



JANUARY IS  
**FIREFIGHTER CANCER**  
AWARENESS MONTH



# What's Happening

*Navy Fire & Emergency Services Newsletter*  
**Protecting Those Who Defend America**



January 2026

OMNI CEDO DOMUS

Vol. 24 No. 1

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## *From the Navy Fire Chief*

Just when we were recovering from the previous **Govt Shutdown**, we are back in for **Shutdown** Round # 2. We are all watching the media, with high hopes this **Shutdown** will be short and not significantly impact pay for our F&ES staff.

The Washington DC area and most of the East Coast is still digging out from a serious snow/ice storm and some crazy below freezing temperatures. I speak for many, we are ready for Spring and warmer weather.

I am happy report we had 22 nominations in the **Best Navy F&ES Mustache** Contest; nominations are now closed. Thanks to all who participated in this friendly competition. Due to the snow/ice delays in DC, our judging is a little delayed, we will announce the winner in next month's Newsletter. Good luck to all.

Speaking of awards, the annual Navy F&ES awards deadline has also passed; all ten Regions submitted nominations for the annual awards; we also received four Lifetime Achievement Nominations and five Navy F&ES Hall of Fame Nominations. The Navy judging panel will convene over the next two weeks to select the Navy-level Winners and Runner-Ups. This will allow the Navy F&ES winners to be forwarded to the DoW F&ES awards panel for consideration, in the DoW F&ES Awards. Best Wishes in the next round of competition, to showcase the best across Navy and DoW F&ES.

**Welcome Back** to HTC TJ Laurenson returning to our HQ F&ES staff, providing support and assistance to our Reserve F&ES programs. We are also saying **Goodbye** to Shipmate Robert Sepuleveda who will be relocating to NS Rota to join Chief Hendersons Team. **Congratulations Robert and Team Rota.**

**Deepest Condolences:** We were saddened to learn of the untimely passing of NS Rota Battalion Chief Daniel Rawson who passed away suddenly while at his residence in Spain. Our deepest condolences to Daniel's family and the NS Rota F&ES family. We also, learned of the passing of Army Fire Chief (retired) John Erichsen who passed away recently. John was a strong advocate for Army and DoW F&ES, you will be missed.





Additionally, Chief Chris Hecht (HQ F&ES Contract support team) passed away as a result of a medical event; many of you may know Chris, he was a Friend and Contractor working with our Navy F&ES apparatus program; Chris was very knowledgeable on fire trucks and provided consult support for specifications, design, and inspection of Navy fire apparatus. In addition to his work with Navy and Marine Corp fire apparatus program he was active in his community as a Fire Chief and Paramedic. Our thoughts and prayers go out to Chris and his Family.



This has been an extremely difficult month for our F&ES family; Daniel, John, and Chris, Rest Easy; ***We Have the Watch.*** Sincerely from all of the Navy F&ES Family.

Thanks to all our Navy F&ES Teams and members who serve, ***Protecting Those Who Defend America.***

*Carl*

To read past issues of ***What's Happening***, the Navy Fire & Emergency Services newsletter, visit <https://www.cnic.navy.mil/FES-Newsletter>

To submit stories and photos to ***What's Happening***, send an e-mail to Director, Navy F&ES, at [carl.b.glover.civ@us.navy.mil](mailto:carl.b.glover.civ@us.navy.mil)



**WE ARE HIRING!**

*Please check usajobs (search for 0081) or  
Contact the Navy Fire Chief at the **Installation**  
where you would like to work*





# Last Alarms

The USFA reported 78 line of duty deaths in 2025. The following line of duty deaths were reported since our last issue:



**Michael Ryan**  
Phoenicia, NY

**Linzie Collins**  
Richlands, VA

**David Haverdink**  
Hamilton, MI

**Daniel Cook**  
Perris, CA



## Lest We Forget

Navy F&ES Line of Duty Deaths in January

AM3 Ronald Blakeman  
AB3 Gordon Blatchley  
AN Robert Razey  
Naval Air Station Midway Island  
22 January 1961

Vernon Fletcher  
Naval Shipyard Puget Sound, WA  
24 January 1964

Luigi Rullo  
Naval Support Activity Naples, Italy  
13 January 2012

Bryan "Hammy" Hamilton  
Naval Support Facility Indian Head, MD  
1 January 2021





## *Fire Chief (retired) John C. Erichsen*



It is with deep regret and sadness that U.S. Army and Fort Monmouth F&ES announce the passing of Fire Chief (ret) John C Erichsen. Arrangements will be posted when they are made.

Please keep his family in your thoughts and prayers.



## *Battalion Chief Daniel Rawson*



It is with deep sorrow that we share the passing of Battalion Chief Daniel Rawson of Naval Station Rota, Spain.



Chief Rawson was a good man, an exceptional firefighter, and a respected leader whose impact extended far beyond his station. He was admired not only at Rota but also by those across our Fire & Emergency Services community.

He leaves behind his devoted wife and three daughters. On behalf of Navy Fire & Emergency Services, we extend our heartfelt condolences and steadfast support to his family and to our extended family at Rota. Please know that we stand with you and are here to support you during this difficult time.

Rest in peace, Chief Rawson, your legacy, leadership, and service will not be forgotten.

The purpose of life is not to be happy. It is to be useful, to be honorable, to be compassionate, to have it make some difference that you have lived and lived well.”  
— Ralph Waldo Emerson





## Taking Care of Our Own Program

There are three DoW firefighter in the Taking Care of Our Own Program.

Name	Location	Point of Contact
Arthur Gerpoltz	Fort McCoy, WI	brady.j.brever.civ@army.mil
Charles Latham	NAS Patuxent River, MD	joyce.a.aud.civ@us.navy.mil
Andrew Duran	NAVBASE Ventura County, CA	david.g.santillo@us.navy.mil

The “Taking Care of Our Own” Program, a sub-set of the Voluntary Leave Transfer Program, was developed to support military component Fire & Emergency Services (F&ES) personnel with a medical emergency (a medical condition of an employee or a family member of an F&ES employee that is likely to require an employee's absence from duty for a prolonged period of time and to result in a substantial loss of income resulting from the unavailability of paid leave). The Program invites all F&ES personnel to donate ONE HOUR of annual leave to any member to enable them to focus on recovery rather than financial distress.



# NAVY

Jargon

## “OVERBEARING”

**Overbearing** - the dictionary defines overbearing as “unpleasantly overpowering” and that’s exactly how the term came into existence. It refers to one ship sailing in the same direction (**bearing**) as the wind, directly towards another ship in order to **over**-take it, effectively **taking the wind out of their sails.** |





## *Back in the Day - Early Ground Ladder Construction*

Story and photo from the collection of Tom Shand

The term Hook and Ladder Truck can trace its roots back to the early days of firefighting when horse drawn vehicles carried an assortment of ground ladders to rescue people from upper floors and large metal hooks would be used to pull down walls of buildings to prevent fire spread from adjoining buildings. The ground ladders during this period were constructed of wood to provide the required strength for straight beam ladders up to 35 feet long and extension ladders up to 55 feet in length.

Frederic S. Seagrave is credited with developing the first truss style ladder for fire service use and his design was issued United States patent number for 278,051 on May 22, 1883. The ladder beams were constructed of seasoned Douglas-Fir with the same wood used for the struts between each beam.

The rungs were built with second growth hickory without any cross grain in the material. Each of the curved beams were mated to the struts using countersunk bolts and rounded nuts to prevent any projection on the beam. Each fourth rung had an iron rod installed and secured to each side of the beam to provide greater rigidity to the ladder. When these Seagrave truss ladders were introduced during 1884 the cost of a 35-foot straight ladder was eighty cents per foot. The Seagrave model 7 ladder wagon equipped with five ground ladders and assorted hand tools including axes, fire buckets and pull-down hooks cost six hundred dollars.



