



What's Happening

Navy Fire and Emergency Services Newsletter
Protecting Those Who Defend America



Januray 2021

Omni Cedo Domus

Vol 19 No 1

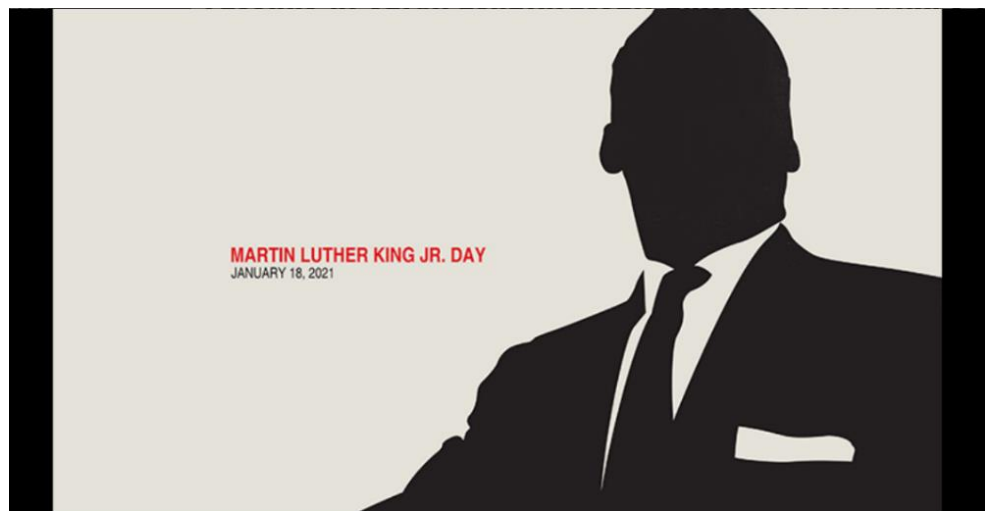
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Chief's Clipboard: Lessons of service-before-self epitomize Dr. King's legacy

By Paul Reynolds, Defense Health Agency



Graphic courtesy of the Defense Equal Opportunity Management Institute

"I believe what self-centered men have torn down, men other-centered can build up."

This message, from 1964 Dr. Martin Luther King, Jr Nobel Peace Prize acceptance speech highlight the gift that inspired his civil rights career - his dedication to serving others.

King was a respected civil rights leader who dreamed of establishing peace, justice, and brotherhood between people of all races and ethnicities. He marched more than six million miles and delivered more than 2,500 speeches to protest against segregation. Tragically, he was assassinated on April 4, 1968, leaving the nation in mourning.

Each January we honor King's legacy on Martin Luther King, Jr. Day with a federal holiday dedicated as a national day of service.

Throughout January, the Defense Health Agency will honor Martin Luther King, Jr.'s legacy with a #MonthOfService, an invitation for each of us to help establish justice through service in our communities.



Supporting the Fleet, Fighter, and Family



Legacy of Dr. King (Cont.)

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Nonviolence is the Way

King was the leader of a civil rights movement that sought to end segregation through nonviolent action. “Nonviolence,” he said, “is not sterile passivity but a powerful moral force which makes for social transformation.” He was inspired by Gandhi’s nonviolent movement in India.

King and his followers organized sit-ins, marches, and other forms of nonviolent protest. When met with violence by those who wanted to protect segregation, Dr. King and his followers responded with his principles of nonviolence.

On Dec. 5, 1965, King and his followers stayed off of the buses in Montgomery, Alabama – thus started the Montgomery Bus Boycott. This nonviolent action was initiated to pressure the city to repeal its segregation laws. The city refused to budge and the protests continued for more than a year, until 1966 when a federal court declared the laws unconstitutional.

King believed that nonviolent action would create a “tension” that would force “a community which has consistently refused to negotiate to confront the issue.” He believed that there was a “constructive, nonviolent tension which is necessary for growth.” He sought to achieve justice for people of color, who were oppressed by unjust laws.

Justice for All is the Goal

King’s nonviolent movement brought the nation’s attention to the injustices that people of color faced in the United States.

In the 1950s the Supreme Court upheld a series of lower court rulings that declared segregation in public school and transportation systems as unconstitutional.

In the 1960s Congress followed suit by passing the Civil Rights Act of 1964, the Voting Rights Act of 1965, and the Fair Housing Act of 1968. These key pieces of legislation effectively outlawed segregation throughout the nation.

King’s dream of justice and brotherhood throughout the nation—a dream inspired by his dedication to service—was becoming a reality!



Martin Luther King, Jr. in a Civil Rights March on Washington, D.C. in August 1963. (Courtesy of National Archives.)

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Legacy of Dr. King (Cont.)

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Combs Cartoon



Love is the Foundation of Service

To achieve his dream King believed that, “man must evolve for all human conflict a method which rejects revenge, aggression and retaliation. The foundation of such a method is love.”

Love was the foundation of his nonviolent movement to seek justice for people of color. It was the powerful force that drove him to lead a life service, no matter what it cost him personally.

Join the DHA community in honoring King’s legacy throughout January by using your talents to help serve in your community.

Martin Luther King, Jr. Day is “a day on, not a day off!”

Learn more: <https://www.nationalservice.gov/serve-your-community/mlk-day-service>

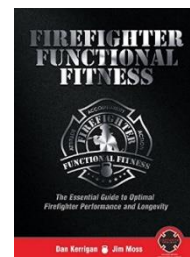
Man in the Mirror



Photo Credit: Through my haste to publish last month’s newsletter, I did not credit the photo below to the Firefighter Functional Fitness – FirefighterToolBox



Photo provided by Firefighter Functional Fitness: FirefighterToolBox.com



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Last Alarms



Last Alarms

The USFA reported 14 line of duty deaths in 2020. The following line of duty deaths were reported since we published our last issue:

Bryan Hammy P. Hamilton 🌿
NSA South Potomac
Indian Head, MD

George A. Roque 🌿
Los Angeles, CA

John H. Clift 🌿
Knoxville, TN

Mark Dewey E. Kulp 🌿
Reading, PA

Leonard L. Coney 🌿
Harrisburg, PA

Lloyd Losinger 🌿
Fort Walton Beach, FL

Danny Watkins 🌿
San Benito, TX

Ronald Ronnie G. Spitzer 🌿
Rocky Top, TN

William C. Mertz 🌿
Rancho Santa Fe, CA

Erik Segura 🌿
Laredo, TX

Lonnie Bolar 🇺🇸
Waynoka, OK

Tayler Bradford 🇺🇸
Waynoka, OK

Edward Bookmyer 🇺🇸
Wrightsville, PA

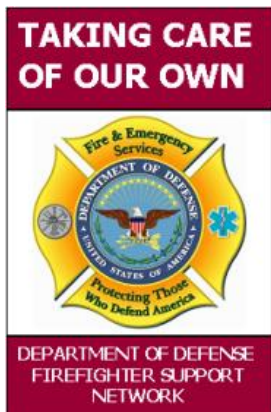
Edward Vasquez 🌿
Las Cruces, NM

2021 Totals

♥ 0 (0%) 🚚 0 (0%) 🇺🇸 3 (21%) 🌿 11 (79%)

- ♥ Indicates cardiac related death
- 🚚 Indicates vehicle accident related death
- 🇺🇸 Indicates fire/rescue related death
- 🌿 Indicates COVID19 related death

TCoOO Update



Taking Care of Our Own

There are currently six DoD firefighters in the Taking Care of Own program.

Taking Care of Our Own invites all DoD F&ES personnel to donate ONE HOUR of annual leave to DoD F&ES members in need to enable them to focus on recovery rather than financial distress.

