



# FEMORS NewsGram

## Vol. 3, No. 3

### Summer 2005



*Because HOPE is NOT an Option!*

### COMMANDER'S MESSAGE



*(Life is too short not to smile and have fun!)*

### Kudos of the DSOC

It is with great satisfaction that I take pleasure in passing on to you, our FEMORS team, the Kudos of the DSOC (Domestic Security Oversight Committee). About 2 dozen state department heads and key players at all levels of public service make up the Committee. This committee sets the agenda for Florida's coordinated domestic security effort and each year develops the substance of the Domestic Security Legislative Budget Request. All of FEMORS' funding to date has been vetted and approved by the DSOC.

In July, I was given an opportunity to present a 10 minute FEMORS status report at their quarterly meeting (*a PDF version is posted at the Events tab of [www.FEMORS.org](http://www.FEMORS.org)*). Guy Tunnell, FDLE Commissioner and Chair, and Dr. Agwunobi, DOH Secretary, were especially expressive in their compliments on the successful development of our program. I assured them that I would convey their words of appreciation and encouragement back to the team.

Way to go! Thanks to you, FEMORS is now well regarded in many disaster planning circles across the state.

### Commitment

As you will soon see throughout this issue, being a member of a professional disaster response team is no longer just a matter of being in the good-ol'-boy network. National Incident Management System (NIMS) compliance (*required for any organization to receive federal funding*) places several demands on both the organization and volunteer members like you.

It is a testament to the dedication of each of you who have been following these changes over the years that so many have gone the extra mile to not only contribute but to continue to meet benchmarks placed by events like NIMS compliance. As you can see in the photos at left, my *Hat's Off* to all of you for being there!

We have many developments to share with you in this issue:

- Training Sessions 2005
- Hurricane Season 2005 (so far!)
- FY 05-06 Contract Deliverables
- Field Operations Guide Revision
- Warehouse Operations/  
DPMU Game Plan
- Pandemic Influenza Planning
- Membership Issues
  - Hurricane Pay 2004
  - Pay Grade 3.6% Raise
  - Deployable Status
  - Inactive Status / Training Requirements (NIMS/FOG)
- Membership Report.

Now, on to the news,  
Larry



### TRAINING 2004

Although FEMORS was delayed in receiving FY 04-05 funding, needed to secure hotel accommodations early enough to provide members with adequate advance notice, many members participated in one or more of this year's sessions.

The Second Annual **Family Assistance Training** was held on May 26, 2005 in Orlando with 33 members attending.



A few new members joined the team with their first FAC training session.



Deputy Commander Paul Taylor and Family Assistance Team Leader Gary Daugherty served as training session moderators



Tammy Grosskopf reviewed FAC operations from Hurricane Ivan.



Jonathan Scott unveiled the latest version of FRED (Fatality Response Emergency Database).

FAC team members exercised the new interview forms in FRED to test out what worked and what didn't to make suggestions for improvement. The new forms were well received by attendees with comments indicating significant improvement over the older forms.



Testing FRED Interview Forms

The Third **FEMORS Annual Training** was held on June 2-4, 2005 in Orlando with 125 members attending.



This year's program certified attendees who completed the Incident Command 100 course (more detail on ICS courses will follow) provided by member and Asst. Fire Chief, Jeff Money and

member and Fire Capt. Bob Securo from Brevard County Fire Rescue.



Jeff Money and ICS Training



Bob Securo Passing the Buck to Jeff!

The session also exercised the check-in and demobilization administrative process by using "T-Cards" to track the assignment of each attendee for the sectional table-top exercises that followed.



Check-In and Assignment Desk



T-Cards and Assignment Display Rack

This was a more hands-on exercise than last year to involve participants in working (thinking) through the

equipment lists that will be needed for the portable morgue.



FAC Team Reviewing Equipment Lists



Teams Reviewing Equipment Lists

Following that exercise, those assigned to command staff positions put on a live demonstration of working through development of an Incident Action Plan (IAP) for the next operational period.



Drafting the Incident Action Plan (IAP)

Developing the IAP turned out to be far more complex than it initially seemed in instruction materials. Nonetheless, having actually exercised these elements proved to be a very worthwhile effort.