The Seagrave factory located in Columbus, OH engineered and built the complete apparatus including chassis, engine, fire pump, body and aerial device. The Seagrave wood truss ground ladder was the standard of the industry with the company promoting the strength of their ground ladder showing plant personnel perched on both the Seagrave and competitors solid beam ladder to dramatically show the difference in ladder deflection.

By the early 1920's both American LaFrance and Seagrave were producing quad apparatus

which combined the City Service ladder equipment with a fire pump, booster tank and hose bed to provide a multi-purpose vehicle. The quad apparatus became quite popular with both municipal and military fire departments as these vehicles could provide both engine and ladder company service from a single piece of apparatus.

Aluminum ground ladders entered the fire service with the founding of the Alco Lite Company by Sam Carbis, a master mechanic at the Alcoa Company mill in New Kensington, PA who built his first aluminum ground ladder for a neighboring fire company in 1930. The following year the Duo Safety Company in Chilton, WI developed their own models of aluminum ground ladders with both of these companies still producing different models and styles of aluminum ground ladders today.





Innovations in aerial apparatus design expanded during the 1930's with Peter Pirsch developing the first hydraulically powered aluminum aerial ladder. As Pirsch and Seagrave became rivals touting the advantages of aluminum versus steel aerial devices, Pirsch developed their own design of riveted, truss style ground ladders that could be supplied on any of their vehicles.

During World War II, Seagrave Fire Apparatus built over 79 quads for the various branches of the service with the majority of these delivered to the U.S. Navy. Likewise, the Buffalo Fire Appliance Company diverted all of their production to supply both commercial and custom chassis apparatus to support the war effort



with a number of their vehicles destined for Naval installations. Custom chassis pumpers built with open cabs, enclosed pump panels and wood truss ground ladders were placed into service at the Philadelphia Naval Shipyard and the Seattle Naval Station which featured an overhead ladder rack along with additional ground ladders deployed from the rear body.

Wooden ground ladders are still utilized by west coast fire departments including Los Angeles City and County along with San Francisco where their department shops build and maintain the ground ladders on their apparatus. Ground ladder compliments on truck companies today are just as critical as they were Back in the Day when horse drawn ladder wagons were in use.

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## ***NAS Kingsville Celebrates New Fire Truck Bays After 60 Years***

By: Mike Salazar/KRIS 6 News

Naval Air Station Kingsville celebrated a major milestone with the ribbon cutting of new fire truck bays, marking the first significant upgrades to the facility's fire station in 60 years.

Built in 1965, The naval air station had been operating with outdated infrastructure that forced the fire department to store one of its trucks in a separate storage facility because the original bays were too small to accommodate modern equipment. "This is a game-changer for us. It provides a safer work environment, it has exhaust systems to provide cleaner air, and it allows us to have a better response capability," Chief Eric Kinman said.



The project received funding through a collaborative effort between the city of Kingsville, the state of Texas, and the United States Navy. All three sources pooled their resources for the project, which required congressional approval to move forward.





# ASHE Course Earns Brandon Hall Technology Award

Commander, Navy Installations Command’s *U.S. Navy Active Shooter Hostile Event (ASHE) Responder Course*, developed in partnership with PowerTrain, Inc., has received a Silver award in Brandon Hall Group’s Excellence in Technology Awards in the category of Best Advance in Technology for Crisis Management.

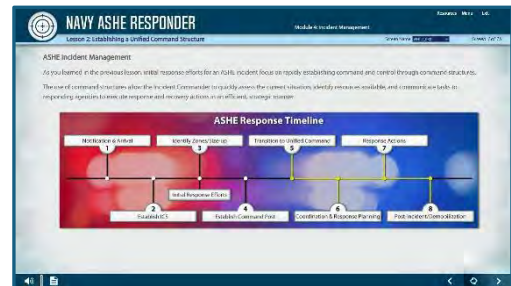


The ASHE Responder Course modernizes critical training for Navy Fire & Emergency Services (F&ES) by transforming an 8-hour instructor-led course into a self-paced, multimedia learning experience compressed to six hours or less. Aligned with CNIC objectives and NFPA 3000 standards, the course provides a time-efficient, scalable way to prepare responders for complex active shooter and hostile event scenarios while maintaining a strong focus on operational readiness and life safety.

This multimedia course makes use of full motion (live) video and detailed scenario maps to help the learner identify the roles and responsibilities of F&ES and first responders over the course of an ASHE incident. Working with PowerTrain, CNIC subject matter experts collaborated to create a training course that would expand access for responders at all Navy installations worldwide, reduce operational disruptions, and ensure that new and returning personnel receive consistent, relevant, and realistic, high-quality instruction.

Further, the training provides the learner with a clear understanding of an ASHE from both the conceptual-level and ground-level through powerful visuals and interactivity, such as:

- **ASHE Response Timeline.** The cold zone operations section features an ASHE timeline that clearly illustrates the typical flow of events from the notification of an ASHE occurring through post-incident actions. As the learner progresses through the course, sections of the timeline are highlighted as appropriate.



- **Isometric Map.** The course makes use of an isometric map that provides a high-level example of an ASHE incident and response at each of the major points shown on the timeline. This map is interactive on certain screens, allowing the learner to explore the different zones and command structures of an ASHE as response efforts unfold over time.

- **Authentic Visuals.** Real photos and videos from a live ASHE training exercise bring authenticity and relatability to the course. By watching the response actions in context, learners can more easily recognize their roles and the actions they are expected to take in the cold zone.

This training results in greater learner engagement, retention, and more consistent preparedness across the Navy's F&ES workforce.





# Blue Angels 2026 Show Schedule

# Blue Angels

## 2026 SHOW SCHEDULE

<p><b>MARCH</b> _____</p> <p>14   NAF EL CENTRO, CA</p> <p>21-22   NAS LEMOORE, CA</p> <p>28-29   NAS MERIDIAN, MS</p> <p><b>APRIL</b> _____</p> <p>11-12   COCOA BEACH, FL</p> <p>18-19   NAS KINGSVILLE, TX</p> <p>25-26   VIDALIA, GA</p> <p><b>MAY</b> _____</p> <p>2-3   JB CHARLESTON, SC</p> <p>9-10   MCAS CHERRY POINT, NC</p> <p>16-17   VERO BEACH, FL</p> <p>20   USNA, ANNAPOLIS, MD</p> <p>23-24   MIDDLETOWN, PA</p> <p><b>JUNE</b> _____</p> <p>6-7   CHESTERFIELD, MO</p> <p>13-14   DAYTON, OH</p> <p>20-21   NAS PATUXENT RIVER, MD</p> <p>27-28   FORT MCHENRY, MD</p> <p><b>JULY</b> _____</p> <p>5-6   JONES BEACH, NY</p>	<p>11-12   BRUNSWICK, ME</p> <p>18   PENSACOLA BEACH, FL</p> <p><b>AUGUST</b> _____</p> <p>1-2   SEATTLE, WA</p> <p>8-9   JB ELMENDORF-RICHARDSON, AK</p> <p>15-16   MCMINNVILLE, OR</p> <p>22-23   BILLINGS, MT</p> <p>29-30   LAKE CHARLES, LA</p> <p><b>SEPTEMBER</b> _____</p> <p>5-7   CLEVELAND, OH</p> <p>19-20   NAS OCEANA, VA</p> <p>26-27   MCAS MIRAMAR, CA</p> <p><b>OCTOBER</b> _____</p> <p>3-4   GRAND JUNCTION, CO</p> <p>10-11   SAN FRANCISCO, CA</p> <p>17-18   NAS JACKSONVILLE, FL</p> <p>24-25   EL PASO, TX</p> <p>31   PEACHTREE CITY, GA</p> <p><b>NOVEMBER</b> _____</p> <p>1   PEACHTREE CITY, GA</p> <p>6-7   NAS PENSACOLA, FL</p>
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## *Navy F&ES Happenings – Sasebo, Japan*

### **CNRJ F&ES Recognition from United Nations**



Commander Navy Region Japan (CNRJ) F&ES Crew Chief Hideyuki Kusaba, Commander Fleet Activities-Sasebo has earned recognition from the United Nations, Emergency Response Section for his unwavering commitment as a Rescue Training Classifier to Japan's International Search and Rescue Advisory Group for the recent reclassification of the Australian Disaster Assistance Response Team.

