

What's Happening

Navy Fire and Emergency Services Newsletter

Protecting Those Who Defend America



Email the Editor:
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Chief's Clipboard: 150 Year Anniversary of the First African American Fire Chief – Patrick H. Raymond

Department, Patrick H. Raymond became the first African American fire chief in the history of the United States.



P. H. RAYMOND
Cambridge, Mass.
First Recording Secretary

Born in Philadelphia, the son of the Reverend John and Susan Raymond, his father, a runaway slave from Virginia who became a well-known abolitionist in New York City, was one of the early pastors of the African Meeting House in Boston.

About 1847, the Raymond family moved to Cambridge, where they lived on Washington Street near Kendall Square in the “lower Port,” Cambridge’s first African American neighborhood. Raymond worked as a shoemaker before becoming a journalist at the Boston Herald and the Boston Advertiser. Able to pass as white, he and his brother joined the United States Navy serving in the Civil War from 1862 - 1864. Raymond returned to Cambridge, and in 1869 became the editor of the weekly Cambridge Press.

In 1871, Mayor Hamlin Harding, a former editor of the paper, appointed him Chief Engineer of the Cambridge Fire Department. Known as an enthusiastic firefighter, he was the Captain of Engine 5 in Inman Square, was promoted to Assistant Chief Engineer, and then promoted to Chief Engineer on 5 January 1871. In 1870, the department had four assistant engineers, fifteen foremen (now called captains), nine drivers, fifty-two part-time firemen, and a telegraph operator. The horse-drawn apparatus consisted of four steam fire



1st African American Fire Chief (cont.)

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Patrick H. Raymond
1831 - 1892

and a hook and ladder truck. Chief Raymond was in command of the Cambridge MA Fire Department during the Great Fire of Boston in 1872, working with Boston Fire Chief Damrell in controlling the great fire. Cambridge had sent the entire fire department to the fire in Boston, with the exception of reserve apparatus. Two Cambridge firefighters were killed at this massive fire which destroyed a large area of downtown Boston.

Chief Raymond advocated stronger fire prevention codes, an increase in the number of fire companies and company strength, and a fully-paid, permanent fire department. Raymond noted in 1873 that “the extinguishment of the fire has now become a business and has ceased to be a pastime, and greater facilities for making the business a successful one should be unhesitatingly provided.” He believed that the Cambridge Fire Department could be improved by employing full-time firefighters rather than relying on volunteers, which he brought to the city’s leaders. Over the next seven years, Raymond was able to triple the annual budget of the department, creating two new fire companies and building new firehouses on Portland Street and Western Avenue and in Brattle and Inman squares. Raymond suffered intense criticism from his rivals at the Cambridge Chronicle, but he survived eight years as Chief and served at the pleasure of four mayors. At his home where he resided at 10 Pleasant Street which was across Green Street from the Cambridge City Hall of that time, there is a marker about Patrick Raymond, being the first African American Fire Chief in the country.

After Raymond was replaced as chief in 1878, he continued as editor and business agent of the Cambridge Press until 1890. He was elected corresponding secretary of the National Association of Fire Engineers in 1873. Also one of the founders of the Veterans Fireman’s Association of Cambridge, he served for several years as its president. After a lengthy illness, Patrick Henry Raymond died on Thursday, July 28, 1892, at the Cambridge Hospital. Recognized for his knowledge of the City’s local affairs and municipal history, being widely and favorably known he had a host of friends to mourn his death. In his immediate family, he was survived by a widow and daughter. On Sunday, July 31, 1892, following his funeral services at Grace Methods Episcopal Church, P.H. Raymond was buried in the soldiers’ lot at the Cambridge Cemetery. The Patrick H. Raymond Engine Company Number 5 and Cambridge Fire’s Marine Unit 1; a custom-built, welded aluminum fire/rescue boat, are both named in honor of Chief Raymond: the first African American Fire Chief in our nation’s history.

Article provided courtesy of African American Fire Fighters Historical Society; <https://aaffhs.org/>

The African American Fire Fighters Historical Society’s mission is to collect, preserve and disseminate historical data and information relating to the contributions made by fire fighters of color, and others who have made contribution to such history; to be used for the purpose of education, fire prevention and mentoring.