T-Cards Demobilization at Session End

Demobilization of the team at session's end was accomplished by accounting for each member's T-Card in order to issue attendance certificates.

The Inaugural **Odontology Training** was held on June 4-5, 2005 in Orlando with 22 members attending.



Dr. Jim McGivney, creator of the dental ID software standard WinID, and Amanda Pippin of DEXIS provided the instruction.



Dr. McGivney and Ms. Pippin

Amanda and Jim, as they prefer, were enthusiastic about the program. Amanda provided detailed DEXIS instruction for digital capture of dental X-rays while Jim taught on the use of WinID to record ante-mortem records and to initiate comparative searches.

Members also saw a practical demonstration of the use of a new hand-held dental X-ray unit called NOMAD which will become part of the DPMU.



NOMAD with DEXIS for input into WinID

NOMAD together with DEXIS/WinID allows FEMORS to have a system for taking, recording, reading, and comparing dental x-rays at a deployment without the need for a darkroom or a chemical processor.



Applying WinID to the Mock Disaster.

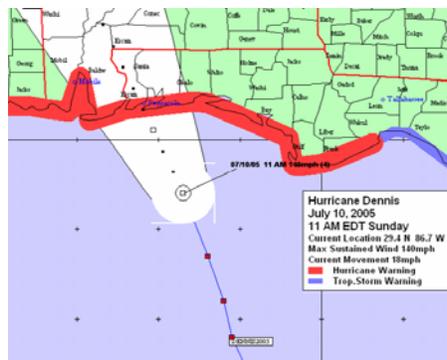
Jim lead a practical exercise of matching dental records using WinID linked to DEXIS for a mock cruise ship disaster.

**HURRICANE SEASON 2005 (SO FAR)**

July saw the first threatening hurricane of 2005. Dennis followed the path of Ivan in 2004 and took aim on Pensacola once again. On July 8<sup>th</sup>, FEMORS issued an Alert message to all members by e-mail. Seventy-five team members indicated a ready-to-respond status if needed.

Pre-storm contact was established with Medical Examiner Dr. Minyard who was better prepared this time but expecting the worst and understandably apprehensive. She expressed comfort in knowing that FEMORS would be there again if needed.

The following evening, DOH placed FEMORS on Stand-by with Mission # 530 as the path became more certain. Commander Bedore and Admin Chief Lonesk spent the weekend aligning potential teams to activate if needed and assembling an administrative command post kit to set up operations.



By Monday, July 11<sup>th</sup>, reports indicated minimal storm-related death and, with Dr. Minyard's concurrence, DOH issued Stand-Down orders for FEMORS.

**FY 05-06 DOH/UF CONTRACT**

Funding for FY 05-06 is scheduled to begin on August 31, 2005 with the CDC grant providing for continuing development and training sessions once again. The total grant is for \$240,000 and will be distributed to FEMORS based upon satisfaction of certain "deliverables" and due dates. The draft of that contract is completed and awaiting only the release of funding by CDC.

(A separate DOH/UF contract will also be drawn up to distribute the \$350,000 ODP funding for DPMU equipment starting in October.)

To assist members in understanding what is expected of FEMORS during this coming year, each of the deliverables will be presented here. It may be more information than necessary, but the more members understand how the whole system works the better the system will work.

**DELIVERABLE A:  
DPMU EQUIPMENT LIST**

A. By September 30, 2005 the provider will deliver to the Office of Emergency Operations a written equipment list for a portable morgue (funded by ODP Grant of \$350,000). The equipment list shall include the following data for each piece / type of equipment that costs more than \$500.00 or has a life expectancy of more than three years: (1) cost; (2) the life expectancy; (3) the sustainability cost to include but not limited to maintenance agreements, shelf life replacement (if applicable); (4) any extraordinary storage cost; (5) any unique physical security storage requirements; and, (6) any operator and/or equipment licensure requirements for a particular piece of equipment. The equipment list shall not include consumable administrative or routine maintenance supplies except as grouped costs. This deliverable supports the Florida Department of Health, Office of Public Health Preparedness Five-Year Strategic Plan Goal 5, Objective 5.6, Strategy 5.6D. (\$60,000)

Impact on Command Staff:

FEMORS must update and finalize the DPMU list for items no longer available and for price changes. The final list must be submitted to DOH by Sept 30<sup>th</sup>. Actual ordering cannot begin until spending authorization is activated October 2005.