The reclassification process is rigorous and ensures the team meets the highest international standards. Crew Chief Kusaba was recognized as the first Japanese Trainer to travel to Brisbane, Australia to certify their Urban Search and Rescue (USAR) team in Heavy Rescue. His dedication speaks volumes about his personal qualities and the distinguished reputation he has cultivated over the past 18 years supporting Japan International Cooperation Agency - Japan Disaster Relief (JDR) team. As a CNRJ Fire Department member, he has made significant impacts on the field of JDR and USAR training/certification across Japan, and now Australia. His dedication reflects great credit upon CNRJ F&ES and US Naval Forces in Japan.



### **MLC Awards Ceremony**



More than just a job, it's a commitment! At the CFAS Length of Service Awards on 21 October 2025, we recognized the incredible dedication of our civilian employees who pour their hearts into supporting our mission. Imagine the impact of 10, 20, 30, 40 years of service!

Present at Ceremony: Taiga Mikawa (10 years as Fire Fighter!) & Yujiro Iwata (30 years as Drill Master!)

Also Recognized: Toshiya Wakuda (40 Years!), Shunichi Watanabe (40 Years!), & Yukinori Matsuo (30 Years!)

These incredible Master Labor Contract team members are the backbone of our fire department, ensuring our community's safety. Their expertise is invaluable! This event highlights the strength of the US-Japan partnership and the vital role our civilian workforce plays.

どうもありがとうございます!





## Around Navy F&ES

New ARFF Rigs for NAF Thurmont and NAS Whiting Field from E-One



Cub Scouts Visit NAS Key West Fire Station





## *Naval District Washington Runs Propane Tank Farm Fire*



On December 27, 2025, Naval Support Activity Annapolis Truck 46, Rescue Engine 47, Medic 46, and Battalion Chief 46 were dispatched to the Santee Basin area on the United States Naval Academy for a reported outside fire. Arriving units were confronted with a distribution manifold on fire within a propane tank farm adjacent to the Glen Warner Soccer Complex.

Truck 46's officer and right bucket firefighter made entry to the area and secured valves on the four large propane storage tanks present. Rescue Engine 47 stretched an attack line while Truck 46's left bucket firefighter utilized a rotary saw to remove a section of the fence to allow direct

access with the attack line. Immediately upon securing the storage tanks the intensity of the fire lessened and the audible gas sounds ceased.

The fire was allowed to burn itself out and damage to government property, aside from the manifold itself, was limited to plastic strips in the adjacent section of fence. Crews remained on scene for approximately two hours ensuring the hazards were mitigated. Battalion Chief 46 held the Command for the duration of the incident.



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## *NAS/JRB New Orleans Notable Retirements*



Naval Air Station/Joint Reserve Base New Orleans' recent retirement ceremony honored more than distinguished federal fire service careers, it honored the families who made that service possible.

As we celebrated the careers of Fire Chief Matthew Spreitzer and Captain David Marange, we were reminded that fire service is never carried alone. Behind every call answered were families who sacrificed time together, missed birthdays and holidays, and stood in quiet strength in support of service.

Thank you to everyone who helped make this ceremony meaningful, memorable, and worthy of the careers we honored. Your service to each other is just as important as the service we provide to our community and country.





## Navy F&ES – Cool Pics



NFPA 1410 Drills at Naval Magazine Indian Island, WA



New Ambulances for Joint Region Marianas

Navy F&ES Hall of Famer Jan Lozyoa, CNRSW N3s CDR Holly Hart and CNIC HQs own Mary Anderson enjoy a recent lunch in downtown San Diego





## Cool Pics, cont.



NDW Indian Head master stream training with mutual aid partners in southern Maryland



Naval Air Station Sigonella Fire & Emergency Services near Mount Aetna, Sicily, Italy

## Check Out These links

<https://www.facebook.com/share/r/1Dw5Ybu8VJ/>

<https://youtu.be/hGnMX8rt2fk?si=N6jSqE2dCbxPKsMs>

<https://www.facebook.com/share/r/1Dw5Ybu8VJ/>





## *The Crisis Beneath the Numbers*

By Randy Bruegman

*How Purpose-Driven Leaders Can Turn Gallup's Warning Signs Into a Blueprint for Stronger, More Resilient Organizations.*

As we move into 2026, the latest Gallup data confirms what many of us have felt for a long time, our workplaces are struggling, and our people are carrying more than we often realize. Gallup's 2025 survey shows that a majority of employees feel disconnected from their organization's mission and increasingly uncertain about the direction of their leadership. Engagement hasn't just slipped, it has stalled. Trust is fragile. And in far too many places, teams are trying to succeed without the clarity, support, or direction they need.

What those numbers point to is something deeper than dissatisfaction. They reveal a leadership gap. When people don't feel seen, valued, or supported, culture begins to erode. Turnover rises. Burnout spreads. And a growing number of employees simply disengage and quietly quit on the job, which is damaging not only to the organization in the short term, but to the employee's long-term growth, confidence, and sense of purpose. Across public safety, business, education, and government, I've seen the same pattern repeat. The symptoms vary, but the cause is consistent. People need leadership rooted in purpose, humility, and character. When it's absent, they either leave, or they remain physically present but emotionally checked out.

Yet even with these challenges, there is reason for optimism. Gallup's Q12 Client Data base, especially the organizations performing at or above the 90th percentile, tells a very different story. These organizations are not perfect, but they are remarkably consistent in how they lead and how they build their cultures. They communicate clearly and often. They build trust long before they need it. And they put people at the center of their decisions, not as an afterthought, but as a guiding principle.

### **Where High-Performing Organizations Succeed**

What sets these organizations apart is that they have accountability built into their systems at every level, for both the organization and the individual. Expectations are clear, follow-through is consistent, and people understand what good performance looks like. They focus intentionally on engagement, not as a metric, but as a daily leadership practice. And most importantly, they invest in their people.

They coach, they develop, they mentor, and they create opportunities for employees to grow. Because of that, their cultures thrive. Employees stay longer, contribute more, and feel a genuine sense of ownership in the mission.

Leadership like that doesn't happen by accident. It's intentional. It's disciplined. And it's built on the belief that people, when supported and guided well, will rise to meet whatever challenge is in front of them. That is the kind of leadership we need more of, in classrooms and boardrooms, in command staff offices and city halls, and in every place where people depend on one another to do meaningful work.





## How We Got Here

Over the past several years, a number of forces have pushed us to where we are today. The COVID experience reshaped how people work, communicate, and think about their own well-being. Teams became more isolated, and many never fully rebuilt the connection they once had.

As communication shifted from conversations to screens, misunderstandings increased and relationships weakened. With the lines between home and work blurring, burnout settled in as a steady undercurrent across many organizations.

“At the same time, many workplaces drifted toward policy-driven constructs instead of people-building efforts. That shift showed up in a variety of well-intended initiatives, DEI programs, hiring frameworks, and new workplace mandates, all rolled out more as compliance exercises than meaningful efforts to strengthen people or culture.