Name	Location	Point of Contact
Marshall Espinoza	Metro San Diego, CA	Breana.Sheffield@navy.mil; Diana.Maclachlan@navy.mil
Matthew Derheim	JB Elemendorf-Richardson, AK	lisa.pascale.1@us.af.mil
Andrew Swick	USAG Yuma, AZ	Daniel.P.Goodwin2.civ@mail.mil
Patrick Hammer	Kirtland AFB, NM	Joseph.Rivera.33@us.af.mil
Christopher Bishop	F&ES Gulf Coast, FL	Daniel.Chiappetta@navy.mil
Philip Eubanks	F&ES Gulf Coast, FL	Michael.S.Glover@navy.mil

The TAKING CARE OF OUR OWN initiative was launched in October 2004 to provide a support network among DoD Fire and Emergency Services personnel to help members suffering from a personal crisis resulting in a need for leave donations.

Please contact your service component chief if you haven't seen this information recently.

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Back in the Day

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Tom Shand

Back in the Day – Washington Navy Yard American La France Pumper

By Tom Shand

The history of the Washington Navy Yard can be traced back to October 2, 1799 when the land area along the Anacostia River, along Ninth and M Streets Southeast was transferred to the Navy. The yard was built under the direction of Benjamin Stoddert, the first Secretary of the Navy and has evolved over the decades from a shipbuilding center to an ordnance plant and then to the ceremonial and administrative center for the U.S. Navy.

By World War II, the Navy Yard was the largest naval ordnance plant in the world. The weapons designed and built there were used in every war in which the United States fought through the 1960s. At its peak the yard consisted of 188 buildings on 126 acres of land and employed nearly twenty five thousand personnel. Today the Navy Yard houses a number of activities including the headquarters for the Naval District Washington along with numerous support activities for the fleet and aviation communities.

During World War II virtually all production of municipal fire apparatus was halted with the fire apparatus industry devoting their manufacturing efforts to support the troops in various ways. Several builders including Mack, Maxim, Ward La France and their neighbor in Elmira, New York, American La France, produced hundreds of structural and airfield apparatus for all branches of the military. Several manufactures designed completely new vehicles to meet the needs of the Department of Defense including small four wheel drive pumpers that could go virtually anywhere as well as trailer pumps which could be towed with a regular automobile for use in auxiliary firefighting to protect the home front.



In an effort to produce apparatus on a timely basis American LaFrance produced a number of structural pumpers that were based on adaptations of their regular models. Among these were 86 model B675 pumpers built for the U.S. Navy. American LaFrance had introduced the 500 series pumper during 1940 which featured a narrow cab and body with running boards along with a massive front grill with distinctive horizontal bars.

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Back in the Day (Cont.)

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The Lycoming engine developed 215 horsepower through a four speed manual transmission. The American LaFrance Twinflow two stage pump was rated at 750 gpm with the pump panel located behind the right side cab door. Due to the restrictions on the use of steel and aluminum, the running boards were often made of hardwood and were covered with black rubber matting. By today's standards the pump panel controls were minimal, consisting of a vernier throttle, master compound and discharge gauges and a pump governor. Several other versions of this pumper were built to include CO2 systems, foam systems and overhead ladder racks to meet the individual needs of each naval installation.

Delivered during 1942, Navy Yard Engine 1 was assigned serial number 1638 and had an austere appearance with a cowl mounted siren and floodlight mounted on the right side windshield post. Like most pumpers of this era there was no chrome or bright work with the hard suction hose and ground ladders mounted on the outside of the body. Beginning in 1945 orders for military apparatus had dwindled with the resumption of availability of new apparatus for municipal departments.



“Chief, I have Cancer”



“Chief, I Have Cancer ...”

By Battalion Chief Bryan Frieders

How to support our colleagues diagnosed with cancer

Discussions about leadership in the fire service usually revolve around fireground management, labor relations, EMS or some new specialized training. Although valuable in their own right, none of these discussions addresses what to do when an employee tells you that they've been diagnosed with cancer.

Your first reaction to the news, as well as the subsequent decisions you'll make, will likely have the most significant impact on this person—a person who is preparing to engage in a fight for their life. We as supervisors and managers must be prepared for these conversations.

Meeting Mike

I met Mike Dubron at the funeral for my engineer, Gary Sauls. Gary was diagnosed with melanoma in June 2005 and succumbed to the disease 3 months later. I was telling Mike how difficult it was for me, as both a supervisor and a friend, to deal with this loss. Mike shared his story about being diagnosed with cancer at age 39 and not knowing where to turn for help. He told me that as a result of his own experience, he started an organization called the Firefighter Cancer Support Network (FCSN), which helps fire service personnel who have been diagnosed with cancer (and their immediate families).



Bryan Frieders

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Chief, I have Cancer” (Cont.)

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This conversation helped me realize how prevalent cancer is in the fire service. I also realized the importance of our department’s reaction to Gary’s devastating news and how this reaction had shaped his entire attitude and prepared him for his fight. Having a conversation with an employee who has just been diagnosed with cancer will require you to use every concept of leadership you’ve ever read about. It will force you to assume a role that hasn’t been taught in any training exercise or leadership symposium.

Get the Facts

The National Institute for Occupational Safety and Health (NIOSH) has launched a comprehensive study (supported by the U.S. Fire Administration, IAFF, IAFC and FCSN) of cancer incidents among firefighters. But one thing to remember about cancer is that it does not discriminate. Cancer is killing us at an alarming rate, and we need to STOP IT before it’s too late!

There are a few other things that are important to know about cancer. First, very few cancers are exactly the same, and although two people may have the same type of cancer, the level of spread and the organs involved may be very different, leading to an entirely different set of symptoms and/or treatment options. Second, some people would rather keep their diagnosis and ensuing treatment a private matter. I say this because without the individual’s consent, we have no right to intrude. Understanding the needs of the individual and the assistance they desire is an important first step in their road to recovery. Being supportive, not intrusive, creates the atmosphere necessary for positive interaction.

Part of these support efforts should include a referral to the FCSN. Once a person registers on the FCSN website, they’re paired with another firefighter who has had a similar cancer diagnosis, so they can provide them with valuable information about their particular type of cancer, their personal experience with the testing and treatments, and some insight into their recovery process. If you’re a cancer survivor, you know how valuable this kind of information can be!

Get the Facts

I’ve spent a great deal of time talking with frontline supervisors and chiefs about what to do if someone in their organization is diagnosed with cancer. Although there isn’t a chapter in the fire chief’s handbook on how to handle this, what I have come to understand is that reacting with a horrific facial gesture or rattling off a bunch of standard clichés only makes a difficult situation worse. A supportive reaction that uses positive dialogue and genuine concern can make all the difference in the world. A good friend of mine who’s a firefighter and also a cancer survivor told me that his diagnosis was like getting a one-way ticket to “Cancer Island,” and that the isolation, fear and relative lack of information were almost unbearable. But having someone to talk to who had a similar diagnosis, coupled with a supportive management team behind him, made his recovery a much more palatable experience.

The fire service is famous for launching an all-out attack on a problem,

Chief, I have Cancer” (Cont.)

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Steps to consider when a member tells you they have cancer

1. Be supportive, offer your presence and be a good listener.
2. Offer to assist with rides to and from appointments and to be a note taker.
3. Encourage them to maintain copies of all reports and scans if needed for further opinions.
4. Refer them to the Firefighter Cancer Support Network (FCSN) website, www.FirefighterCancerSupport.org
5. Communicate updates through FCSN Carepages found on the homepage.
6. Encourage others to send cards and letters in the mail supporting the individual.