Impact on Members:

As equipment begins to be ordered starting in October, a DPMU team will be selected to assist Jonathan Scott, FEMORS' Logistics Chief. Physical labor will be needed to

- assemble the equipment into the various section kits,
- learn to operate and service various equipment items such as generators,
- learn how to construct the partitions between sections,
- palletize the equipment for transport by trucks, and
- become certified fork lift operators.

Members wishing to serve on the DPMU team should submit their requests to Commander Bedore for coordination with Logistics Chief Scott.

**DELIVERABLE B :  
MASS FATALITY COURSE FOR DEM**

B. By October 31, 2005, the provider will deliver to the Office of Emergency Operations a written attendance roster (assisting DEM) for the FEMA course "Mass Fatalities Incident Response G386". This training course shall have a minimum of 15 and a maximum of 40 trainees (or as determined by DEM). This deliverable supports the Florida Department of Health, Office of Public Health Preparedness Five-Year Strategic Plan Goal 5, Objective 5.6, Strategy 5.6A and D. (\$38,000)

Impact on Command Staff:

FEMORS has become the default instructor staff for the Dept. of Emergency Management's offering of this FEMA course in Florida on Sept 20-22 (class is full with 39). The roster

of attendees must be submitted to DOH by Oct 31<sup>st</sup>.

Impact on Members:

Several FEMORS members certified for the FEMA course will serve as course instructors with DEM providing lodging and travel.

**DELIVERABLE C:  
PERSONNEL FILES TO DOH**

C. By December 31, 2005 the provider will deliver to the Office of Emergency Operations a copy of the following FEMORS Team documentation: (1) completed State of Florida Dual Employment and Compensation Request and a completed State of Florida Employment Application for each Provisional and Active member of FEMORS and for new members as membership occurs; (2) an updated FEMORS Membership Roster; and, (3) an updated Compensation and Reimbursement Procedures and Pay Scale for FEMORS members. The provider will establish and maintain a personnel file for all Provisional and Active members of FEMORS to include as a minimum: (1) the original State of Florida Dual Employment and Compensation Request and the original State of Florida Employment Application; (2) a record of participation in FEMORS training; and, (3) a record of participation in FEMORS activations. The personnel file shall be maintained for all former members for a period of seven years post membership. This deliverable supports the Department of Health, Office of Public Health Preparedness Five-Year Strategic Plan Goal 5: Objective 5.6, Strategy 5.6A and 5.6C. (\$55,000)

Impact on Command Staff:

FEMORS must distribute and collect a Dual Employment form from each member in Provisional or Active Status. FEMORS will send to DOH by Dec 31<sup>st</sup>

- For each member in Provisional or Active Status a copy of :
  - i. Dual Employment form and
  - ii. State of Florida Employment Application

- Plus updates to
  - i. Membership Roster, and
  - ii. Compensation and Reimbursement Procedures and Pay Scale (from FOG)

FEMORS maintains a personnel file for each member who has submitted the DOH application package and will continue to do so for 7 years past membership. This will include at least the:

- State Dual Employment form,
- State Application form, and
- Personnel Action Form (PAF) to document
  - i. Training, and
  - ii. Activations

Impact on Members:

***VERY Important! Requires Action!***

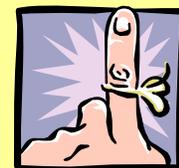
This helps Provisional members achieve Active Status.

**A New Dual Employment form must be completed and mailed to Kelly Lonesk by October 31<sup>st</sup>, by every member prior to activation.** (The template and instructions for this form may be found at [www.FEMORS.org](http://www.FEMORS.org) at the member's log-in tab and has been added to the application package instructions in [Download Area for DoH OPS Application Package](#))

This is not limited to current State employees, it applies to EVERY member whether Provisional or Active.

Once a Provisional member's dual employment and application forms are submitted to DOH their status changes to Active. In the past, only deployed members had been moved to Active status.

DOH will maintain these forms at the ready to put into the payroll computer system for any member deployed to speed up compensation following the activation.