These initiatives were too often implemented as box-checking exercises rather than genuine people-building efforts. Instead of strengthening belonging, trust, and diverse thinking, many of these efforts were rolled out without preparing supervisors or cultivating the relationships that real inclusion requires. Other mandates added layers of procedure without offering guidance on how to lead through them. The result was predictable: process overtook purpose, and employees felt acted upon instead of invested in.

Another contributing factor has been a steady decline in accountability, both organizationally and individually. Difficult conversations were avoided, expectations shifted from one department to another, and follow-through weakened. High performers carried more of the load while low performers continued without coaching or

support. Accommodation is always easier than accountability, but it rarely builds the strength or capability our people need.

On the individual side, ownership slipped. Missed deadlines, incomplete work, and unaddressed habits became more common, and over time those small lapses added up. The lack of shared accountability frustrated good people and slowly eroded the cultural foundation strong organizations depend on. In many places, we also shifted from offering a hand up to simply handing things out.

Short-term fixes replaced development, incentives replaced coaching, and support was given without inviting people to take ownership alongside it—creating dependency instead of capability

### **Rethinking DIOA: Diversity, Inclusion, Opportunity, Accountability**

Too often we tend to define diversity narrowly, focusing primarily on race or ethnicity. Those factors matter deeply, especially for organizations to reflect the people they serve. But Gallup’s research shows that high-performing teams also rely on diversity of thought, the ability to bring together people with different experiences, perspectives, and problem-solving approaches. Without that, organizations struggle to innovate and adapt. Diversity in background and diversity in thinking are both essential if we expect performance and engagement to improve.

But diversity alone isn’t enough. Inclusion is where most organizations stumble. Too often, we equate inclusion with simply being invited into the organization. As Verna Myers said, “Diversity is being invited to the party, Inclusion is being asked to dance.” The Gallup data echoes this: employees who feel their opinions matter are far more likely to be engaged and committed to





their organization's success. Inclusion requires more than representation; it requires participation. It requires leaders who intentionally bring people into the decisions and processes that shape the future. Diversity without inclusion creates numbers, not culture.

The third piece is opportunity, and here the data is equally compelling. Gallup reports that one of the strongest predictors of engagement is whether employees feel they have room to grow. Organizations have a responsibility to create those opportunities through training, education, mentoring, and stretch assignments. But individuals must also take ownership, stepping through the doors that open before them, even when the path feels uncertain. Opportunity is a two-way investment: the organization must create it, and the employee must embrace it.

And finally, accountability, a principle that Gallup's highest-performing organizations consistently demonstrate. Accountability must exist at every level: in the systems leaders build, in the expectations they set, and in the behaviors they model. Policies and values statements mean little if they're not lived out. Organizations must be accountable for preparing their people to succeed. Employees must be accountable for their performance, their readiness, and their willingness to step into growth. When we lose accountability, we lose our footing. When we practice it consistently, our culture becomes stronger and more resilient.

After looking at the research from Gallup, McKinsey, Deloitte, and others, a consistent pattern emerges. The practices that set top-performing organizations apart align directly with the principles of DIOA: Diversity, Inclusion, Opportunity, and Accountability, and provide a blueprint for building cultures where people feel connected, supported, challenged, and accountable. And while none

of this is complicated, it does require leaders who are intentional, present, and willing to put their people first.

### 1. Start with Strong Leadership at Every Level

Gallup has shown that nearly 70 percent of the variance in team engagement comes down to the manager. Culture is shaped far more by everyday leadership behaviors than by slogans or strategic plans. The best organizations invest in developing leaders who communicate well, set clear expectations, and build trust long before they need it. They teach supervisors to coach, not just correct, and they hold them responsible for both results and the culture they create.

### 2. Hire and Promote for Diversity of Thought

Diversity matters, not just in who we are, but in how we think. High-performing organizations intentionally bring in people who challenge assumptions, broaden perspectives, and help teams see around corners. They use structured interviews, diverse panels, and competency-based promotions to reduce bias. When leaders value diversity of thought as much as diversity of background, innovation grows and blind spots shrink.

### 3. Make Inclusion a Daily Leadership Practice

Inclusion cannot be a once-a-year conversation or a policy on a shelf. It has to be lived out in how we lead. People want to be heard, involved, and invited into decisions that affect their work. Research shows that individuals who feel included are more engaged, more committed, and far more likely to stay. Inclusion means giving people a real voice, not just a seat at the table.





#### 4. Create Clear, Visible Pathways for Growth

One of the strongest predictors of engagement is whether employees believe they can grow. Organizations have a responsibility to offer mentoring, training, education, and stretch assignments. Individuals have a responsibility to step into those opportunities, even when the path feels uncertain. Opportunity works when both sides own their part of the process.

#### 5. Build a Culture of Shared Accountability

The highest-performing organizations are crystal clear about expectations. People know what good performance looks like, how decisions are made, and what values guide the work. Accountability is not punitive, it is clarifying. Leaders model the behavior they expect, and employees take responsibility for their preparation, performance, and follow-through. When accountability is missing, culture drifts. When it is present, culture strengthens.

### **Pulling It All Together**

When you look across the research — from Gallup to McKinsey to Deloitte — a consistent message emerges:

**Organizations don't rise on programs. They rise on leadership.**

DIOA gives us a roadmap for what that leadership looks like:

- Diversity in who we are and how we think
- Inclusion in how we engage and involve people
- Opportunity that is both provided and embraced
- Accountability at every level and by everyone

These principles, lived out consistently, are what move organizations from average to exceptional. And in an environment defined by rapid change, they are not optional, they are essential.

#### 6. Connect Daily Work to Purpose

People stay and perform at higher levels when they understand why their work matters. Leaders who consistently connect the dots between individual effort and organizational impact strengthen loyalty, pride, and perseverance, even during difficult times. Purpose remains one of the most powerful drivers of engagement, especially for the younger generations entering the workforce.

#### 7. Communicate Clearly, Then Communicate Again

Gallup consistently ranks communication as one of the most underestimated drivers of engagement. People want to know what is happening, why it matters, and how decisions affect them. Regular updates, open dialogue, and transparent conversations build trust, especially in times of change. Communication is the backbone of Inclusion, Opportunity, and Accountability.





## Final Thought

At the end of the day, leadership isn't about the spreadsheets, the policies, or the titles we carry. It is about the people we serve and the culture we choose to build around them. The Gallup data reminds us that there are real challenges ahead, but it also gives us an invitation to lead differently, to lead better, and to lead with a deeper sense of purpose.

When we show up with clarity, courage, and compassion, we do more than strengthen our organizations, we help people believe in what's possible again. And that is the kind of leadership our teams, our communities, and our country need now more than ever. As we move into 2026, the leaders who will make the greatest impact are those who choose to lead with purpose, build people with intention, and create cultures grounded in DIOA, because that is the path to stronger teams, healthier organizations, and a better future for all of us.



After 40 years in the fire service, Chief Randy Bruegman founded The Leadership Crucible Foundation to reshape future leadership with a focus on fostering courage, empathy and humanity in leadership positions.

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### Chief B Quote

“Diversity, inclusion, opportunity, and accountability are not initiatives, they are the daily habits of leaders who build healthy, resilient cultures.” Chief B.

### Chief B's Key Leadership Takeaways

- Leadership sets the tone.
- Culture erodes when people don't feel seen, valued, or supported.
- Policy can't replace people-building.
- Accountability is essential, individually, and organizationally.
- Diversity must include diversity of thought.
- Inclusion is participation, not presence.
- Opportunity requires ownership.
- Purpose drives engagement.
- Communication ties everything together.
- DIOA is a blueprint, not a program.





## *International Joint Validation Exercise in San Diego*

By Jared A. Policastro, CFO, Naval Base San Diego Fire Chief



On November 25, 2025, a joint Validation Exercise was conducted aboard the visiting JS Chokai DDG (Japan), under the command of Captain Shinya Tanaka, to test the core of multinational cooperation.