Cancer leading cause of LODDs



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especially if it involves one of our own. But when it comes to cancer, we must remain focused on the individual and their needs—not our own. As supervisors and managers, we must be conscious of our demeanor and make sure that the first interaction offers hope and solidarity. We must be diligent in organizing a plan that meets the person’s needs while maintaining their dignity and honoring their wishes.

Keep Hope Alive

So how do we stop the devastating effects of cancer in the fire service? Simple. Through prevention by early detection, better protection through the use of PPE, and annual wellness exams. The IAFF/IAFC Firefighter Fitness and Wellness Initiative has brought with it an excellent sense of awareness for both heart disease and cancer, and yielded many success stories by utilizing the early screening methodology,

Additionally, I would be remiss if I didn’t acknowledge the remarkable efforts of people like Billy Goldfeder and Rich Duffy. Their dedication to firefighter wellness and safety and their unyielding support of the FCSN have enabled us to reach out to firefighters all over the world who have been diagnosed with cancer. It has allowed us to bring hope to our brothers and sisters who are in their hour of need, and provide an expeditious return ticket from “Cancer Island.”

I encourage all fire service members to register on the FCSN website, www.FirefighterCancerSupport.org, or to call toll free 866/994-FCSN (3276). Even if you’re not diagnosed with cancer, registering will allow the FCSN to communicate with you about program updates, blood/marrow drives, fundraisers, etc.

Bryan Frieders is the retired Fire Chief of the Pasadena (CA) Fire Department. He is also the President of the nationwide non-profit Firefighter Cancer Support Network. Bryan has more than 28 years of Fire/EMS experience in a variety of assignments ranging from operations to emergency management. He is a well-known speaker on the topic of firefighter health and safety, leadership, and cancer risk reduction. Bryan holds a Masters Degree in Public Administration, a Bachelor’s Degree in Vocational Education, and an Associate’s Degree in Fire Technology. He has also been designated as a Chief Fire Officer (CFO) by the Center for Public Safety Excellence (CPSE).

Cancer is now the leading cause of LODD

By Steve Kjonaas

You are no longer the leather lung firefighter who can fight off the ravages of the diseases we develop without help: cancer will take over unless your medical provider can detect and discover the carcinoma early.

How is it you stay healthy outside of your safe PPE, deconning yourself and PPE after runs, and see your medical provider regularly or as needed? Normally you will report all exposures in accordance with our agency’s policies and coming soon the Firefighter Cancer Registry located on the NIOSH pages at CDC.gov. <https://www.cdc.gov/niosh/firefighters/registry.html>

Cancer leading cause of LODD

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Steve Kjonaas

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Being a stage 3 cancer survivor (15 years) myself, I'm one of the lucky ones. Back in those days there was no legislation to help American Firefighters, however, some bills have been passed since and others are in the pot simmering waiting for additional political action.

Many of us are covered by state codes, while others serve under federal from a civilian or military position, but this does not include all of us. These regulations were passed by concerned policy makers because firefighters and/or their family members advocated very hard to convince the policy makers this was the right thing to do. Today we know sixty-six percent of firefighter LODDs are secondary to toxic exposure in the station or at the incident scene. All these regulations are designed to help firefighters with presumption upon diagnosis. Despite having regulation in-place many are denied presumption making each of us fight each case, individually with or without help. We need to strengthen these regulations to provide better support.

In the halls of Congress and in our State Houses legislation is awaiting our help. We must contact our U.S. legislators to make sure they know what you want. Yes, this works and is remarkably pretty effective.

Bills in the U.S. Congress (from last term)

H.R. 1174 / S. 1942 Federal Firefighters Fairness Act of 2019 has not been reintroduced for the current Congress, but there should not be any doubt that it will. The Act is meant to create a presumption that a disability or death of a Federal employee in fire protection activities caused by any of certain diseases is the result of the performance of such employee's duty, and for other purposes.

H.R. 5637 Michael Lecik Military Firefighters Protection Act is very similar to the Federal Firefighters Fairness Act of 2019. The Veterans of Foreign Wars directly asked the original sponsor and during the bill markup conference to change the experience time frame to one day, as it only takes one incident to become contaminated. Moreover, the VFW asked, the time period to which the veteran must make a claim be removed from the bill. These two timelines are a general rule within the CFR covering the Department of Veteran Affairs, but they are rules that are not codified in U.S. code.

You can view these draft bills at <https://www.congress.gov> to search for bills and other legislators.

Write to your legislators and ask them whether the bills will be reintroduced and for them to support you, your fellow firefighters with legislation designed to help all of us; for that time when you hear your doctor say; "I'm sorry to tell you this, but your labs indicate cancer..."

Steve is a retired U.S. Air Force firefighter and currently, the VFW Colorado Legislative Director and a past VFW Colorado State Commander.

Fire Prevention

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Fire Prevention Program – an often-overlooked asset....

By Janice Lozoya, Commander Navy Region Southwest Region Fire Marshal

In the last 28 years of Fire Prevention, I've seen many changes to the Fire Prevention Program. Increase of workload, reduction of hours, low pay for entry level, cuts to staffing and vehicles, cuts to budget for supplies or specialized training and no intervening grades to reach management positions are some of the challenges that come to mind. No matter how dim or tough, we continue to have inspectors who are passionate, strive to achieve promotions, work hard to accomplish the mission and support our firefighting family.

For those who don't know or may have forgotten; prevention does more than inspect buildings and check fire extinguishers. Their duties include; attend pre-construction meetings, review projects, conduct fire evacuations drills, complete fire investigations, issue welding hot work and special event permits, inspect special events, provide public education and training, attend fire alarm, detection and suppression systems meetings, conduct research for customers, zone inspections, pier inspections, fire warden program, follow-up on fire violations, enter workload into ESAMS, provide reach back support at the EOC and the for the IC. Our prevention members are expected to accomplish this and much more every day within their workday – Monday through Friday. As you can see, they have a myriad of duties to perform every day, but they are here to assist you.

When a fire occurs on a DoD installation, leadership may ask "when was the building last inspected?" "What were the findings?" If the building has not been inspected or no violations found, the perception might be prevention didn't do their job. However, in actuality prevention did do their job. In doing more with less, one can see the challenge faced by your prevention family members.

Consider the following questions: Have you taken the time to get to know your fire prevention team? Have you taken the time to understand how the program works? Have you taken the initiative to see how you could assist or make inspectors' tasks achievable?

It is obvious, a proactive approach to prevent life or property loss, should be seen as important. Having qualified inspectors to assess facilities and fire risks is a vital step to community risk reduction by mitigating fire safety risks.

We wear the same badge. We wear the same uniform. We have a common purpose. We mourn for our brothers and sisters who lost their lives. We are proud to be a member of the fire department. We are a vital part of insurance policy Navy F&ES provides the Navy. We are the face of the fire department engaging the public every single day. We might not fight fires, but we are the unsung warriors who work hard to prevent fires, so our brothers and sisters come home safely. Please don't let our fire prevention teams be overlooked.

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LODD, NDW

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Line of Duty Death: NDW – Firefighter Bryan “Hammy” Hamilton

Article/Photos: By Kevin Grinder, NDW Region Fire Chief

The Naval District of Washington Fire and Emergency Services, Naval Support Facility Indian Head, Station 20/21, deeply regret to announce the Line of Duty Death of Bryan “Hammy” P. Hamilton, Firefighter/EMT assigned to Station 20. Firefighter/EMT Hamilton passed away on January 1, 2021 at University of Maryland, Charles Regional Medical Center in La Plata, Maryland from complications of COVID-19 he acquired while performing his job duties.