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Last Alarms

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Last Alarms

The USFA reported 22 line of duty deaths in 2020. The following line of duty deaths were reported since we published our last issue:

Brian Ritche 🌿
Weirton, VA

John Jonker, Sr. ❤️
Ringwood, NJ

Guandes “Mook” Smith 🌿
Sardis, MS

Edward Karriem ❤️
Little Rock, AR

Terry Watts 🌿
Memphis, TN

Phillip C. Ginter ❤️
Beaverton, PA

Gerry Key 🌿
Shepherdsville, KY

John Evans 🌿
Philadelphia, AP

2021 Totals

❤️ 3 (14%) 🚚 0 (0%)

🔥 3 (14%) 🌿 16 (72%)

❤️ Indicates cardiac related death

🚚 Indicates vehicle accident related death

🔥 Indicates fire/rescue related death

🌿 Indicates COVID19 related death

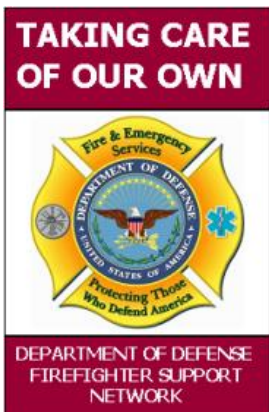
Taking Care of Our Own



TCoOO Update

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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FEBRUARY IS AMERICAN HEART MONTH



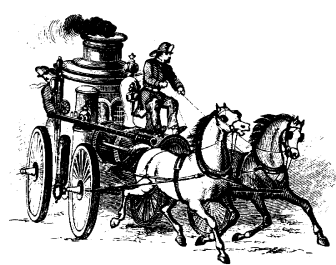
HHS.gov

Back in the Day

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Back in the Day – History of the Darley Company

By Tom Shand



The history of the W.S. Darley Company can be traced back to 1908 when Mr. William Darley started a business to provide municipal supplies and fire pumps through a catalog. Most all common fire equipment was offered including hose, nozzles, hand tools and turnout gear. By the early 1920's fire equipment represented most of the company's sales with Darley becoming a sales agent to Barton American fire pumps. Smaller communities which could not afford a custom chassis fire truck found that the 250 gpm Barton front mount pump, mated to a Ford Model T chassis provided a reliable and inexpensive piece of equipment. In short order Darley teamed with Pete Yates, a noted pump engineer and built a factory in Chippewa Falls, Wisconsin to produce a complete Darley pump.



Darley black and white photo from the collection of Ted Heinbuch

In 1935 W.S. Darley was producing a front mount 500 gpm rated pumper on a Ford chassis with a steel fabricated body, booster reel and ladders for \$1,995 complete. During the years following the Great Depression, Darley apparatus gained wide acceptance. Darley built pumpers bore a distinctive appearance with a searchlight mounted ahead of the booster reel, ground ladders mounted on the left side of the body along with a doorless, open cab. The company achieved much success in the three market segments of catalog equipment sales, fire pumps and complete apparatus featuring the Champion model pump.

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Flyer provided by W.S. Darley & Co

Between 1941 and 1944 the W.S. Darley Company committed to building over eight hundred pumpers for all branches of the military. These rigs were austere in appearance in olive drab color with no chrome or bright work.

Back in the Day (Cont.)

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Tom Shand

the backbone of local fire protection. One of the more interesting vehicles produced by Darley to protect military production facilities was a 1941 Ford chassis equipped with a Marmon-Herrington four wheel drive system, 500 gpm front mount pumper and streamlined body for the Kingsbury Ordnance Plant in Ellwood, Indiana.



Darley color photo of NETC Newport pumper taken by Glenn Vincent

NAVY CONTRACT TO DARLEY



NAVAL ORDNANCE PLANT SOUTH CHARLESTON, W. VA. NAVAL STATION TUTUILA, SAMOA NAVAL STATION GUANTANAMO BAY, CUBA

When the Government chooses Champion Fire Apparatus, you know it has the stamina and endurance that will give years of satisfactory service in your own Dept.

Owned by U. S. Bureau of Reclamation

SOME OF MANY GOV. DEPTS. OWNING CHAMPIONS

Fort Meigs, Illinois, Michigan
 Fort Belknap, Montana, N. Dak.
 Fort Chaffee, Ohio, Fort Meigs, Pa.
 Great Inland, Penn., Ft. Mifflin, Pa.
 Fort of Benton, Wash. D. C.
 Fort of Benton, Wash. D. C.
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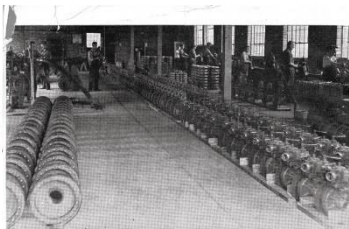
U. S. Government, Panama Canal Zone, REORDERS!



Flyer provided by W.S. Darley & Co

During the latter part of 1934, a Champion was placed in service at Gamboa, Panama, by the Panama Canal Purchasing Dept., Wash., D. C. The service record of this fire truck, under operating conditions far more strenuous than any encountered here in the States, warranted the placement of orders for two more Champions.