The exercise was led by Naval Base San Diego (NBSD) Fire & Emergency Services under the direction of Fire Chief Jared Policastro and executed by Assistant Fire Chief of Shipboard and Readiness Wayne Aboussleman.

The initial response was fraught with challenges. Approximately 15 minutes into the exercise, it became clear that the separate Japanese, USS Essex, and NBSD F&ES teams were struggling to integrate.

Communication breakdowns, a significant language barrier, and differing firefighting tactics hampered the initial attack. In a pivotal moment of decisive leadership, NBSD F&ES Assistant Chief Shawn Alvarez and the USS Essex representative initiated a direct huddle with the Japanese Ship's Incident Commander, LCDR Kazumasa Matsuda, and his assistant, LT Kazuhary Kasahara. This crucial on-the-spot meeting allowed the leaders to forge a new, unified plan to overcome the operational disconnects.



The results were immediate. Key to the new strategy's success was technical adaptation; using specialized international shore connection adapters, F&ES personnel



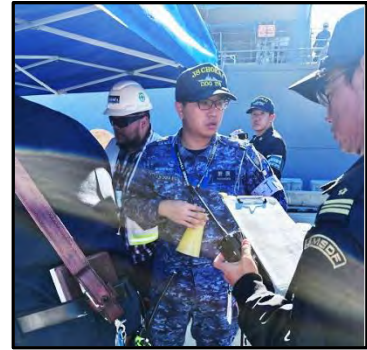


were able to connect their own hose lines and equipment directly to the Japanese ship.



This tactical advantage allowed for the seamless integration of personnel and equipment, bringing an overwhelming and unified firefighting response to combat the ship's fire.

Functioning as a single, cohesive team, the combined forces executed the new plan flawlessly. The experience gained will be invaluable in refining our joint response protocols and strengthening the operational readiness between allied naval forces.”





## *Hazardous Materials Considerations*

By Mark Weil, Assistant Chief Fire Prevention (Retired), Navy F&ES Hall of Fame #51



The Navy follows strict fire codes for hazardous materials, blending commercial standards with DoD-specific Unified Facilities Criteria and Navy instructions, focusing on proper storage, handling, labeling, and extensive training to manage risks presented by these materials.

*NFPA 1 with Navy Amendments (The Navy Fire Code)* defines the maximum allowable quantity (MAQ) in any facility as:

The maximum amount of hazardous material (flammable liquids, gases, etc.) permitted in a defined specific space bounded by fire-rated walls and assemblies, designed to contain potential hazards within a building (control area).

MAQs are calculated per control area, which is a space enclosed by fire-rated walls, floors, and ceilings designed to prevent the spread of fire.

Fire Inspectors must review the building's Hazard Materials Inventory Statement (HMIS) and Hazardous Materials Management Plan (HMMP).

The HMIS provides a detailed inventory of these materials including the chemical name, manufacturer's name, hazardous ingredients, UN identification number, and maximum quantities stored or used on-site at any time.

The HMMP includes site plans, emergency contacts, equipment locations, evacuation points, and tracking all HAZMAT from procurement to disposal, ensuring safety and environmental compliance.

### **Key Components of a Navy HMMP**

- **Site Plans:** Detailed facility maps showing HAZMAT storage/use areas, emergency equipment, access routes, and evacuation points.
- **Inventory:** Tracking all hazardous materials (fuels, solvents, chemicals, etc.) used on base.
- **Procedures:** Guidelines for procurement, handling, storage, use, and waste disposal.
- **Emergency Response:** Plans for spills, releases, and personnel accountability, plus liaison points for first responders.
- **Training:** Programs for personnel handling hazardous materials.

Both documents are required to be submitted to the Fire Inspector and are crucial for effective emergency response and hazard communication.

The fire inspector and fire plans examiner must be confident that hazardous materials in facilities are properly identified and effectively managed for the safety of occupants and emergency responders.





## *Navy Extends Battle ‘E’ Award to Onshore Installations*

By Marc Castaneda, Stars and Stripes

For the first time, the Navy has recognized its shore installations for improving facilities, boosting readiness and sharpening operations with the same award long given to warships.



The 2025 Battle Efficiency, or Battle “E,” Award was presented to five installations — large and small — for improvements that enhanced operations and quality of life for the people who live and work there, Naval Installations Command said in a January 6 news release.

The largest installation recognized, Naval Base San Diego, CA earned its award for installing 680 electric vehicle charging stations and increasing shuttle ridership by 200%, according to a post on the base’s official Facebook page. It won in the fleet concentration/extra-large category.

Pacific Missile Range Facility Barking Sands in Hawaii — one of the smallest installations honored — built two playgrounds and established 24-hour access to its fitness center, according to a Barking Sands news released January 9. It received the Battle “E” for small installations outside the continental United States, the Navy said. Barking Sands employs about 900 civilians and roughly 80 Navy sailors, according to Navy information posted July 9 in the Defense Visual Information Distribution System.

“Our core mission at [Pacific Missile Range Facility] is to enhance warfighter readiness through fleet training and support of test and evaluation events,” base commander Capt. Robert Prince said in the release. “Excellent leadership at all levels and steadfast support from our civilian staff is critical to this mission.”

The Navy listed the other Battle “E” recipients as:

- Large: Naval Station Mayport, FL, for ship and aviation support, ordnance capabilities and housing satisfaction.
- Medium: Naval Air Station Whiting Field, FL, for sustaining more than 1 million flight operations while meeting energy and water conservation goals.
- Small (continental U.S.): Naval Air Facility El Centro, CA, for supporting large-scale aviation training with an exceptional safety record.

The traditional Battle “E” award was established in 1976 by then-Secretary of the Navy John Middendorf. It recognizes Navy ships, submarines and aviation squadrons that demonstrate superior battle readiness, operational performance and achievement in required certifications.

The shore-focused version of the award formally recognizes installation teams whose work directly enables operational success across the fleet, according to the January 6 press release.

“The outstanding performance of this year’s winners is a direct reflection of the dedication and professionalism of our Sailors and civilians,” Vice Adm. Scott Gray, commander of Navy Installations Command, said in the release. “They are the backbone of our shore enterprise, and their relentless work ensures our installations are true force multipliers, enabling fleet readiness and power projection around the globe.”





## Help Wanted - San Diego

**SAN DIEGO NAVY FIRE & EMERGENCY SERVICES**  
**FIRE DEPARTMENT**  
**PARAMEDICS**

Serve as a Firefighter-Paramedic on key U.S. Navy installations:



- Naval Base San Diego
- Naval Base Coronado
- Naval Base Point Loma

✓ **Navy F&ES Employment - Stability, Benefits, Retirement**

✓ **Operate on Navy and Marine Corps Installations**

✓ **Navy F&ES Fire-Based EMS**

**SEND RESUMES TO:**  
**MATTHEW.W.RIOS2.CIV**  
**US.NAVY.MIL**





## *Navy F&ES Performers Recognized*

### **NAS Oceana**



Fire Inspector Stephanie Lanpheare is recognized by Captain Josh Appezzato as NAS Oceana's 2025 Installation Civilian of the Year.

Her work this past year speaks for itself. She led the region's only child safety seat program, laid groundwork to launch Navy Region Mid-Atlantic Fire & Emergency Services first Youth Fire Setter initiative and helped shape state-level policy through her role with the Virginia Fire and Life Safety Commission. Her efforts strengthened fire safety across five installations, expanded outreach to Navy families, and brought District 3's Community Risk Reduction priorities into national strategy discussions through the National Fire Academy.

Congratulations Stephanie! We are so proud of you!

### **NSA Panama City**



Congratulations Firefighter Pierre Carlos on completing the incident safety officer course. Training Chief Chaz Engelman presented Firefighter Carlos with his Incident Safety Officer Certification.