Firefighter/EMT Hamilton was 42 years old and has been employed by Naval District of Washington Fire and Emergency Services for 18 years. Firefighter/EMT Hamilton spent his entire career assigned to Naval Support Facility Indian Head. Firefighter/EMT Hamilton was the award recipient of two Life Saving Awards from Commander Navy Installation Command. Hammy touched so many lives; he was selfless beyond measure and always stepped up to handle any task no one else wanted to do. He was extremely instrumental in the NDW Regional Personal Protective Equipment Committee and managed the local Protective Personal Equipment Program, assisted with regional apparatus moves and logistical needs and handled numerous house duties. He strove to create a strong sense of brotherhood, make a difference, and always looked for opportunities to better the department.

He was also an Active Life Member, Fire Captain and Engineer of the Bryans Road Volunteer Fire Department, which he joined in 1995.

He lived in Pomfret, Maryland and is survived by his mother, brother, sister, and several nieces and nephews.

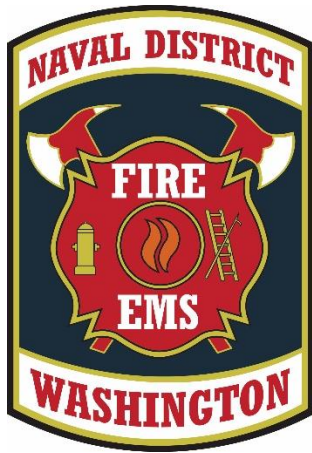


Condolences may be sent to:
Mrs. Shirley Hamilton
7425 Pomfret Road
La Plata, MD 20646

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Award Citation NDW

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Indian Head Firefighters Awarded Unit Citation for Mutual Aid Call

By Kevin Grinder, NDW Region Fire Chief



FF Stephen Winkler, FF/Medic Trevor Gaefcke, and a SMVFA Representative
Photo Courtesy of SMVFA.net

On December 17, 2020 the Southern Maryland Volunteer Fireman's Association held its annual Installation and Awards Banquet virtually with limited physical attendance due to COVID-19. During the awards portion 3 personnel assigned to Naval Support Facility Indian Head were recognized with Live Saving Awards and a Unit Citation for their efforts in the resuscitation of Volunteer Fire Stephen Winkler while operating on the scene of a Working House Fire.

On September 29, 2019 units from NSF Indian Head were dispatched for a Working Fire, mutual aid to Charles County, MD.

Initial units had arrived to find a 4 unit apartment building with fire through the roof. During the incident FF Winkler the Driver/Operator of Engine 73 (Potomac Heights VFD), the first arriving engine company collapsed and went into cardiac arrest while trying to replace a burned section of hose on the initial attack line. FF/Medic Trevor Gaefcke, FF/Medic Alex Conover, and FF Randy Krob immediately rushed to the aid of FF Winkler along with members of several other departments, and 2 County Sheriff's Officers that were on the scene. All departments and personnel worked together to perform live saving measures, and were successful in the return of spontaneous circulation. FF Winkler was transported to Southern Maryland Hospital and later transferred to MEDSTAR Washington Hospital where he underwent various cardiac procedures. FF Winkler has since full recovered from the incident, and while he no longer responds on emergency calls, he is a constant fixture as the department's maintenance engineer.

Pictured are FF Stephen Winkler, FF/Medic Trevor Gaefcke, and a SMVFA Representative
Photo Courtesy of SMVFA.net

Editor's Note:

Twitter-tweet:

"LA County Fire Department COVID cases drastically drop after 75% get vaccinated."



Twittersverse

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Higher Education

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Does Higher Education Really Fit into the Fire Service's Mission?

Benjamin Martin discusses the differing perspectives on what qualifies someone for a leadership position in the fire service.

By Benjamin Martin

Seldom is more heat generated than when firefighters sit around the kitchen table to tackle the latest list of promotions in their agency. One item that adds fuel to this fire is the disagreement about the role that higher education has come to play in the hiring or promotional process.



Jupiter Images

Who our organizations choose to hire and promote remains one of the most critical tests that the fire service faces. This applies regardless of whether you work for the FDNY or a small volunteer agency that has only a few members. As a younger generation of firefighters begin to move up the ladder into leadership positions, the future of the fire service rests with our ability to envision and offer the types of training that will help to prepare them to answer challenges, many of which might not even exist yet. So, what exactly qualifies someone for a leadership position in the first place?

Blue-collar beginnings

There simply is no arguing that the mission of the fire service has its roots in blue-collar work. This kind of labor, at times requiring tremendous amounts of training and skill, includes the types of tasks that are found in building construction and maintenance, machine and automotive repair, custodial work and manufacturing. Firefighters often perform many of these tasks at the firehouse or on a call for service, so hiring and promoting people who have this type of experience is extremely valuable for organizations. As an example, I spent years swinging a hammer on a construction site, gaining an appreciation of building construction as well as how awful it was to carry a bundle of roof shingles up a 30-foot ladder to a steep-pitched roof. What I learned during that time helps me to make better decisions on the fireground when anticipating how the fire is spreading in a house and attacking the structure.

Despite the obvious value in this type of skill set, it's becoming increasingly common that fire departments sidestep candidates who possess the actual

Higher Education (Cont.)

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experiences of both leading people and running fire calls in favor of others who have significantly less experience but a college degree.

This shift in preferred qualifications sidelines many otherwise outstanding candidates. It also has created a palpable disconnect and tension within some departments' rank and file. I even am aware of a few cases in which departments require a college degree for any promotional rank; some go so far as to declare it a minimum qualification for their hiring process. Wait! What?

Part of the disconnect that concerns the issue of higher education is that, for many firefighters, their career has or will revolve exclusively around riding an apparatus and going to fires.

However, for others, as they grow in years of service, they begin to explore different aspects of their organization's mission, such as an assignment to the training, fire marshal or planning sections. Although some are drawn to supervise at the company level, some eventually aspire to chief's buggies or office positions. Once promoted to these new assignments, these folks might not be subject to running 9-1-1 calls at 2 a.m. anymore, but it doesn't take long before they are faced with program management responsibilities, budget development requests, station design, construction projects, chairing committees, or guiding apparatus purchasing and financing.

When leaders solve these types of problems, they still are as much a part of the fire service's mission as those who answer the 9-1-1 calls, but, all of a sudden, the landscape of what qualifies someone for this type of leadership position looks differently. If the pool from which we promote remains the same, it could lead to a lack of having qualified people. If not addressed, to fill these senior level leadership positions, organizations might need to promote from the outside or face the risk of promoting someone internally who ends up causing tremendous damage to morale, because he/she lacks the skills to address what the organization is asking them to do.

Leveraging higher education

"Wait," you might say. "What do you mean leveraging? I thought this was going to be a good old higher education browbeating session."

The fact is, the answer to this challenge isn't black and white. I firmly believe that the understanding of building construction that I gained over the years provides me the ability to be an asset on the fireground, but so does what I learned while completing my bachelor's degree in fire science. The classes in the particular program that I completed included strategy and tactics, fire behavior, fire protection systems and water supply. After becoming a lieutenant, I realized that, to better understand the decisions that were coming down the pipeline, I needed to learn more about how my organization runs administratively.

So, I went back to school for a master's degree in public administration, and I

Higher Education (Cont.)

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learned about shaping organizational culture, leading strategic change, managing projects and how adults learn. I even took a course in professional ethics. I used this information during my role as the lieutenant of training in charge of recruit academy instruction to enhance our programs. After I was promoted to captain, I used what I learned during a succession management and communications strategy course to improve the health and morale of our department's Marine Response team. To put it simply, I'm a better leader, coach, manager, instructor and overall firefighter because of the investment that I made by pursuing higher education.