In later years, Darley produced several orders for the U.S. Navy pumpers including a 1962 International R-185 model 750 gpm pumper for the Naval Education Training Center in Newport, Rhode Island. Navy property number 73-01658 was modified to provide transverse crosslay hose beds ahead of the top mounted booster reel.

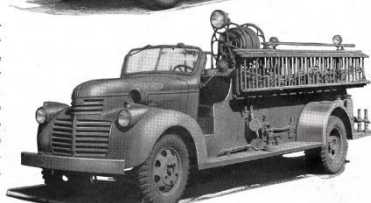


We of Darley Pledge Ourselves to go on Producing More and Still More Until Victory is Ours!

PART OF OUR CONTRIBUTION TO THE WAR EFFORT



The same skill—the same Darley Plus which have gone into every Darley Champion Fire Truck are today going into the special fire fighting equipment we're building for victory.



Flyer provided by W.S. Darley & Co

Darley fire pumps are utilized by municipal fire departments including many Type 3 and Type 6 wildland apparatus. Back in the Day, fire apparatus were equipped with simplified pump panels with all mechanical components and served for many years with both DOD and municipal departments.

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Six Generations

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Profile: Six Generations of Portsmouth Pride

By Bianca Mireless, - The Periscope - Originally printed in the February 2021 Periscope, newsletter of Portsmouth (New Hampshire) Naval Shipyard.

What type of courage motivates a person to walk into a burning building, uncertain of what's ahead, to save another human life at all costs? This type of courage isn't conjured by simply abiding by policy or rules; rather, it's born out of a deep sense of purpose and principle.

For Navy Region Mid Atlantic Fire & Emergency Services (NRMA F&ES) PNS Battalion Chief Kevin Spinney, his sense of purpose as a firefighter is not arbitrarily placed; it is firmly rooted in his family's legacy of three generations of firefighters and six generations of service to the Navy at Portsmouth Naval Shipyard.

"I grew up in a firefighting family—my father and grandfather were firefighters at PNSY, and my uncles were also firefighters in their communities, so it had always been something I wanted to do," said Kevin Spinney.

He fondly remembers as a child that he always had two Christmases—one at home, and one at the shipyard fire station. His father, retired Shipyard Assistant Fire Chief Dennis Spinney, also remembers those family events: "This place has been a lifeline for my family for many years." He was profoundly impacted as a child in the 1960s, visiting the Memorial Bridge and watching submarines launch from the building ways.

"I'm proud of Kevin and my other son, Michael Spinney, who is a Lieutenant at the Somersworth Fire Department," said Dennis Spinney. "I think it kinda gets in the blood."



NRMA F&ES PNSY District Fire Chief Glenn Whitehouse worked alongside Dennis Spinney for years before Dennis retired in 2002, and has spent the past eighteen years working with his son Kevin Spinney. He lends a first-hand account that Kevin Spinney has followed in his father's footsteps by exhibiting Pride, Respect, and Ownership in his role as the NRMA F&ES' training officer. Kevin Spinney's primary role is to coordinate resources and planning for all members of the NRMA F&ES.

"Since being promoted to a training officer, Kevin has hit the ground running by updating a backlog of training data entries and making our completed-training percentages higher than they've ever been," said Whitehouse. These increased training percentages benefit the entire Navy Region Mid-Atlantic numbers, reporting to the Command Navy Installation Command (CNIC).

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Six Generations (Cont.)

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Spinney sets the department up for success and reinforces PNS's reputation of excellence in executing major drills, which are graded by regulatory bodies from the Navy.

Kevin Spinney takes the time to sit down with each new firefighter and lays out and prioritizes their training plans, ensuring they obtain proper certifications aligned with time in-grade for promotional opportunities as well. "Kevin is an outstanding example for other employees to follow in their career paths," said Whitehouse. Whenever an issue arises, the shipyard relies on NRMA F&ES to be the subject matter experts on firefighting and emergency medical services.

"Having a revolving training schedule that hits on all aspects of our job and events we can anticipate mitigating is critical," said Kevin Spinney. "It is crucial that Fire and Emergency Services has highly trained and motivated firefighters that are ready to answer the call and support Portsmouth's mission."



Sidney Spinney
Kevin's great grandfather

Sidney Spinney worked at the Shipyard for 47 years. A native of Eliot, Maine, he started at the shipyard as a messenger boy on Sept. 22, 1914, making only \$1.04 a day. He was the head of the Record's Branch in the Industrial Relations Office and the oldest employee at the yard when he retired in 1962.

Robert Spinney
Kevin's grandfather

Robert Spinney retired from PNSY in 1974 as a fire Captain. He began his career at PNSY as a machinist, then transferred to Fire Prevention. He spent his last 12 years at the PNSY Fire Department.