Thank you for leading by example and continuing your education in our ever-demanding career field.





## Recognitions (cont.)

### NAS Sigonella



A massive congratulations to Assistant Chief Michael Balliet! In a field of exceptionally talented individuals across the installation, Chief Balliet's leadership and dedication earned him the prestigious 2025 Senior Civilian of the Year award.



We also bid a bittersweet "fair winds and following seas" to two pillars of our department who retired this December:



Captain Rosario Gangi (pictured to left of Fire Chief Kash Christopher): Joined the team in November 1988. With 37 years of unwavering service, Captain Gangi has been a cornerstone of our emergency response.

Firefighter Mario Filetti (pictured right): Joined in January 1989. For 36 years, Mario has served this community with bravery and heart.



Between them, these two professionals represent over seven decades of experience and protection for NAS Sigonella. They will be truly missed.

Please join us by congratulating Chief Balliet and wishing Captain Gangi and Firefighter Filetti a very happy and well-deserved retirement!

### NSA Souda Bay

Congratulations to Fire Inspector Kaloudi. She was selected as NSA Souda Bay's Local National of The Quarter. Her hard work and dedication did not go unnoticed. This recognition is a testament to her commitment to the safety and well-being of everyone at NSA Souda Bay. As a fire inspector, she plays a critical role in preventing fires, educating the community, and ensuring all facilities are up to code. Her diligence helps protect the lives and property of the entire NSA Souda Bay community.





## Recognitions (cont.)



NSA Souda Bay F&ES is excited to officially welcome Giolena Mathioudaki, Christos Angelakis and Iosif Oikonomakis to our department! Each of them has stepped up to answer the call to serve, and we're proud to have them join our fire family.

καλώς ήρθατε στο πλοίο



NAS Corpus Christi F&ES recognized Brandon Riggins promotion to Station Chief.





## Masahiko Toyomura Retires After 39 Years



Today, we celebrated the remarkable 39-year career of Crew Chief Masahiko Toyomura! Commander Fleet Activities Sasebo (CFAS) F&ES bids farewell to a truly dedicated member of the Commander Navy Region Japan and CFAS family. Crew Chief Toyomura-san, your hard work, unwavering reliability, and steadfast commitment will be greatly missed. Wishing you a well-deserved, happy, and fulfilling retirement surrounded by family and friends.



順風満帆

## Military Firefighter Heritage Foundation President Retires

From Military Firefighter Heritage Foundation (MFHF) Facebook page:



I stepped down as the President of the MFHF effective 12 Jan 26. It has been an honor to serve as the President and the Foundation for the past 25 years. From obtaining vintage military firefighting vehicles to be placed on display for the students at the DoD Fire Academy to see every day, to establishing the DoD Fallen Firefighter Memorial, meeting over 20 families of our fallen heroes, working with the National Fallen Firefighters Foundation to have our fallen military firefighters honored at the National Fallen



Firefighters Memorial and establishing scholarship fund. I will continue to serve on the Board as an ex-officio during the transition. So, I salute all DoD Firefighters around the world and say thanks.

- Mike Robertson





## ***SA Matters! Radio Discipline***

By Rich Gasaway

A frequent contributing factor in firefighter casualty incidents is too much radio traffic. This can have a significant impact on first responder situational awareness because it becomes near impossible to take in, process, comprehend and remember the volumes of information being transmitted over the radio when communication is not disciplined. This article explores some of the causes of the problem and makes some recommendations for improving radio discipline.



### **Have radio, must talk**

On numerous occasions I have had conversations with fire chiefs who said they regretted issuing a radio to every member. They said the concept was good – give everyone a radio in case they get into trouble they can call for assistance. However, the strategy backfires when everyone who has a radio feels compelled to talk on it. It's tantamount to a person thinking that because they are carrying an axe, they must chop something. A radio is a tool to be used for a specifically intended purpose. Unfortunately, most fire departments do not train firefighters on how and when to use a radio.

### **Radio training**

It should not be assumed that a firefighter will automatically know how and when to talk on a radio. To assume so is to make a great leap of faith that will, undoubtedly, come back to bite the assumer in the behind. Talking on a radio is not an intuitive task. Knowing what to say, how to say it and when to say it are skills that must be taught.

Having listened to numerous audio recordings of incidents where firefighters were injured or killed, it is painfully evident that this still has not been taught and, if it has been, the instructions were poor or the radio user has fallen out of practice with best practices.

### **Best practices**

Radio transmissions can provide critical clues and cues that, when transmitted properly and timely can be a tremendous asset in the development and maintenance of situational awareness. Those demonstrating the best practices in radio usage know what to say, how to say it, who to say it to, and when to say it. And, perhaps of equal importance, they know what NOT to say, how NOT to say it, who NOT to say it to and when to stay off the air.

### **Prioritizing radio messages**

I recently had a discussion with some firefighters about their radio discipline. After deciding their incident management is hampered from too much radio traffic, they have embarked on a mission to revamp how they use their radios. They have decided:

**Radio transmissions fall into one of three categories: Urgent, Necessary, and Unnecessary.**

For Urgent messages, the transmission will start with the word "Urgent" followed by the message. The department is developing a list of examples of urgent messages and training personnel on why those messages would be considered urgent.





Necessary radio traffic will not have a pre-empted word and the department will provide members with a definition of necessary radio traffic and some examples.

Unnecessary radio traffic will be defined and a sample list will be provided to the members. Unnecessary radio traffic will no longer be transmitted over the radio. Instead, it will be stated face-to-face, by mobile data computer, or will not be communicated at all.

### **Cadence and key phrases**

The department is also going to adopt a cadence protocol. Cadence is when the same thing is said on the radio in the same order (or sequence) every time. For example, when giving a progress or update report the crew employs the acronym C.A.N. (Conditions, Actions, Needs). Or, when calling a mayday, the department would give a L.U.N.A.R. report (Location in the building, Unit designation, Names of personnel needing assistance, Air supply remaining, and Resource needs).

The department is also going to adopt key phrases that will be used to communicate a broader concept. Personnel will be trained on what the key phrases mean so when communicated, the meaning is shared among the sender and the receiver(s).

### **Audits**

The fire department is going to conduct audits of recorded radio transmissions to ensure the new procedure is being followed. As with anything new, this procedure entails a paradigm shift for how the department uses radios. They should expect to show steady progress toward changing habits. It is important for the audits to be conducted on both significant alarms and non-significant alarms. The habits developed during the many non-significant alarms will become the automatic performance during significant alarms. Ensuring the new procedures are being used consistently across the board is important.

### **Chief Gasaway's Advice**

**Radio communication is critical to the success of an incident and is vital to developing and maintaining situational awareness.** Disciplined communication reduces the possibility of radio channel overload and it reduces the possibility of cognitive overload by those who are listening to the radio.

Reducing the amount of unnecessary radio traffic will also reduce the possibility that personnel operating at the scene (including the commander) will not “tune out” the radio because of the volume of chatter that is impacting the ability to comprehend other things. The brain only has a limited capacity to process information and under stress it’s not that hard to overload the brain. Reducing radio traffic to urgent and necessary messages only is a best practice that will improve responder safety.



Dr. Gasaway is widely considered to be one of the nation's leading authorities on human error, situational awareness and high-risk decision-making processes. His work has been chronicled in more than 450 books, book chapters, journals and website articles and he has delivered over 4,000 presentations to 100,000+ first responders, business leaders, industrial workers, medical providers, utility workers and military personnel worldwide. Dr. Gasaway served 30+ years in fire, EMS, rescue and emergency management and he held positions of firefighter, EMT-paramedic, lieutenant, captain, assistant chief and fire chief in 6 emergency service organizations in West Virginia, Ohio and Minnesota.