To change or not to change

It's easy to see why people are disgruntled over higher education when departments have seen fit to move the goal posts for promotion without input from or explanation to its tenured workforce. Incumbents have put in the time and sweat to accomplish this mission, and any reasonable person would want to feel that his/her leaders value their contributions and sacrifices. Dramatically changing your department's promotional and hiring process, particularly in a vacuum and absent a high level of transparency, is a perfect recipe for creating a workforce that is rich in uncertainty and rife with conflict. It's worth pointing out that you can tell people that you value them, but who you decide to hire or promote might suggest differently. I like it said best this way: "Show me your department's promotional process, and I'll show you what they value."

—Ric Jorge, Palm Beach, FL, Fire Department (Ret.)

Although the fire service has a reputation for being resistant to change, I believe that the opposite is true—well, kind of. How members feel about the changes coming down the pipeline is primarily determined by how good of a job that leaders do explaining why the change is needed, particularly in cases where tradition is concerned. It's equally as vital that we allow others to disagree with our conclusions and that we seek to prove them right, to ensure that what we present is indeed the best solution moving forward.

Square peg, round hole

At face value, I get why this could be upsetting for folks, but the point that I have been building to is this: Square pegs don't fit into round holes. Here's what I mean: Although I currently serve as a captain in my organization, I have heard the word no more times than yes, including when it comes to promotion. When our egos are injured, it can be difficult to maintain objectivity. We can fall into the trap of making ourselves into victims and believing that people who we trusted to make decisions about and for us now are bad people. Part of what fuels this is the idea that tenure equals promotability—which it most certainly does not.

For example, a hard-charging and well-respected lieutenant heard the word no when he went for promotion to captain. After seeing a younger officer who had less experience than he, but a college degree get the nod, his guys wasted no time convincing him to feel jaded and overlooked. However, after learning

Higher Education (Cont.)

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that the new captain was assigned to work in the planning section—a 40-hour work week that had no sight of an apparatus—he quickly changed his tune regarding the chief’s decision. The gentleman who received the promotion happened to have a background and interest in project management. It was a good fit for the organization and both of the officers

Above and beyond

I certainly appreciate that this article won’t speak to everyone in the fire service, and that is totally OK. I do hope that everyone might consider for at least a moment the following: It isn’t about whether you do or don’t have trade skills or a college degree. Success on this job comes down to a leader’s ability to leverage whatever skills his/her team possesses. Focus on staying engaged and learning about this job. Care about each other and about the oath that you swore, and you always will be on a path to success.

Chiefs: When employees disagree about what should and shouldn’t be a priority in an organization, what often results is loss of morale, decreased engagement and motivation and the emergence of politics. Leaders are obliged to go above and beyond communicating when it comes to their intent, particularly when change and traditions are involved. There always has been, and always will be, a need for firefighters who have a blue-collar background. There also is no question about the need for some of these same firefighters who desire leadership positions to pursue training in areas that don’t involve the front seat of an apparatus.

Ensure that the people who you hire and promote reflect the same values and mission that you hang on the walls of your fire station. It’s your job to have and execute a vision that results in the right mix of people receiving the training and the opportunity to answer whatever challenges await the fire service tomorrow. Not everyone in your organization will understand the weight and toll that this will take on you, but that’s part of the role that you signed up for when you asked for the job.

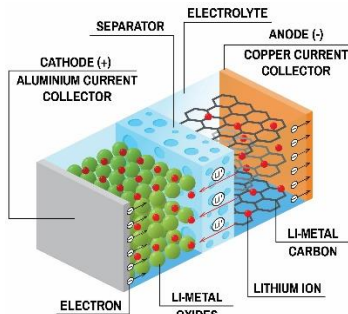
Firefighters and aspiring or existing leaders: If you managed to read this far and are curious as to what opportunities might lie in wait for you throughout your career, please consider this: There are plenty of opportunities, be it at the firehouse during your downtime or on your days off, to spend one less hour watching Netflix and instead spend it learning about something that will help you to become more qualified for your next career goal.

Remember, take pride in what you do but always be able to laugh at yourself. Put the team and mission first, and you always will feel as though you have the greatest job in the world.

Benjamin Martin has more than 17 years in public safety and currently serves as a captain with a large metropolitan fire department in Virginia. He is an international speaker on a variety of leadership topics, including emotional intelligence, communication, industrial psychology and organizational culture. Martin’s presentations explore the science and health of leadership tactics, to allow departments to operate more efficiently, with higher morale and personnel buy-in. His leadership articles have appeared in numerous publications. Martin is the founder of EmbraceTheResistance.com, which features leadership training for existing and aspiring leaders. Reprint Fire House Magazine, Aug 1st, 2020

Lithium-Ion Battery

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Risks to Emergency Responders from High-Voltage, Lithium-Ion Battery Fires Addressed in Safety Report

WASHINGTON (Jan. 13, 2021) — The [National Transportation Safety Board](#) issued four safety recommendations Wednesday based on findings contained in [Safety Report 20/01](#) which documents the agency's investigation of four electric vehicle fires involving high-voltage, lithium-ion battery fires.

Three of the lithium-ion batteries that ignited were damaged in high-speed, high-severity crashes, and the fourth lithium-ion battery fire occurred during normal vehicle operations. All three of the crash-damaged batteries reignited after firefighters extinguished the vehicle fires. The battery in the fourth investigation did not reignite.

Safety Report 20/01 identified two main safety issues through its investigation:

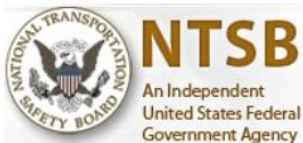
- The inadequacy of vehicle manufacturers' emergency response guides.
- The gaps in safety standards and research related to high-voltage lithium-ion batteries involved in high-speed, high-severity crashes.

Actions sought by the NTSB in the four safety recommendations issued Wednesday include:

- Factoring the availability of a manufacturer's emergency response guide, and its adherence to International Organization for Standardization standard 17840 and SAE International recommended practice J2990, when determining a U.S. New Car Assessment Program score.
- Continued research on ways to mitigate or deenergize stranded energy in high-voltage lithium-ion batteries.
- Continued research on ways to reduce the hazards associated with thermal runaway resulting from high-speed, high-severity crashes.
- Manufacturer emergency response guides modeled on ISO standard 17840 and SAE International recommended practice J2990.
- Incorporation of vehicle-specific information in emergency response guides for: Fighting high-voltage lithium-ion battery fires.
 - Mitigating thermal runaway and the risk of high-voltage lithium-ion battery reignition.
 - Mitigating risks associated with stranded energy in high-voltage lithium-ion batteries during emergency response and before a damaged electric vehicle is removed from the scene.
 - Safely storing an electric vehicle with a damaged high-voltage lithium-ion battery.
- Providing information and available guidance to first responders and other crash scene workers about fire risks associated with high-voltage lithium-ion battery fires in electric vehicles.

Lithium-Ion Battery (Cont.)

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Fires in electric vehicles powered by high-voltage lithium-ion batteries pose the risk of electric shock to emergency responders from exposure to the high-voltage components of a damaged lithium-ion battery. A further risk is that damaged cells in the battery can experience thermal runaway – uncontrolled increases in temperature and pressure – which can lead to battery reignition. The risks of electric shock and battery reignition/fire arise from the “stranded” energy that remains in a damaged battery.