**DELIVERABLE D:  
FAMILY ASSISTANCE TRAINING**

D. By May 30, 2006 the provider will deliver to the Office of Emergency Operations a written, training syllabus, attendance roster and an evaluation of training for the FEMORS Missing Persons Family Assistance Training session which shall have a minimum of 15 and a maximum of 40 trainees. This training session shall have the outcome of training and exercising Family Assistance team members in the roles and duties of responders to document information about persons reported missing that will be used to affect identification of unknown disaster victims in accordance with the FEMORS Field Operations Guide to accomplish the purpose and intent of this deliverable. The training syllabus shall include a written and or practical examination that shall be administered to each trainee, the purpose of which is to evaluate trainee knowledge / skill and the effectiveness of the training session, and a listing of any Continuing Education Units (CEU's) earned for each profession, if none so state. The evaluation of training shall include a summary of the effectiveness of training and recommendations for improvement as applicable, specifically: the applicable portions of the FEMORS Field Operations Guide and the FEMORS Missing Persons Family Assistance Training. This deliverable supports the Florida Department of Health, Office of Public Health Preparedness Strategic Plan Goal 5: Objective 5.6, Strategy 5.6A. (\$15,000)

Impact on Command Staff:

FEMORS must deliver a written training syllabus, attendance roster and an evaluation of training including appropriateness of applicable FOG sections.

Review and revision of the FOG during the fall is a task that will be accomplished in advance of all of the training sessions.

Impact on Members:

Attendees, limited to 40, must take a written and or practical examination and complete an evaluation of the course.

Target date is March 2006, possibly to be held one day before the Annual training to minimize disruption of members' work schedules for those who would benefit from attending more than one session.

**DELIVERABLE E:  
FEMORS ANNUAL TRAINING**

E. By May 30, 2006 the provider will deliver to the Office of Emergency Operations a written training syllabus, attendance roster and evaluation of training for the FEMORS Annual Training session. This training session shall have a minimum of 20 and a maximum of 200 trainees. This training shall have the outcome of training and exercising team members in the roles and duties of responders in compliance with NIMS (National Incident Management System) guidelines to accomplish the purpose and intent of this deliverable. The training syllabus shall include a written and or practical examination that shall be administered to each trainee, the purpose of which is to evaluate trainee knowledge / skill and the effectiveness of training and a description of any Continuing Education Units (CEU's) earned for each profession, if none so state. The annual training session shall include a written evaluation summarizing the effectiveness of the training session with recommendations for improvement as applicable. This deliverable supports the Florida Department of Health, Office of Public Health Preparedness Strategic Plan Goal 5: Objective 5.6, Strategy 5.6A. (\$40,000)

Impact on Command Staff:

FEMORS must deliver a written training syllabus, attendance roster and an evaluation of training.

Impact on Members:

Attendees, limited to 200, must take a written and or practical examination and complete an evaluation of the course.

Target date is March 2006, when temperatures are more bearable as one or more days may be spent in a practical exercise of working at the warehouse in setting up the DPMU and exercising each section for processing flow. This is subject to timely release of ODP funding and successful procurement of DPMU equipment.

***This session (or FAC or Odontology) is critical for members who did not attend any sessions in 2005 to satisfy the at-least-once-every-two-years training requirement in the FOG. Members who were Inactive due to non participation may qualify for reactivation by participating.***

**DELIVERABLE F:  
ODONTOLOGY TRAINING**

F. By May 30, 2006 the provider will conduct a FEMORS Odontology Training session and deliver to the Office of Emergency Operations a written training syllabus, signed attendance roster and an evaluation of training for the FEMORS Odontology Training session. This training shall have a minimum of 10 and a maximum of 25 trainees. The outcome of this training session shall be the training and exercising of dental team members in the roles and duties of responders in the use of disaster dental identification programs to accomplish the purpose and intent of this project. The training syllabus shall include a written and or practical examination that shall be administered to each trainee, the purpose of which is to evaluate trainee knowledge / skill and the effectiveness of training and a listing of any Continuing Education Units (CEU's) earned for each profession, if none so state. The evaluation of training shall include a summary of the recommendations for improvements as applicable. This deliverable supports the Florida Department of Health, Office of Public Health Preparedness Strategic Plan Goal 5: Objective 5.6, Strategy 5.6A. (\$15,000)

Impact on Command Staff:

FEMORS must deliver a written training syllabus, attendance roster and an evaluation of training.