Reprinted by permission [Situational Awareness Matters!](#)<sup>™</sup>





## *The Honoring Our Fallen Heroes Act Becomes Law*

The Congressional Fire Services Institute (CFSI) is pleased that the *Honoring Our Fallen Heroes Act* (S.237/H.R.1269) has become law as part of the Fiscal Year 2026 National Defense Authorization Act.

The *Honoring Our Fallen Heroes Act* expands eligible conditions under the federal Public Safety Officers' Benefits (PSOB) Program to include certain cancers that result in death or permanent disability and are linked to service as a firefighter or other first responder. While cancer is a leading cause of death among firefighters, the PSOB Program did not reflect that reality until now. This bipartisan, CFSI-supported legislation represents a significant step forward in ensuring that federal law more accurately aligns with the risks faced by firefighters and other public safety officers in the line of duty.



The PSOB Program, run by the Department of Justice's Bureau of Justice Assistance, provides death and education benefits to survivors of fallen public safety officers, as well as disability benefits to qualified public safety officers.

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## *Military Firefighter Heritage Foundation Scholarships Open*

The Military Firefighter Heritage Foundation Scholarship Committee has determined that this year they will award five individual \$1,000 scholarships. These awards will be paid directly to the academic institution for the students' tuition, books, fees and on-campus housing. All applications will be reviewed by the Scholarship Selection Board.



Applicants must provide the following to the Heritage Foundation Selection Committee; a completed application form, a copy of your letter of acceptance to college, submit a personal statement of interest (visit [Scholarship Fund Military Fire Fighter Heritage Foundation](#) for format), and request two letters of recommendation. One letter of recommendation should be from a teacher, employer, clergy, or a member of the community familiar with your goals. The second will be from a member of the DoD Fire and Emergency Services. **NEW:** A photograph and a biography must be e-mailed to [info@mffhf.com](mailto:info@mffhf.com) along with the application. While email is the preferred format, in the event you submit via U.S. Mail, all required documentation to the Military Firefighter Heritage Foundation must be postmarked no later than 10 April 2026. You must also request a transcript from your current school. A Transcript Request form is included to request your transcripts. Transcripts also must be postmarked by 10 April 2026.

### Contact

Military Firefighter Heritage Foundation  
PO Box 60241  
San Angelo, TX 76906  
[info@mffhf.com](mailto:info@mffhf.com)





# Cancer Factsheet



## Contaminated Gear: At a Fire Station

Procedures to lessen firefighters' exposures from contaminated personal protective equipment



Photo courtesy of Fairfax County Fire & Rescue

### Prioritize laundering

After fire responses, prioritize laundering of contaminated gear.

### Establish hazard zones

Delineate areas in the station where gear could be inadvertently contaminated by combustion products and areas that should be kept clean.

### Dedicate a storage area

Store laundered or decontaminated gear in a dedicated area away from the apparatus bay.

### Keep gear out

Keep turnout gear out of areas such as recreation rooms, bedrooms, offices, kitchens, and gyms.

### Reducing Exposure through Gear Handling and Storage at the Station

Turnout gear and other equipment can become contaminated after use in firefighting and other operations. Contaminants can unintentionally transfer to living or office areas if departments do not control where firefighters wear or store gear in the station.

#### Laundering

After fire operations, departments should transport contaminated gear in sealed gear bags and prioritize this gear for laundering. Your department may choose to send gear to an independent service provider for professional laundering.

#### Proper Storage

Departments should store laundered or decontaminated gear in a dedicated gear storage area. Ideally, this area should have an exhaust fan that discharges outdoors. Departments should not store turnout gear in the apparatus bay. Combustion products from gas and diesel engines in the bay may transfer to and further contaminate the gear. Exhaust capture systems can help reduce potential contamination and should be used regardless of where gear is stored.

#### Clean Station Wear

After fire responses, departments should provide the time and means for firefighters to promptly take showers and put on clean station wear. They should also instruct firefighters to bag dirty station wear and store it outside of living and office areas until it can be properly laundered.

The NIOSH National Firefighter Registry for Cancer is investigating how protective practices impact firefighters' cancer risk.

Learn more at [www.cdc.gov/NFR](http://www.cdc.gov/NFR)





## Last Chance to Submit Annual Awards



**Attention** The deadline to submit 2025 Navy Fire & Emergency Services Annual Award nominations is closing! Please continue to consider your nominations for the next class of Hall of Fame inductees and Lifetime Achievement Award candidates.

**Award packages are due *no later than* Feb. 1, 2026.**

Please contact Gary by email: [gary.m.easley.civ@us.navy.mil](mailto:gary.m.easley.civ@us.navy.mil) for details.





### Navy F&ES Life Saving Awards

180 Life Saving Award certificates awarded,  
31 lives saved in calendar year 2025.



Provider	Region	Award Number	Incident Type
Firefighter/Paramedic Benny Castro	JRM	3	Cardiac Arrest
Firefighter/Paramedic Jeremy Manibusan	JRM	2	Cardiac Arrest
Firefighter/EMT Antonio Borja	JRM	3	Cardiac Arrest
Firefighter/EMT Eric Lizma	JRM	1	Cardiac Arrest
Firefighter/EMT Anthony Aquaon	JRM	1	Cardiac Arrest
Captain Timothy Shiffelet	NDW	5	Cardiac Arrest
Firefighter/Paramedic Max Scheibe	NDW	1	Cardiac Arrest
Firefighter/Paramedic Brian Supples	NDW	1	Cardiac Arrest
Firefighter/AEMT Seth Cleaveland	NDW	1	Cardiac Arrest
Firefighter/EMT Jonathan Young	NDW	2	Cardiac Arrest
Firefighter/EMT Jessica Boyle	NDW	1	Cardiac Arrest
Firefighter/Paramedic Michael Smith	NDW	5	Cardiac Arrest
Firefighter/Paramedic Nathan Martin	NDW	8	Cardiac Arrest
Firefighter/EMT Mary Bridgers	NDW	1	Cardiac Arrest
Fire Inspector Josh Sherwood	NDW	5	Cardiac Arrest
Fire Inspector Sean Patterson	NDW	2	Cardiac Arrest

Contact Adam Farb by email: [adam.d.farb.civ@us.navy.mil](mailto:adam.d.farb.civ@us.navy.mil) or by phone: (202) 685-0712.





# ESAMS Corner

## CY 2025 Statistics (01 January – 31 December)

### Operations



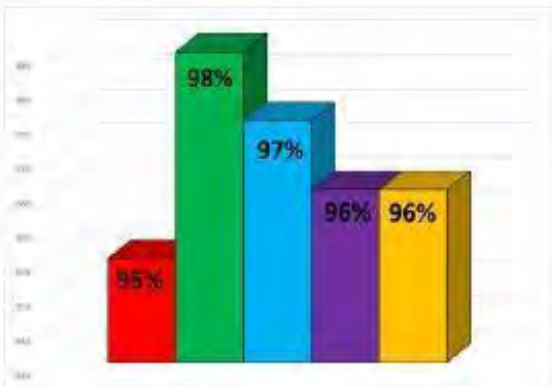
Rescue & EMS	24,933
Hazardous	7,261
False Alarm	13,858
Service Calls	4,484
Good Intent	5,798
Fires	1,521
<b>Total</b>	<b>57,855</b>

### Prevention



Fire Public Ed Classes	4,160
Hot Work Permits	25,416
Inspections	29,281
Building Evacuation Drills	4,464
<b>Total</b>	<b>63,321</b>

### Training



EMS	97%
Proficiency	95%
Emergency Management	98%
Safety	96%
DoD Certification	96%