The National Transportation Safety Board has an interest in the safety of emerging technology, including alternative vehicle fuel sources such as lithium-ion batteries. Safety issues with the high-voltage, lithium-ion batteries used in electric vehicles first gained widespread attention when a Chevrolet Volt caught fire three weeks after a crash test in May 2011.

The NTSB’s first investigation of electric vehicle battery fires on US roadways was in 2017, when a high-voltage lithium-ion battery caught fire after an electric vehicle left the road and crashed into a residential garage at high speed.

Between 2017 and 2018 the NTSB investigated two other electric vehicle high-speed, high-severity crashes that resulted in post-crash fires and one non-crash fire. During the course of its investigations, the NTSB considered the safety risks to first and second responders posed by the vehicles’ high-voltage, lithium-ion batteries. Those risks are addressed in the [NTSB’s Safety Report 20/01, “Safety Risks to Emergency Responders from Lithium-Ion Battery Fires in Electric Vehicles.”](#)

To highlight the lessons learned in Safety Report 20/01 the NTSB produced a short video that is available on the NTSB’s YouTube Channel at <https://www.youtube.com/watch?v=J6eS6JzBn0k>.

Safety Report 20/01 is available online at <https://go.usa.gov/xAEyP>

ID CARD/CAC RENEWAL

Veteran Reminder



ID CARD/CAC RENEWAL: The exception for military retirees and dependents to use an expired ID Card for base privileges expires on 31 March 2021. Online appointment availability has been updated; appointments can be made at <https://idco.dmdc.osd.mil/idco> up to 90 days out. Personnel should be aware of their ID Card/CAC expiration date and make an appointment for renewal well in advance of the effective date.

Time to renew your ID?
Click here to make an appointment

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Toys for Tots

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James LaFever, Fire Inspector



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25 Years of Toys for Tots at NSA Crane

By James LaFever, Fire Inspector



Navy Region Mid-Atlantic Fire & Emergency Services members at NSA Crane, Indiana celebrated 25 years of participation in the Marine Corps Toys for Tots program in December, 2020. With support from installation personnel and surrounding community, about 1,200 children receive Christmas magic each year.

The covid-19 pandemic had Crane members worried about their ability to gather a sufficient number of toys with many businesses partially shuttered, and large number of Crane employees teleworking. They were also concerned the pandemic contributed significantly to the growing need for the program in Indiana, due to the high number of adults out of work due to businesses closing or operating with reduced hours.

But when collection day arrived and the counting began, a sense of excitement filled the air. Joy (and relief) overwhelmed the Crane members as they witnessed the generosity of the installation workforce and surrounding community. Despite these unprecedented challenges, more than 3,100 toys were collected. There were lots of little smiles on Christmas morning due to the kindness and compassion of these local givers.

The Marine Toys for Tots Program has been delivering a message of hope to less fortunate youngsters since 1947. The Marine Toys for Tots Foundation, is an IRS recognized 501(c)(3) not-for-profit public charity which was created at the behest of the U. S. Marine Corps in 1991. The primary goal of Marine Toys for Tots is, through the gift of a new toy, help bring the joy of Christmas and send a message of hope to America's less fortunate children. On average NRMA District 9 personnel collect anywhere from 3,000 to 5,000 toys each year; over the 25 years of the program at Crane, more than 100,000 toy gifts have been provided to children in Indiana.



EMS Agency of the Year



Navy Region Mid-Atlantic F&ES is EMS Agency of the Year in Eastern Virginia

Navy Region Mid-Atlantic Fire & Emergency Services has been selected as the 2020 Tidewater Emergency Medical Services (TEMS) Council EMS Agency of the Year.

TEMS also recognized NRMA F&ES Medical Director Dr. Kenneth McManus (CDR, USN) as the TEMS 2020 Outstanding EMS Physician, and recognized Firefighter-Paramedic Daryl Clements (District 2, Station 9, Norfolk Naval Shipyard) as the TEMS EMS Educator of the year for 2020.

The TEMS regional winners are forwarded for competition in the annual Virginia Department of Health Governor's EMS Awards, which are normally presented each November. Due to the COVID-19 pandemic and response, the state's annual EMS symposium (where the Governor's Awards are presented) was cancelled, and the statewide winners have not yet been announced. For other 2020 TEMS award categories and winners, more information can be found at www.tidewater.vaems.org.

The nearly 350 NRMA F&ES personnel in the Tidewater area operate from 16 fire stations to protect Hampton Roads naval installations.

The Tidewater EMS Council is one of Virginia's 11 councils, which are non-profit, quasi-governmental organizations that integrate and coordinate emergency medical services resources in their respective regions. The TEMS service area includes 10 cities and counties, more than 60 EMS agencies, and the 15 hospitals of Southside Hampton Roads and Virginia's Eastern Shore. TEMS also provides coordination, support, and sustainment for the Virginia-1 Disaster Medical Assistance Team (DMAT), a unit of the National Disaster Medical System; the Hampton Roads Metropolitan Medical Response System (HRMMRS), and the Eastern Virginia Healthcare Coalition, a partnership with the Virginia Hospital and Healthcare Association.



Tidewater EMS Council Website

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VA News

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Better Health / News to Improve Your Life

VA Launches Easy-to-Understand Benefit Videos YouTube series provides vets with information on everything from PTSD treatment to getting a VA home loan.

By Janice Phelan

Thanks to a new outreach project, veterans throughout the U.S. have the opportunity to watch concise video segments focusing on what they need to know about VA benefits.

The online videos are called theSITREP, as in situation report, and focus on both state and federal veterans benefits while also including history and features about veterans.

The program, produced through the VA New England Healthcare System, launched in June and can be found on YouTube by searching “#the SITREP.” The video segments also are available on the official Veterans Health Administration YouTube channel playlist and on the VA’s “Veterans News Network.”

The online videos include brief, targeted clips that can be viewed in just a minute or two, as well as longer, more in-depth productions.

“This is information for veterans to improve their knowledge about anything veteran-related and about our VA,” said Paul Corbett, co-producer and co-host. “We want to be upbeat, conversational and entertaining — all with a purpose to drill down each month and break down the VA in easy-to-understand segments.”

Corbett, a Marine Corps veteran who served in Iraq, produces and hosts theSITREP series with Mike McNamara, an Army veteran who served in Operation Desert Storm.

To ensure that the outreach program meets the needs of veterans, VA New England’s team completed extensive marketing research that included focus groups to determine the content veterans most wanted to see, McNamara said.

“SITREP is intended to be just as veterans remember a ‘situation report’ to be when they served in the military — a status report on current activity,” said John Paradis, senior editor and writer for VA New England Healthcare System as well as an Air Force retired lieutenant colonel.



The A presenter with VA’s YouTube series theSITREP discusses VA benefits in an easy to-follow format. Launched in June, the series is produced by the VA New England Healthcare System and can be found on YouTube by searching “#theSITREP.” Videos offer information on everything from PTSD to getting a VA home loan.

VA News (Cont.)

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“In VA New England’s care, SITREP is a status report with topics ranging from how to start a claim for disability compensation with the Veterans Benefits Administration to what a veteran needs to know if they receive health care at a community emergency room.”

Other topics include an explanation of VA home loans, what to expect when receiving treatment through the VA for PTSD and a popular series of short episodes addressing common myths about VA benefits.

In one timely video, a VA human resources specialist discusses how a veteran should apply for a government job, sharing relevant documents, resumé tips and rules related to veterans’ preference in specific jobs.

The SITREP programs also include military history and features on veterans, such as a segment on WWII’s Battle of Midway. Another segment is a discussion with an Army Iraq War vet and Purple Heart recipient, who shares how he came to terms with living his life as an amputee, his rehabilitation and his return home.