Impact on Members:

Attendees, limited to 25, must take a written and or practical examination and complete an evaluation of the course.

Target date is March 2006, possibly to be held one day after the Annual training to minimize disruption of members' work schedules for those who would benefit from attending more than one session.

**DELIVERABLE G:  
NIMS IS-700 COURSE**

G. By May 30, 2006 the provider will deliver a list of FEMORS members who have satisfactorily completed the National Incident Management System (NIMS), An Introduction, IS-700. This deliverable supports the Homeland Security Presidential Directive – 5 (HSPD-5). (\$2,000)

Impact on Command Staff:

FEMORS must distribute information for the on-line FEMA course IS-700 and collect verification of certification in order to provide DOH with the list of members who have satisfactorily completed the course.

The IS-700 course is the only one required to satisfy this deliverable. *However*, eventually 4 ICS courses will be required for any member of a disaster response team under NIMS requirements. These are IS-100, IS-200, IS-700, and IS-800. Attendees at last June's Annual Training have already completed I-100. All 4 may be taken through FEMA's Independent Study Program, the NETC Virtual Campus.

- 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 <http://www.training.fema.gov/emiweb/IS/is800.asp>

Members who have already completed one or more of these courses only need to send documentation of successful completion (forwarded e-mail confirmation from FEMA or certificate copy mailed) to Kelly Lonesk for inclusion in the personnel file.

*At some point in the future, DOH will direct FEMORS to activate only those members who have satisfied all 4 courses required for NIMS compliance.*

Impact on Members:

**VERY Important! Requires Action!**

By January 31, 2006, each FEMORS member must:

- register for FEMA's Independent Study Program, NETC Virtual Campus at <http://www.training.fema.gov/EMIWeb/IS/>
- visit the FEMA training web site for the IS-700 course <http://www.training.fema.gov/emiweb/IS/crslist.asp>
- successfully complete the IS-700 course and receive a confirmation e-mail from FEMA/EMI, or receive a certificate in the mail (usually several weeks later), and
- forward a copy of the successful completion e-mail (or printed certificate) received to Kelly Lonesk no later than **January 31, 2006.**

Note: Members who have already completed the IS-700 course, do not retake the course; just forward evidence of successful completion to Kelly Lonesk for your personnel file.

The NETC Virtual Campus has clear instructions to walk registrants through the process. There is even an option for college credit (for a fee).



**DELIVERABLE H:  
YEAR-END STATUS REPORT MEETING**

H. By June 15, 2006 the provider will meet with the Office of Emergency Operations for the purpose of delivering a verbal and documented status report of planned and executed activities during the period of August 31, 2005 through August 30, 2006 to include: (1) a summary description of each training session completed with a numerical description of number of trainees and number of trainees successfully completing the respective training examination and CEU's earned for each profession; (2) a proposed training schedule for the next five years; (3) a statement by the FEMORS Commander as to the ability of the FEMORS membership and organization to meet the FEMORS' Mission with recommendations for improvement as applicable; (4) a review of the Florida Department of Health, Office of Public Health Preparedness Strategic Goal 5, Objective 5.6, Strategies 5.6A through 5.6D with recommendations for improvement as applicable. (\$15,000)

Impact on Command Staff:

FEMORS must meet with DOH management to present reports on:

- FY 05-06 Training Sessions,
- Trainings schedules through 2011,
- Readiness of FEMORS to respond and program enhancements, and
- Satisfaction of DOH strategies for mass fatality management in the 5-year plan ending 2007 with applicable recommendations.

Impact on Members:

This sets the long range vision for FEMORS development, growth, and enhancement.



**FOG- FIELD OPERATIONS GUIDE REVIEW AND REVISION**

As mentioned earlier, review and revision of the FOG during the fall is a task that will be accomplished in advance of all of the training sessions for 2006.

The FOG was last updated in May 2004. Lessons learned from the hurricane responses of 2004 as well as this year's training exercise revealed issues that can be improved and clarified.