Dennis Spinney
Kevin's father

Dennis Spinney retired at PNSY as Assistant Fire Chief after 28 years of service. He started in the Rigging Shop and after two years, landed a job with Fire & Emergency Services. Over the years, Dennis progressed through the ranks from firefighter, to driver/operator, Captain and, finally, Assistant Fire Chief.

Kevin Spinney

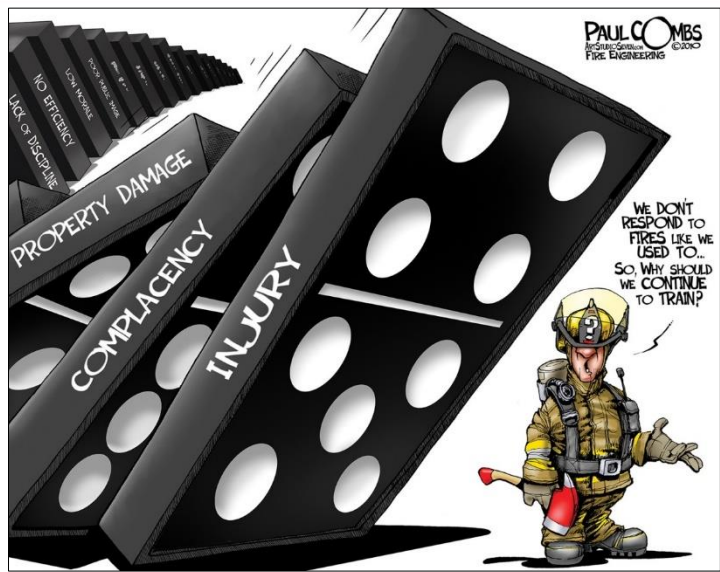
Kevin Spinney served as a firefighter in the U.S. Air Force from 1995 to 1999. He then worked as a civilian firefighter at Brunswick Naval Air Station for two years, before transferring to NRMA F&ES as a firefighter in 2002. He was promoted to Captain in 2013 and in March of 2019 was promoted to Battalion Chief.

Combs Cartoon



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Domino Effect



Tribute to Ms. Hart

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Tribute to Ms. Fritzi Hart

By Gene Rausch, and Mark Persutti

This past month, we were made aware Ms. Fritzi Hart (retired) passed away in December 2020. Ms. Hart was a project manager for NAVAIR, PMA 205. In the 1990s, new testing discovered a hydrocarbon plume under fire department live fire training area (aka fire pits). This discovery led to changes in fire training area designed to burn hydrocarbon fuels. Military construction costs to repair to resume live fire training was projected take many years. It just so happened, the same year, Pro-Safe Fire Training Systems contractor demonstrated a mobile propane fire trainer during the annual Fire Chief conference. This peaked my interest as the Pacific Air Forces (PACAF) Fire Chief.

The propane fire trainer could be a force multiplier, as it could be pulled and positioned almost anywhere; and since only water would be used environment issues would be voided; in addition, installations in Korea and Okinawa would be able to maintain their war readiness.

The Air Force contracted with Pro-Safe for two mobile fire trainers. I was contacted by Ms. Hart; she requested to observe our operational acceptance tests and offered to set-up testing at Moffett Field, CA. This is where I first met Fritzi. We had a great professional relationship.

In 1998, Ms. Hart, PMA 205 (NAVAIR), took over program management of the mobile aircraft fire trainer (MAFT) program when it moved from PMA 251. She was instrumental in working with the vendor design team, Naval Aircraft community members, and Navy Fire & Emergency Services (F&ES) to develop and continue to improve MAFT devices to meet the diverse requirements.

Her team managed the acquisitions and training/deliveries of over 15 MAFT units valued at \$20M to Navy shore installations and Fleet Training sites. In 2009, PMA 205 transferred these MAFTs to CNIC F&ES, where I would be managing them. Fritzi continued to provide support and was instrumental in getting Navy Regions the critical parts and resources to keep the MAFTs operational to train all Navy firefighters. CNIC F&ES HQ program management has grown the number of units and the types of units she envisioned at the start of the PMA 205 program.

After her retirement, she still was interested in the program and its growth. Imagine her pleasure in knowing the CNIC program has now has 21 MAFTs, five F-18, two F-35, 16 helicopter/auto, and other accessories to include structural and shipboard training devices: Total of 127 Class A and B live fire training devices.

Fritzi, thanks for your support to Navy F&ES, job well done. Rest in Peace.

Opioid Addiction

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Researchers have detailed how opioid use often begins with prescription medications, then devolves to street drugs when the prescriptions run out. (Photo/Getty)

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Opioid addiction: The epidemic's impact on firefighters

By Sara Jahnke, Ph.D., Fire Rescue 1, Dec 2020

Five reasons firefighters are at an increased risk of opioid abuse

The opioid epidemic in the U.S. is no secret, especially not to the first responders who see the impact of addiction while responding to an increasing number of overdose calls.