A member of VFW Post 3104 in South Hadley, Mass., Paradis added that these videos are especially important during the pandemic when many people are physically and socially isolated and in need of a trusted source for veterans benefits as well as a way to stay connected.

Within the first few months, the programs had received more than 100,000 page views by veterans from throughout the nation.

EMAIL magazine@vfw.org Janice Phelan is a freelance writer based in Lee’s Summit, Mo. Reprinted with permission VFW Magazine, January 2021, “BETTER HEALTH | NEWS TO IMPROVE YOUR LIFE” section.

SA Matters!

Tacit knowledge and situational awareness

By Rich Gasaway



While conducting research on how decisions are made during high consequence events I came across a term I’d never heard before – “tacit knowledge.”

Once I learned what it was it quickly became evident that I possessed it... and I didn’t know it. In fact, every first responder who has developed expert-level knowledge and skills has tacit knowledge and they use it all the time.

They simply aren’t aware of it and there’s a good explanation why.

What is tacit knowledge?

Tacit knowledge is the collection of life’s experiences, education and training that reside outside conscious awareness. It’s the knowledge one possess that helps guide intuition, a vital component to making high-stress, high-consequence, split second decisions.

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SA Matters! ***(Cont.)***

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As you go through life you purposefully acquire a lot of information. You also acquire as much, if not more, information unintentionally. Your senses are very perceptive to environmental clues and cues and they're always processing and analyzing what is happening around you. While you may not know it, your brain is recording and storing some of those experiences. That is part of your tacit knowledge.



As you consciously navigate through life you are also perceiving and storing information. Some of this information you can recall quickly and flawlessly. Some if it is difficult to remember. The information stored, but outside of the ready recall region, is in part, tacit knowledge.

As you have similar experiences over and over again, your brain stores patterns of information from those experiences that become routines your brain can call up that will guide your decision making. Those stored patterns are, in part, tacit knowledge.

This is what allows you to know that the restroom in a restaurant is going to be located at the front of the building or the back of the building and rarely, if ever, on the sides of the building. Past experiences, stored as patterns of knowledge, coupled with observations of the current environment, allows your intuition to guide you.

Magic Knowledge

During my "Brain Science Meets Public Safety: What have we learned?" program I talk a lot about tacit knowledge because of how vital it is to the decision making process of expert-level first responders and how challenging it can be for non-expert first responders to understand how their expert counterparts can make such good decisions with what appears to be so limited information and doing so while under the stress of time compression.



When interviewed, even the experts can struggle to explain how they know what they know. Because the knowledge is tacit (unconscious) the process of locating it, comprehending it's application to the current situation and the resulting intuition that guides the decision all lay outside conscious awareness. This makes the knowledge appear to be mystical – perhaps even magical.

The curse of knowledge



Most novices yearn to be taught by the experts on how to make good decisions under stressful conditions. Yet many experts struggle with being able to explain how they know what they know. They can suffer from the curse of knowledge – possessing so much expertise that it becomes second nature and difficult to articulate to others.

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SA Matters! ***(Cont.)***

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Some college professors I had while an undergraduate suffered from the curse of knowledge. They taught at a level that, I am confident, made perfect sense to them but was way over the heads of almost everyone in the class. When asked simple questions, the professors would either admonish the inquisitive youth or launch into an explanation that was so complex that it only made understanding that much more difficult.

Clue and cue processing!

It is a relatively easy process to teach novices about the clues and cues present at a fire: Building conditions (construction and decomposition), smoke conditions (color, volume, velocity and density), fire conditions (color, volume, velocity and density), etc. But it is much more difficult to teach novices the meaning of clues and cues that are not present. Negative clues and cues – those not present – can be critically important to understanding what is going on. Because of their limited knowledge and experience, novices won't be able to comprehend the negative clues and cues. But the experts will be able to and that will help the expert make better decisions.



Developing tacit knowledge



The only way to develop tacit knowledge is exposure to new experiences (i.e., learning) and repetitive exposure to existing experiences (i.e., practice). Novices can advance the development of tacit knowledge by training in realistic and repetitive scenarios and by exposure to lessons of past successes and failures (near-miss reports, case studies, line of duty death reports, videos, etc.).

The more realistic the experience is made for the novice, the more likely the experience will seat into unconscious knowledge. For example, being told about an incident third-hand where details are limited will not be as effective as being told about the incident first-hand from the person who can provide elaborative details. Reading a magazine article on an incident may not be as effective as reviewing a case study that includes the backstory and comprehensive details. Reviewing a near-miss report may not be as effective as creating a simulated training scenario that recreates a near-miss or line-of-duty death event to allow novices to process the full experience in real time (with consideration for safety of the participants).

Losing tacit knowledge

Can you lose your tacit knowledge? The short answer is yes. It is well documented that human memory is bolstered through periodic re-exposure to knowledge. Periodic refreshers help keep the connections to tacit knowledge strong.

This is why it is so important that first responders adopt a mantra of being lifelong learners and never stop training, even when they think they have “mastered” their craft. Repetition improves recall.

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SA Matters! (Cont.)

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Rich Gasaway, PhD.

Chief Gasaway's advice



There are several notations I want to make from this discussion. First, novices need to understand and respect their limited decision making abilities in dynamically changing environments because they lack tacit knowledge. There may be few things as dangerous as a first responder with two years of experience who thinks they know it all.

Second, experienced responders need to understand they possess more knowledge than they are consciously aware of and they are using that knowledge in their decision making. This can cause an expert responder to become frustrated with a novice responder because what appears obvious to the expert (common sense) may not be so apparent to the novice.

Finally, experts should adopt a mindset of wanting to help the novice tap into the expert's intuition. This may, initially, be very frustrating to the expert because they will find themselves being asked questions that they have no idea how to answer – because the answer lays outside their conscious awareness. The expert who can display patients in this process will become a prized instructor.

Action items

Discuss how you use tacit knowledge each day. Some examples may include:

1. How you are able to seemingly read the thoughts of others or how you are able to drive a vehicle using mostly unconscious knowledge.
2. Discuss examples where you may have tapped into your tacit knowledge on emergency scenes and how it helped improve your decision making.
3. Share an example of a time when you observed someone else using tacit knowledge to make a decision at an emergency scene



Retirement News

New Bill Would Protect Early Retirement Benefits for Injured Federal First Responders

By Erich Wagner, Government Executive

Currently, federal first responders who transfer to another job at a federal agency due to an injury may no longer retire at 57, despite paying more into the retirement system.

A bipartisan and bicameral group of lawmakers on Thursday introduced legislation they say will ensure that federal first responders do not lose full access to their retirement benefits if they are injured on the job.



Erich Wagner

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U.S. Immigration and Customs Enforcement officers detain a man during an operation in Escondido, California, in July 2019. AP file photo

Retirement News (Cont.)

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Government Executive

Currently, federal first responders contribute to their government retirement programs at an accelerated rate, due to their earlier mandatory retirement age of 57, and may receive their defined benefit annuity once they have served 20 years and reach age 50. But when a federal firefighter, Border Patrol officer, or other federal law enforcement official is injured while on duty and forced to transfer to another job within the federal government, they lose access to that program.

The [First Responder Fair RETIRE Act](#), introduced by Reps. Gerry Connolly, D-Va., and Brian Fitzpatrick, R-Penn., in the House and Sen. Jon Tester, D-Mont., in the Senate, would allow those federal workers to remain in their original retirement program if they are transferred to another position due to an on-the-job injury. The bill also entitles those employees to a refund on their accelerated retirement contributions if they leave federal service before they are eligible for an annuity.