Every member is encouraged to offer a critical review of the FOG, especially in each member's area of expertise, which would benefit the review process. This topic will be explored at the next meeting of the Go Team members who also serve as advisors for program development and training session design.

Please feel free to offer suggestion for revision or addition to Commander Bedore.

If time permits, and revisions can be incorporated adequately, the FOG will be sent to a printer for binding into a pocket-sized, flip-page booklet that can truly become a Field Operations Guide each member can carry for quick reference when needed.

**WAREHOUSE OPERATIONS/ DPMU GAME PLAN**

In July, FEMORS took possession of keys to the warehouse to be used to marshal the DPMU. DOH added FEMORS to its master sub-lease to DMAT-6 which is leasing the nearly 100,000 sq. ft. space.



Due to the fact that this warehouse is used for multiple disaster response agencies, its location is identified only

[www.FEMORS.org](http://www.FEMORS.org)

as being in Orlando as a domestic security issue.

FEMORS portion consists of a small air-conditioned office (12' x 20') that will be holding climate sensitive equipment such as computers.



Logistics Chief Scott has been laboring in the heat of summer to spruce up the office area and to get the operations started with phone, fax and internet service. The October start of purchasing will require a good deal of coordination of shipping and delivery times.



In addition, there is a 50' x 50' area of open floor space to store palletized equipment kits. (The current materials present will be cleared out to make room for FEMORS).

The open floor space is sufficient to set up and knock down the DPMU, much like DMAT does with its full tent operation for exercises.



FEMORS plans to use that floor space for the 2006 Annual Training in March.

**PANDEMIC INFLUENZA PLANNING**

FEMORS has been asked to participate in a Pandemic Influenza Leadership planning effort of DOH. Commander Bedore joined this group which consists of high level DOH subject matter experts in all phases of epidemiology and response planning for a flu pandemic.

Recent news reports on the Asian Bird Flu outbreaks highlight some of the issues involved not the least of which is that vaccine has not been developed sufficiently.



If this H5N1 virus mutates to infect humans with the ease of normal flu strains, the outbreak could be catastrophic. Developing vaccines sufficient for large-scale distribution is a process that often takes 6-12 months.

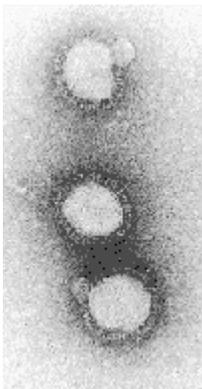
At the last DOH leadership meeting on strategies for a possible flu pandemic resulting in catastrophic deaths, recognition was made that few such deaths would fall under Medical Examiner jurisdiction. "At home" and "unattended" deaths might be reported if the victims had not been receiving treatment or there was no documentation of medical care, much like regular flu cases today. A definition of "flu-related" would be needed if a state of emergency is declared and Medical Examiners must report to the Medical Examiners Commission daily, even if limited to the non-hospital cases. "Flu" is not normally a part of the listed cause of death.

An interesting observation of a truly pandemic scenario is that it would affect responders and daily workers, too.

This raises questions such as: How would police, EMT's, hospitals, health departments, and Medical Examiner offices fare with 20+% of their staffs out sick? How would hospitals manage hundreds of deaths with scant morgue facilities? Who manages the remains when family members are not available to make funeral decisions due to their own illness or death? How many areas of the state would be affected simultaneously?

Thus, a possible scenario could involve using FEMORS (*assuming a capability to respond in spite of illness among its team*) or the Federal DMORT teams, to manage mass fatalities not processed by Medical Examiners. Such a situation might involve setting up refrigerated storage facilities to coordinate distribution of remains to funeral homes. In the absence of an identified funeral home to process the death certificates, runners would be needed to track down physicians to sign the certificates. Perhaps a Governor's Executive Order or declaration of emergency would be needed to authorize FEMORS to embalm and/or store under authority of the Department of Health if no funeral home is identified. Final disposition of the remains is another significant factor to be explored.

These and numerous other issues arise when exploring the ramifications of an influenza pandemic. Clearly, it's a tip-of-the-iceberg scenario no one wants to see become a reality.



