid belt because it might have to hold up your cell phone or radio and other equipment.

#### ICS ON-LINE CERTIFICATION

Members at this year's training benefited by getting ICS certification completed for 100 and 200. Many of those had already completed the IS-700 on-line course (NIMS-National Incident Management System) as well. But few have completed the IS-800 (NRP-National Response Plan).

Minimum training baseline for all responders remains completion of ICS 100, ICS 200, IS 700 and IS 800. Members of the Go Team will also have to complete I-300 (planned for the upcoming year) as the demands on and expectations of management positions are far greater.

On-line training for the baseline courses is offered at a FEMA web site (one that has changed during the past year): FEMA Independent Study Program (list of courses)  
<http://www.learningservices.us/FEMA/LMS/>

Members who have not previously registered must first register in order to take the courses. The address for each is:

For on line training in IS-100,  
<http://www.training.fema.gov/emiweb/IS/is100.asp>

For on line training in IS-200,  
<http://www.training.fema.gov/emiweb/IS/is200.asp>

For on line training in IS-700 NIMS,  
<http://www.training.fema.gov/emiweb/IS/is700.asp>

For on line training in IS-800 NRP,  
<http://www.training.fema.gov/emiweb/IS/is800.asp>

Upon completion, a printed certificate of completion will be mailed to the student. This is the certificate that must be copied and *mailed* to Tammy Grosskopf.

**A word of warning about the mailed certificate: It is a tear-off-the-edges type envelope. When it is opened, the top cover actually contains a list of all the courses the student has completed. DON'T Throw it out!**

The Department of Health has not yet set a date beyond which responders will be denied permission to deploy unless these 4 courses are complete. However, it is only a matter of time before that happens so any member who has not completed these courses is strongly encouraged to get it done NOW!

#### INACTIVATION DUE TO TRAINING

This year, 115 members who failed to attend both 2005 and 2006 Annual training had to be moved to Inactive status. While such action is regrettable, it is necessary to uphold the high standard met by every member who has "paid the dues" to contribute to the team.

Inactive members can be reactivated by attending next year's session, or an equivalent such as NDMS or DMORT training. A goal for next year is to reactivate many of those currently in a non-deploy status. The current team makeup is presented on page 7.

#### PAY PLAN INCREASED 3%

The Florida legislature authorized a 3% pay raise (effective Oct 1<sup>st</sup>) for all State employees in the 2006 session. New Personnel Action Forms have been sent to all members reflecting this change in pay grade. The full pay plan is available in the Members' Login tab of the web site.

#### COMMENTS/SUGGESTIONS

Member feedback and suggestions are always welcome and can be delivered to FEMORS staff at the following numbers:

Dr. Bruce Goldberger,  
 Program Director  
 352-265-0680, Ext. 72001  
 888-443-2911 (pager)  
[bruce-goldberger@ufl.edu](mailto:bruce-goldberger@ufl.edu)

Larry Bedore, Commander  
 727-560-3276 (Cell)  
 352-338-2191 (District 8 MEO)  
 161\*31212\*1 (NexTel Direct Connect)  
[bedore@pathology.ufl.edu](mailto:bedore@pathology.ufl.edu)

Tammy Grosskopf,  
 Administrative Chief  
 352-265-0680, Ext. 72047  
[housekm@pathology.ufl.edu](mailto:housekm@pathology.ufl.edu)

Jonathan Scott,  
 Logistics Chief  
 352-494-8539 (Cell)  
 160\*128\*1021 (NexTel Direct Connect)  
[scottj@pathology.ufl.edu](mailto:scottj@pathology.ufl.edu)

FEMORS is a sponsored activity of the University of Florida in collaboration with the Maples Center for Forensic Medicine.

FEMORS is supported by the Florida Department of Health with funding provided by the Centers for Disease Control and Prevention (CDC Bioterrorism Grant Number U90/CCU417006) and by the U.S. Department of Homeland Security's Preparedness Directorate, Homeland Security Grant Program (Catalogue of Federal Domestic Assistance [CFDA] Number 97.067).

**FEMORS Members at the 2006 Annual Training Session**



**Family Assistance Team Training**

**Odontology Team Training**



**FEMORS goal for 2007 training – 200 attendees!**

See you there, ^`.,,.,>(((°> ^`.,,.,>(((°> ^`.,,.,>(((°>

FEMORS Membership Report Based on Current Classification as of 29-May-06

Categories: Title	Total	Region					
		1	2	3	4	Oth	
<b>ADFI</b> Administrative Officer	1		1				0%
<b>ADSP</b> Administrative Specialist (+3 as FACS)	6		3	2	1		3%
<b>ANTF</b> Anthropologist, Forensic (+2 as RGTL)	1			1			0%
<b>ANTN</b> Anthropologist, Non-Forensic	2	2					1%
<b>AUTT</b> Autopsy Technician	7		4	2	1		3%
<b>CHAP</b> Chaplain	1			1			0%
<b>DENA</b> Dental Assistant (+3 as FACS)	9			5	4		4%
<b>DNAS</b> DNA Specialist (+1 as RGTL)	7		3	4			3%
<b>DPMU</b> DPMU Team	10		2	6	2		5%
<b>EVSP</b> Evidence Specialist	22	1		13	8		10%
<b>FACL</b> Family Assistance Team Leader (RGTL)	1			1			0%
<b>FACS</b> FAC Specialist (see Note #1)	6		2	2	2		3%
<b>FCMD</b> FEMORS Commander	1			1			0%
<b>FORS</b> Forensic Specialist (+1 as RGTL)	5		1	2	2		2%
<b>FPTS</b> Fingerprint Specialist (+1 as RGTL)	17	1	2	7	7		8%
<b>IRCS</b> IR Computer Specialist (+1 as RGTL)	1			1			0%
<b>IRDE</b> IR Data Entry	0						0%
<b>MEDI</b> Medical Investigator (+2 as RGTL)	21		3	8	10		9%
<b>MHLO</b> Mental Health Officer	3			1	2		1%
<b>MRTA</b> Mortuary Assistant	12	1		5	6		5%
<b>MRTO</b> Mortuary Officer (+5 as RGTL) [1 Georgia]	42	2	8	13	18	1	19%
<b>ODNF</b> Odontologist, Forensic (2 serve as RGTL)	18			4	14		8%
<b>ODNN</b> Odontologist, Non-Forensic	0						0%
<b>PATF</b> Pathologist, Forensic (1 serves as RGTL)	8		3		5		4%
<b>PATN</b> Pathologist, Non-Forensic (1 resident)	0						0%
<b>PHOT</b> Photographer	5				5		2%
<b>RGTL</b> Regional Team Leader (Go Team)	15	1	2	6	6		7%
<b>SAFO</b> Safety Officer (+2 as RGTL)	1			1			0%
<b>Applicant, Provisional and Active Members:</b>	<b>222</b>	<b>8</b>	<b>34</b>	<b>86</b>	<b>93</b>	<b>1</b>	<b>100%</b>
Associate Members	45						
Inactive Members Due to Missed Training	195						
<b>Total Membership (since inception)</b>	<b>462</b>						

**Note #1 - FACS Team includes members from several sections:**

Administrative Specialist	3
Autopsy Technician	2
Dental Assistant	4
DNA Specialist	5
Evidence Specialist	1
Forensic Specialist	3
Medical Investigator	6
Mental Health Officer	3
Mortuary Officer	23
Odontologist, Forensic	1
<b>FAC Team Total</b>	<b>51</b>