“Our federal firefighters, Capitol Police officers, Secret Service agents, Customs and Border Protection officers, and other federal law enforcement officials put their lives on the line every day for our fellow Americans,” Connolly said. “We have a responsibility to uphold our promise to those that are injured on the job and ensure their first responders’ benefits are fully protected. They shouldn’t be penalized, especially when they are still committed to public service.”

“Our federal firefighters and federal law enforcement officers, especially those injured on the job, should not be penalized and deprived of the retirement security they have earned,” Fitzpatrick said. “Our federal first responders deserve our full support for their public service, and I am proud to introduce this bipartisan legislation . . . to make sure that we have the backs of these everyday heroes.”

The bill already has the support of federal employee unions and law enforcement groups.

“For federal firefighters and law enforcement officers, there is a very real potential for incurring debilitating injury every day of their working lives,” said Randy Erwin, national president of the National Federation of Federal Employees. “Year after year, they risk their health and in return, they are promised an enhanced ‘6c’ retirement program paid into at a higher employee contribution rate than other employees. Tragically, after sustaining a debilitating injury, many lose their enhanced retirement. They are forced to work years longer while injured, plus they lose the money they paid into the retirement plan. It’s a travesty in every sense.”

TSP Update

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Friday, January 29, 2021					
Fund	Price	%	YTD	Fund	Price
G Fund	\$16.52	0.01%	0.07%	L Income	\$22.25
F Fund	\$21.05	-0.09%	-0.71%	L 2025	\$11.13
C Fund	\$55.35	-1.92%	-1.01%	L 2030	\$38.65
S Fund	\$76.32	-1.47%	2.85%	L 2035	\$11.53
I Fund	\$35.00	-1.64%	-1.09%	L 2040	\$43.33
				L 2045	\$11.80
				L 2050	\$25.70
				L 2055	\$12.36
				L 2060	\$12.36
				L 2065	\$12.36

Installation Excellence Awards

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ANNOUNCEMENT OF 2021 COMMANDER, NAVY INSTALLATIONS COMMAND INSTALLATION EXCELLENCE AWARD WINNERS

1. Leaders from across the Navy Installations Command Enterprise Recently assembled to review nominations and select finalists for the 2021 Installation Excellence Award program, which recognizes the top three installations, large and small category, for outstanding performance consistent with Enterprise strategic goals and Secretary of Defense criteria. I proudly announce this years winners.

a. Large Category:

- 1st Place: NSA Bahrain (led by CAPT G. A. Smith)
- 2nd Place: NAS Jacksonville (led by CAPT B. D. Weiss)
- 3rd Place: NB Coronado (led by CAPT J. W. DePree)

b. Small Category:

- 1st Place: NAS Whiting Field (led by CAPT P. D. Bowdich)
- 2nd Place: NNWS Seal Beach (led by CAPT J. J. Sherman)
- 3rd Place: Camp Lemonnier (led by CAPT K. D. Schuman)

2. One finalist was also selected for the 2021 Commander in Chief's Annual Award for Installation Excellence. Congratulations to Captain Smith and the Naval Support Activity Bahrain team, who represents the Navy as this year's winner.

3. Please join me in congratulating each of our winners for a job well done. Nominations were highly competitive, and it was very difficult to select only three finalists in each category this year.

4. To all of our installations and activities across the Enterprise, thank you for your outstanding leadership and world-class support of the Fleet, Fighter and Family. I am extremely proud of all you do, day-in and day-out, for our Navy and our nation. BRAVO ZULU!

5. Released by VADM Y. B. Lindsey, Commander, Navy Installations Command.



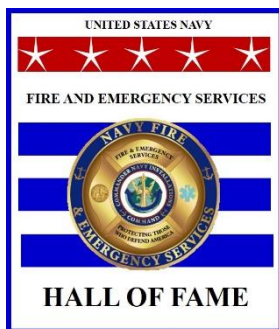
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Navy F&ES POCs

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Navy F&ES Hall of Fame



Distribution

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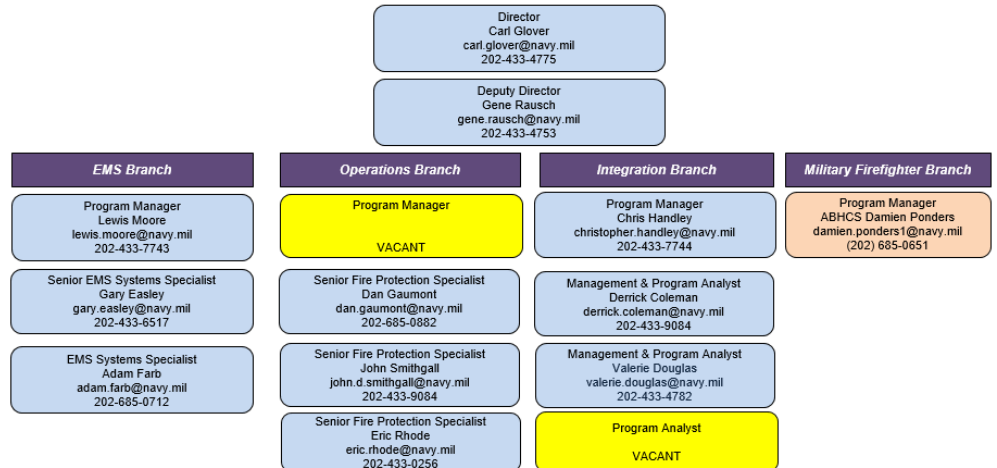
Navy Fire & Emergency Services (N30)

Commander, Navy Installations Command

716 Sicard Street, SE, Suite 305

Washington Navy Yard, DC 20374-5140

http://www.cnic.navy.mil/om/operating_forces_support/fire_and_emergency_services.html



Navy F&ES Hall of Fame

- | | | |
|-------------------------------|----------------------------|--------------------------------|
| 001 William Killen, 2004 | 014 William Thomann, 2009 | 027 Augustus Bowling, 2014 |
| 002 James Manser, 2005 | 015 Harry Tagen, 2009 | 028 Robert Darwin, 2015 |
| 003 Clarence Rout, 2006 | 016 Frank Brannigan, 2010 | 029 James Meagher, 2016 |
| 004 David Butler, 2006 | 017 Lewis Meyer, 2010 | 030 Frederick Seibel III, 2017 |
| 005 Alvah Cuthriell, 2007 | 018 Roy Grubbs, 2010 | 031 Gerald Makowski, 2017 |
| 006 George McGuigan, 2007 | 019 Orville Emory, 2011 | 032 Gelacio Rodriguez, 2017 |
| 007 Waverly Sykes, 2007 | 020 Charles Peters, 2011 | 033 John McDonald, 2017 |
| 008 Hank Vescovi, 2007 | 021 Douglas Thomas, 2011 | 034 Dudley King, 2018 |
| 009 William Albrightain, 2007 | 022 Charles Gindele, 2012 | 035 Eugene Carmody, 2018 |
| 010 Daniel Marshal, 2007 | 023 John Wentzel, 2012 | 036 Robert Williams, 2018 |
| 011 Nicanor Benavidez, 2008 | 024 Leroy Ellis, 2013 | 037 Jerry Sack, 2019 |
| 012 Haraldur Stefánsson, 2008 | 025 Dr. Richard Tuve, 2013 | 038 William Hennessey, 2019 |
| 013 William Beniker, 2008 | 026 John Arruda, 2014 | 039 Robert Tofson, 2020 |
| | | 040 Michael Jones, 2020 |

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HELP WANTED!

Navy civilian firefighters needed, visit USAJobs.gov for details.
Search for 0081-series