Micrograph of flu virus. Surface proteins visible on periphery

**MEMBERSHIP ISSUES**

**HURRICANE SEASON 2004 PAY**

Many team members responded to hurricanes in 2004 starting in August 2004. Unfortunately a series of personnel changes at DOH resulted in having FEMORS pay issues fall into a few black holes. With the persistence of Logistics Chief Jonathan Scott helping (nipping at the heels is more like it!), DOH finally issued the last of the compensation checks in July 2005, 11 months after the first activation for Hurricane Charley.

One of the original concepts of implementing the FEMORS program was to have all members pre-entered into the human resources database the State uses to pay employees so compensation could be rapidly distributed. Currently there are about 50 FEMORS members so entered.

Just about the time FEMORS was getting started, the State contracted with a private company to manage all human resource issues and it is their database, People First, that does the tracking. DOH learned after this implementation that there was going to be a fee associated for every person entered into the database. The fee applies to all employees, even if in a suspended status until activated.

It turns out that the fee is \$130 per person per month. For the 50 members in People First, the cost to DOH is  $130 \times 12 \times 50 = \$78,000$  per year! If all 280 FEMORS members were in People First the cost would be \$436,800 per year. Clearly, DOH is actively working to find a more equitable way to manage temporary employee organizations like FEMORS, DMATS, and others.

This is the reason that DOH will be holding the Dual Employment and State Application forms aside until activation is needed. So it is likely that rapid compensation for deployments will not become the norm unless a new solution with People First is worked out.

**PAY GRADE 3.6% RAISE**

The 2005 session of the Florida legislature resulted in a 3.6% pay raise for all state employees effective August 1, 2005. For this reason all FEMORS classifications received the 3.6% boost.

Classification	Rate
Administrative Officer	\$ 42.34
Administrative Specialist	\$ 17.43
Anthropologist, Forensic	\$ 37.36
Anthropologist, Non-Forensic	\$ 24.90
Autopsy Technician	\$ 22.41
Chaplain	\$ 24.90
Dental Assistant	\$ 17.43
DNA Specialist	\$ 37.36
DPMU Team	\$ 29.88
Evidence Specialist	\$ 22.41
Family Assistance Team Leader	\$ 42.34
FAC Specialist	\$ 19.43
FEMORS Commander	\$ 55.52
Forensic Specialist	\$ 24.90
Fingerprint Specialist	\$ 24.90
IR Computer Specialist	\$ 32.38
IR Data Entry	\$ 19.43
Medical Investigator	\$ 32.38
Mental Health Officer	\$ 24.90
Mortuary Assistant	\$ 17.43
Mortuary Officer	\$ 29.88
Odontologist, Forensic	\$ 62.26
Odontologist, Non-Forensic	\$ 49.81
Pathologist, Forensic	\$ 74.71
Pathologist, Non-Forensic	\$ 59.54
Photographer	\$ 19.43
Regional Team Leader	\$ 42.34
Safety Officer	\$ 25.90

Updated Personnel Action Forms (PAFs) were issued to all Provisional and Active members in early August to reflect this change and to document FEMORS training sessions attended.

**DEPLOYABLE STATUS**

All members who are currently in Provisional or Active status are eligible for deployment. This accounts for 162 of the membership roster. As stated above in the discussion of Deliverable C, by December 31, 2005, a dual employment form and state application will be required for maintaining deployability, even for currently Active members.

Another 118 members are still in Applicant status because they have not yet submitted the DOH application package. Applicants are not eligible for deployment until they achieve at least Provisional status. Applicant members are strongly encouraged to complete the process so they will become eligible for activation should the need arise. As always, the forms and application package instructions can be found at the members' log-in area of the web-site. ([Download Area for DoH OPS Application Package](#))

Members who need assistance with forgotten user names or passwords may contact either Commander Bedore or Admin Chief Lonesk.

**INACTIVE STATUS / TRAINING REQUIREMENTS (NIMS/FOG)**

On July 28<sup>th</sup>, Commander Bedore performed the unpleasant task of sending out messages to approximately 80 members that they had been moved to Inactive status due to failure to comply with the FOG training requirements. Some had attended the inaugural Annual Training meeting held in 2003 but were unable to take part in 2004 or this year due to a variety of reasons. Job changes, family issues and life's travails often conspire to thwart the best intentions of many as priorities must be rearranged.