It's natural to think of first responders in this frontline role, but the question remains: How is the opioid epidemic affecting first responders – personally? In July 2020, a Charleston, West Virginia, firefighter-paramedic died of an accidental overdose at the station, highlighting what many believe to be a growing concern within the public safety community. The firefighter-medic's chief echoed the impact of the shift beyond the first responder role: "As first responders, we deal with death daily, but when it's one of your brothers, it's a whole different ballgame."

AN INCREASED RISK OF ADDICTION

While early discussions around opioid abuse focused on illegally obtained substances like heroin, the abuse turned epidemic largely due to the far-more-readily-available prescription medications. Researchers have detailed how opioid use often begins with prescription medications, then devolves to street drugs when the prescriptions run out.

To date, there is no available published research on the rates of opioid use among first responder groups, so quantifying the risk is not possible. However, it is important to recognize that first responders are at a high risk for opioid addiction for several reasons:

- 1. High risk of injury:** [Firefighters and other first responders are at a high risk of injury](#), which means they are more likely than many others to need treatment for pain in the course of injury-management.
- 2. Risky health behavior:** Firefighters do report risky health behaviors and high rates of substance use in general. For instance, in a [sample of Midwest firefighters](#), approximately 50% of both career and volunteer firefighters reported binge drinking behavior, and approximately 10% reported driving while under the influence in the past 30 days.
- 3. Exposure to stressors:** Firefighters are exposed to several stressors, both through their job and through the impact that shift work and being exposed to trauma on a regular basis has on their families and social support networks.
- 4. Behavioral health concerns:** Firefighters are at high risk for several behavioral health concerns such as depression, anxiety and post-traumatic stress injury, which often co-occur with opioid addiction.
- 5. Sleep issues:** Firefighters have a high rate of sleep disorders and sleep issues

Opioid Addiction (Cont.)

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Sara Jahnke, Ph.D.

About the author Sara Jahnke, PhD, is the director and a senior scientist with the Center for Fire, Rescue & EMS Health Research at the National Development & Research Institutes - USA. With over a decade of research experience on firefighter health, Dr. Jahnke has been the principal investigator on 10 national studies as well as dozens of studies as a co-investigator. Her work has focused on a range of health concerns, including the health of female firefighters, behavioral health, risk of injury, cancer, cardiovascular risk factors, and substance use, with funding from the Assistance to Firefighters Grant R&D Program, the National Institutes of Health and other foundations. Jahnke has more than 100 publications in the peer-reviewed medical literature. Awards include the 2019 Endowed Lecture at the annual conference of the American College of Epidemiology; the 2018 President's Award for Excellence in Fire Service Research as well as the Excellence in Research, Safety, Health & Survival Award, both from the International Association of Fire Chiefs (IAFC); and the 2016 John Granito Award for Excellence in Firefighter Research from the International Journal of Fire Service Leadership and Management. Connect with Jahnke on LinkedIn, Twitter or via email

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also put people at higher risk of substance use and abuse. Often people use or abuse medications to help them sleep. In turn, substance abuse can lead to more disordered sleeping.

A review of available treatment resources also finds a number that are specifically focused on treating firefighters who are struggling with substance use, including opioids, which suggests there is a need for this type of help, even if it is not being discussed around the kitchen table. The IAFF's Center of Excellence, a treatment facility designed specifically for the treatment of substance abuse and behavioral health issues, also includes a specific focus on opioid addiction and abuse.

HOW TO RECOGNIZE THE SIGNS OF OPIOID ADDICTION

Recognizing opioid addiction can be a challenge, particularly given that people can slide into addiction gradually and experience or exhibit symptoms over time. While firefighters can easily recognize addiction and overdoses when they show up on scene to treat a patient, recognizing addiction in colleagues – or even yourself – can be more of a challenge.

The Center of Excellence offers tips for recognizing opioid addiction among other firefighters:

- Physical changes include constricted pupils, flushed skin, unexplained weight loss, struggling to stay awake or slowed thinking.
- Emotional changes include withdrawing, quick mood changes or intense mood swings, or increased impulsivity.
- Behavioral changes include taking medications not as prescribed (more frequently or at higher doses), losing medication or trying to borrow medication from others, engaging in other risky behaviors, medication-seeking by visiting different providers, and taking medicine “just in case,” even when pain is not present.

The key component of the addiction is the drive to take the drug as a way to avoid withdrawal systems or being uncomfortable.

Understand that treating opioid addiction takes a long-term approach that usually begins with detoxing the body – a process that should occur under medical supervision.