Mishaps Reported: 36  
Total Lost Work Days: 5





# Navy F&ES Legacy

## NAVY FIRE & EMERGENCY SERVICES FALLEN FIREFIGHTERS IN THE LINE OF DUTY

Date	Location	Name	Date	Location	Name
27 May 2024	Portsmouth Naval Hospital, VA	Anthony "Tony" McVey	9 August 1982	NS Adak, AK	Perry Wallace
21 August 2023	NAS JRB New Orleans, LA	Thomas "TJ" Maury	12 July 1981	NAS Whidbey Island, WA	John Schmidt
27 June 2023	NAS Patuxent River, MD	Brice Trossbach	4 March 1981	NAS Norfolk, VA	William Travis
21 August 2021	NAWS China Lake, CA	Mikel Lowe	19 October 1973	NAS San Diego, CA	Brian Lindsey
09 August 2021	NAVSTA Great Lakes, IL	Jeffery Peters	19 October 1973	NAS San Diego, CA	Stanley Hertel
1 January 2021	NSF Indian Head, MD	Bryan "Hammy" Hamilton	1 October 1973	NALF San Clemente Island, CA	Stephen Stiftner
6 November 2019	NAS Pensacola, FL	Dwain Bradshaw	24 January 1964	NSY Puget Sound, WA	Vernon Fletcher
5 February 2018	NS Norfolk, VA	Stephen Bement	20 March 1962	NS Annapolis, MD	Herbert Wells
30 May 2014	JB Anacostia-Bolling, DC	John "Mac" McDonald	22 January 1961	NAS Midway Island, Atoll	AM3 Ronald Blakeman
13 January 2012	NSA Naples, Italy	Lugi Rullo	22 January 1961	NAS Midway Island, Atoll	AB3 Gordon Blatchley
13 August 2011	NSA Naples, Italy	Roberto Nocera	22 January 1961	NAS Midway Island, Atoll	AN Robert Razy
25 November 2005	NSY Philadelphia, PA	Robert Staepel	15 April 1954	NSF Dahlgren, VA	Warren Marsh Sr.
31 December 2003	NSB New London, CT	Kenneth Jeffrey	17 September 1943	NAS/NOB Norfolk, VA	Gurney Edwards
27 September 1988	NAB Little Creek, VA	Robert "Bobby" Hoeflein	07 December 1941	NAVSTA Pearl Harbor/Hickem Field, HI	Names Unknown



*In Memoriam*



## United States Navy Fire & Emergency Services Past Leadership

### F&ES DIRECTORS

Larry Duhrkoop  
 Robert Darwin\*  
 Richard Rightmer  
 Orville Emory\*  
 William Killen

### F&ES DEPUTY DIRECTORS

Robert Williams  
 Eugene Carmody\*  
 Ronald Guilliams  
 Kevin King  
 James Karcher  
 Ricky Brockman\*  
 Gene Rausch

### NAVY AREA FIRE MARSHALS

Harry Anderson  
 William Baldwin  
 A.H. Benson  
 Francis Brannigan\*  
 Dave Butler\*  
 John Connolly  
 John Crowell  
 Jerry Dallas  
 Ray Dratt  
 Hugh Dykins  
 Charles Gindele\*  
 Bruce Goodwin  
 Lee Green  
 Ernie Groft

John Wentzel\*  
 John Hannan  
 L.G. Hart  
 Bill Hennessy\*  
 J. Ramon Hoshall  
 Don Huber  
 Jack Killsgaard  
 Dudley King\*  
 Bill Knight  
 Gerald Makowski\*  
 James Manser\*  
 Lewis Meyer\*  
 Ralph Murphy  
 Russell Noyes

Richard Rightmer  
 Clarence Rout\*  
 Ira Simmons\*  
 John Simpson  
 Virgil Slater  
 Douglas Thomas\*  
 Bob Tofson\*  
 Robert Valentine  
 Andrew Weiss  
 Don Weitkamp  
 Bud Williams\*  
 Dave Wise  
 Don Young

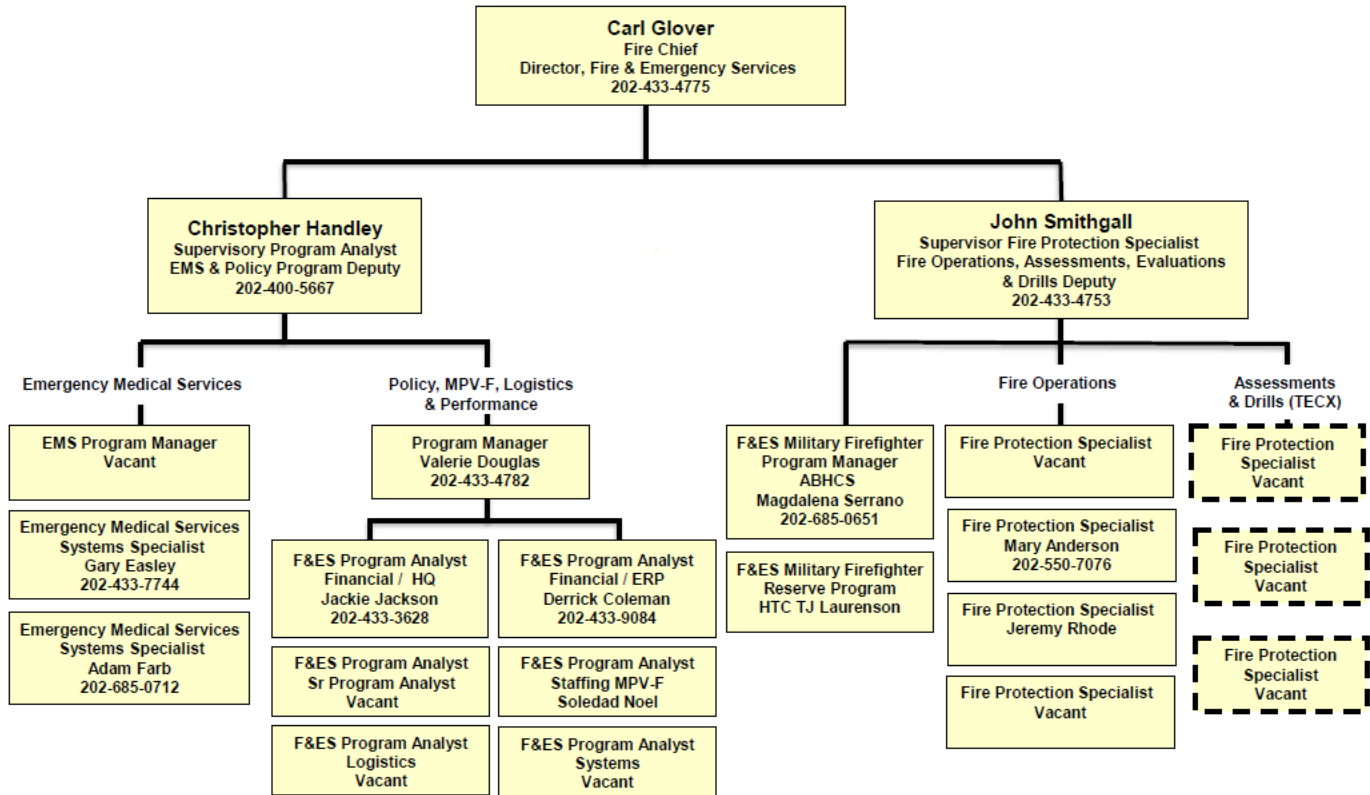
\* Denotes Navy F&ES Hall of Fame member





# Navy Fire & Emergency Services

Commander Navy Installations Command  
716 Sicard Street, SE, Ste 100  
Suite 305  
Washington, DC 20374-5140



To read past issues of *What's Happening*, the Navy Fire & Emergency Services newsletter, visit <https://www.cnic.navy.mil/FES-Newsletter>

## WE ARE HIRING !

Please check usajobs (search for 0081) or Contact the Navy Fire Chief at the **Installation** where you would like to work