FEMORS' level of accountability, especially under still developing federal guidelines for disaster response teams, is essential to maintain so there is little option but to enforce the training requirements.

From a team fairness perspective, those who have actively participated by following the rules deserve to be respected for that commitment. Likewise, failure to enforce the requirement would have demonstrated a lack of consequence for non-participation. Thus, the action had to be taken.

Those moved to Inactive status may regain membership by participating in the 2006 programs to be offered. Of course, completion of the DOH application package will also be required to permit them to achieve eligibility for activation.

The FEMORS family will benefit by the renewed participation of those who make the effort to get involved once again.



1. **A New Dual Employment form must be completed and mailed to Kelly Lonesk no later than October 31, 2005**
2. **Forward a copy of the successful IS-700 on-line course completion received e-mail (or printed certificate) to Kelly Lonesk no later than January 31, 2006.**

**AND DON'T FORGET TO LIGHTEN UP!**

Just to demonstrate that life doesn't have to be taken too seriously:



"Yes! That was very loud Mr. Trainer, but I said I wanted to hear your HEART!"

**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)

Kelly Lonesk, Director of Finance  
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)

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# FEMORS NewsGram

## Vol. 3, No. 3

Summer 2005

*Because HOPE is NOT an Option!*



### FEMORS Membership Report Based on Current Classification (as of July 18, 2005)

Categories: Title	Total	Region					?	
		1	2	3	4			
<b>ADFI</b> Administrative Officer	1		1					0%
<b>ADSP</b> Administrative Specialist (+4 as FACS)	8		3	2	3			3%
<b>ANTF</b> Anthropologist, Forensic (+2 as RGTL)	1	1						0%
<b>ANTN</b> Anthropologist, Non-Forensic	2	1	1					1%
<b>AUTT</b> Autopsy Technician	11	1	3	6	1			4%
<b>CHAP</b> Chaplin	2			1	1			1%
<b>DENA</b> Dental Assistant (+3 as FACS)	12	1		7	4			4%
<b>DNAS</b> DNA Specialist (+1 as RGTL)	9		2	5	2			3%
<b>DPMU</b> DPMU Team	2		1	1				1%
<b>EVSP</b> Evidence Specialist	25	5	1	9	10			9%
<b>FACL</b> Family Assistance Team Leader (RGTL)	1			1				0%
<b>FACS</b> FAC Specialist (see Note #1)	5		2	2	1			2%
<b>FCMD</b> FEMORS Commander	1			1				0%
<b>FORS</b> Forensic Specialist (+1 as RGTL)	12	1	3	6	2			4%
<b>FPTS</b> Fingerprint Specialist (+1 as RGTL)	15	1	2	4	8			5%
<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)	34	3	8	13	10			12%
<b>MHLO</b> Mental Health Officer	2			1	1			1%
<b>MRTA</b> Mortuary Assistant	28	1	3	15	9			10%
<b>MRTO</b> Mortuary Officer (+5 as RGTL) [1 Georgia]	57	4	7	18	27	1		20%
<b>ODNF</b> Odontologist, Forensic (2 serve as RGTL)	19			5	14			7%
<b>ODNN</b> Odontologist, Non-Forensic	1				1			0%
<b>PATF</b> Pathologist, Forensic (1 serves as RGTL)	10	1	3	2	4			4%
<b>PATN</b> Pathologist, Non-Forensic (1 resident)	1		1					0%
<b>PHOT</b> Photographer	1			1				0%
<b>RGTL</b> Regional Team Leader (Go Team)	15	1	3	6	5			5%
<b>SAFO</b> Safety Officer (+2 as RGTL)	4			2	2			1%
FEMORS Program Director	1		1					0%
Applicant, Provisional and Active Members:	281	21	45	109	105	1		100%
Associate Members	12							
Inactive Members (voluntary)	23							
Inactive Members Due to Missed Training	81							
<b>Total Membership</b>	<b>397</b>							

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

Administrative Specialist	4
Dental Assistant	3
DNA Specialist	5
Forensic Specialist	3
Medical Investigator	3
Mental Health Officer	1
Mortuary Officer	13
	<u>32</u>