SPEAK UP

If you think you see addiction in one of your crewmembers, it is important to speak up. Whether it is raising the issue with the member directly, through a peer team member, or someone close to the first responder, the risks of overlooking an addiction are too high to do something.

Journey to Fire Chief

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The Journey to Fire Chief: Taking a Page from the Surface Warfare Community

By Sean F. Peak, Firefighter Nation, 1 Feb 2021

Fire chiefs must be able to speak to all areas of their fire department.

Today's fire chiefs have unique challenges that they must face in this dynamically changing fire service. As we have accepted more risk/hazards, we have assumed many roles outside of traditional firefighting.

Throughout my life, I have been enamored by the military. I had the privilege of serving my

country in the United States Navy as an Aviation Warfare Systems operator. I have always loved that your career path options were laid out for you if you stayed until the end. The United States Navy Surface Warfare officer's (SWO) career path is designed with the end goal of being the commanding officer, where "well-trained officers are ready to command ships from day one" (Brown, 2018). This concept can be true in the fire service and matches the four levels of fire officer.

The SWO career path has four distinct experiences: drive the ship, fight the ship, manage the ship, and command the ship. To begin their journey, SWOs must drive the ship. Their initial tour is based on divisional duties as a junior officer, consisting of operations, deck, admin, and engineering. They are exposed to the entire ship, and this experience of driving the ship is very much like the company officer position in the fire service. Captains and lieutenants perform specific functions based on apparatus types and are the backbone of fire department operations and, in many cases, the eyes of prevention. Fire prevention or community risk reduction is within everyone's duties, and the skills gained as a company officer become paramount as you rise through the ranks.

Fighting the ship refers to the department head tour. Here, SWOs have expanded leadership duties and oversee multiple divisions within their department. They also get an opportunity to have numerous experiences in various departments on the ship. In fire departments, these are the managing and administrative fire officers, battalion chiefs, division chiefs, and assistant chiefs. The fire service journey continues as the depth and breadth of leadership broaden. Diversity in training and education becomes very important as the job expands



You must be able to drive, fight, manage, and command, in the fire service. (U.S. Navy photo)



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Journey to Fire Chief (Cont.)

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Sean Peck

Deputy Fire San Diego Metro F&ES

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from an operations perspective to other specialized areas within the fire service. This fire officer level needs to diversify into community risk reduction, health and safety, accreditation, emergency medical services, and training. They need to seek out learning opportunities that are outside their comfort level. This is where the future deputy chiefs and chiefs learn their job.

Managing the ship is the executive officer of the ship. The executive officer's duties are to run the day-to-day operations of the ship. Executive officers have been exposed to all areas of the ship and are an expert on that ship. In the fire service, the second in command is the deputy chief or assistant chief. In many cases, multiple divisions will report to them, and they are the conductor of the fire department. They ensure the department runs smoothly and efficiently. The fire chief is the commanding officer. This position requires the most diversity in education, training, and experiences. Fire chiefs answer to some form of higher authority: a district board, city council, city manager, or city mayor. They also answer to the customer and the team. They need to be able to speak to all aspects of the fire department.

Everyone who pursues a career in the fire service does it for a variety of reasons. Not everyone aspires to be the fire chief, which is perfect because our members rely on the senior member as the subject matter expert, which exists at every rank. However, those who wish to climb the career ladder need to plan for the eventuality of being the fire chief from day one. The National Fire Academy Professional Development Model and the IAFC Fire Officer Development Handbook provide a roadmap or career path for the aspiring fire chief.

Career progression preparation is broken up into three areas: education, training, and experience. Experience comes with time and interactions, and we cannot control it, save for being ready for the next one. However, we are able to pursue education and training. Firefighting is becoming a white-collar occupation; knowledge is necessary. The experience and education gained in college are immeasurable. Every class you take has some benefit to your career, even though you may not realize this dividend immediately. Fire chiefs should have a comprehensive education resume. Training also needs to be diverse. The prospective fire chief needs to be trained in all areas of the fire department and, at a minimum, needs to be trained or certified as Fire Officer IV, Fire Instructor II, and Fire Inspector II per the applicable National Fire Protection Association standard.

Fire chiefs must be able to speak to all areas of their fire department, and this journey begins on the first day they decide on a career in the fire service. Just like the junior surface warfare officer who has the prospect of commanding the ship, future fire chiefs can plan a diversified career by ensuring they are exposed to the right experiences, training, and education.

Sean F. Peck is a 23-year veteran of the fire service and Deputy Chief for Federal Fire Department-San Diego. He is also an Adjunct Professor for Arizona Western College and Palomar College. He is certified up to Fire Officer IV, Fire Instructor III, and Fire Inspector II as well as many other certifications including being a licensed paramedic. He has a Master of Education, a Bachelor of Science in Adult Education, and Associate of Applied Science degrees in Fire Science and Emergency Medical Services-Paramedic.

Award Citation

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CLIFF JONES AMBASSADOR AWARD



The 2021 ambassador and first recipient of the Cliff Jones Ambassador Award is Ricky N. Brockman, CFO, retired, Navy Fire and Emergency Services, Washington, DC.



Ricky Brockman
Photo Courtesy of CPSE.org

Mr. Brockman has been “the” person to coordinate and champion accreditation and credentialing for all the Department of Defense (DoD). His efforts have ensured funding for all DoD agencies each year to support their quests for accredited status, training, and site visits. Mr. Brockman continually encouraged component fire chiefs to engage in the process of accreditation and credentialing. Over the past 10 years DoD accredited agencies and credentialed fire officers have grown over 300% each. Today there are 67 accredited agencies, another 51 in the process, and over 175 credentialed fire officers. Mr. Brockman also walks the talk in that he himself has been a Chief Fire Officer (CFO) Designee since 2010. Finally, he advocated and succeeded in seating permanent Department of Defense representatives on the Commission for Professional Credentialing (CPC) and Commission for Fire Accreditation International (CFAI).

Congratulations Mr. Brockman!

The CPSE Cliff Jones Ambassador Award recognizes an individual who goes above and beyond in their support of accreditation, credentialing, and CPSE as a whole. The CPSE staff makes their selection based on their interactions and observations over the prior year.

Learn about other [CPSE awards](#) or contact [CPSE](#) if you have any questions.
Photo Courtesy of CPSE.org

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Retirements

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Personnel In the Spotlight: Fire Inspector William Murphy



NSA Mid-South Fire and Emergency Services bid farewell to Fire Inspector William Murphy after 47 years of combined service both in and out of the Navy.

Murphy joined the Navy in March of 1974, attending boot camp in San Diego.

Murphy attended A School to become an aviation machinist's mates at Naval Air Station Memphis. Throughout his career he served with Fleet Logistics Squadron VRC-50, Transportation Squadron VR-24, Marine Fighter Attack Training Squadron VMFAT-101, Commander Naval Air Force Pacific

Fleet, and as NSA Mid-South. Murphy completed his active duty career as a senior chief petty officer in March of 2000.

"I was always happy to be serving and enjoyed the Navy immensely," said Murphy. "I always seemed to have a purpose."

After leaving active duty, Murphy took the opportunity to continue serving the Navy as a fire inspector at the installation.

As fire inspector, Murphy inspects all of the buildings on the installation for fire prevention and ensuring that buildings are fire safe for all occupants. As part of his job, Murphy trains individual building's fire wardens. He enjoys working with building managers and fire fighters.

"The team we have here at the fire department and the leadership we have, it makes it one of the best teams I have ever had the pleasure to work for," said Murphy.

Upon his retirement, Murphy plans to spend time traveling and taking care of his wife.

Reprinted: The Bluejacket, NSA Mid South, February 2021: Volume 79 No. 2

Fire Chief Retires

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NSA Panama City Fire Chief Retires



Fire Chief Jim Elston, from Naval Support Activity Panama City, retired on 2 February, following 52 years of service; 32 years spent at NSA Panama City.

We thank him for his service and wish him "Fair Winds and Following Seas!"

CNRH Training

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CNRH Releases 2021 Annual Training Plan with New Initiatives

By Jeremy Rhode, CNRH Battalion Chief

As part of the Federal Fire Department's continuous focus on quality improvement, members of the Training Division met at the mid-point of 2020 to discuss the strengths, weaknesses, opportunities, and threats (SWOT) of the current training delivery methods. Monthly meetings were held and ultimately resulted in the development of several initiatives to improve training throughout the Region.



Initiative 1: Themed Training

The Annual Training Plan (ATP) was divided into monthly training themes to facilitate a logical flow of learning. Each month consists of standard safety and EMS courses, however, the bulk of the proficiency training falls under one of the training themes below.



- January – Fire Ground Operations
- February – Fire Ground Operations and Structural Live Fire
- March – Marine Firefighting and Live Fire
- April – Pump Operations
- May – Wildland Firefighting
- June – Safety Stand Down
- July – ARFF Basics
- August – ARFF Live Fire
- September – NFPA 1410 Engine Company Evaluations
- October – Emergency Vehicle Operations
- November – Confined Space Rescue
- December – Hazardous Materials Response

Initiative 2: DoD Performance Testing

The Training Division will facilitate DoD Performance Testing opportunities throughout year in addition to traditional, in-station testing methods. Testing dates align with monthly themes to maximize training opportunities. The ATP also provides personnel a date to target when maneuvering through their assigned course(s).



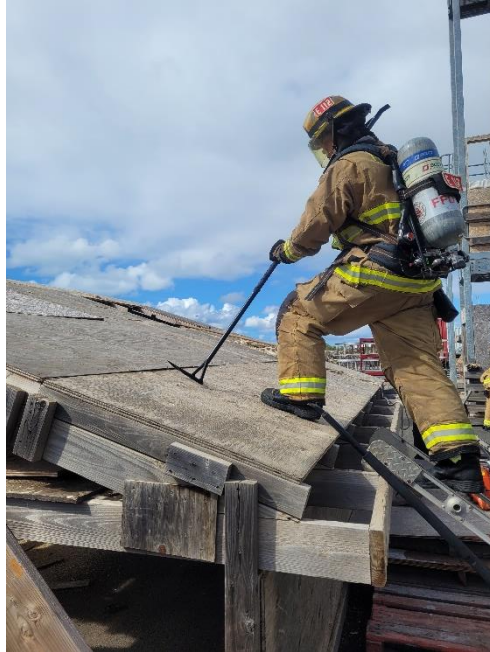
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CNRH Training (Cont.)



Initiative 3: Training Ground Schedule



Tuesdays and Wednesdays throughout the year are designated as “Training Days” at the Region’s training ground on JB Pearl Harbor-Hickam. The Operations Division receives drill packages from the Training Division one month prior (at a minimum) to their scheduled training ground dates in order to develop tactics and strategies ahead of time. Districts rotate on a weekly basis throughout the year to ensure maximum participation on CNIC-provided trainers.

Initiative 4: Document Review

Each month, a listing of internal and external documents are added to the plan that align with the theme of each month. Departmental SOPs, Instructions, and master documents are required to be reviewed in addition to applicable NFPA recommendations.

First Month Results

January proved to be a highly successful introduction for the ATP. A total of 2,237 courses and 4,778 hours were delivered at the Region training ground. Personnel rotated through vertical ventilation, search and rescue, and interior fire attack training stations before taking part in multi-company evolutions. “The most impactful part of the scheduled training was being able to work with crews that we typically don’t train with. Being able to standardize our tactics is important to being successful during future emergencies.” – Firefighter Courtney Senas



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SA Matters!

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19 Ways Communications Barriers Can Impact Situational Awareness

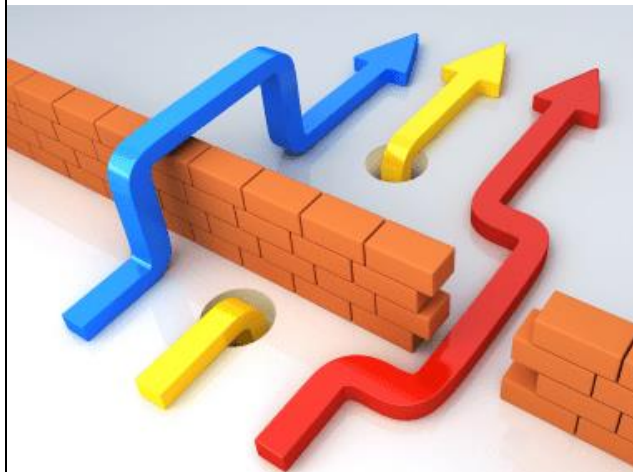
By Rich Gasaway

If you are a student of near-miss and casualty reports then you know, without a doubt, that flawed communications are a major contributing factor when things go wrong and flawed communications are often a factor when the quality of situational awareness erodes.

In fact, flawed communication was the second most frequently cited barrier to flawed situational awareness in my research, second only to staffing issues.

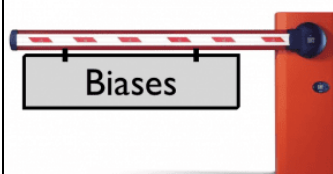
But how do communications get so messed up at emergency scenes? Let's explore some of the barriers to effective communications.

Defining a situational awareness barrier



For the purposes of my research, a barrier to situational awareness was anything that prevented the development of situational awareness, caused the erosion of situational awareness, or prevented the recovery of situational awareness once it was degraded. As you can imagine, that can be a pretty long list. My research uncovered 116 barriers and

I'm confident there are even more yet to be uncovered and researched. One of the categories of barriers to situational awareness is flawed communications. Here are 19 ways communications can get flawed.



Bias is defined as displaying a prejudice for or against someone or something. Biases, as a category unto itself, are a significant barrier to situational awareness and extend far beyond communications challenges. In the context of communications, a receiver of a message can show bias for, or against, the messenger and this gives greater or lesser deference to the message.

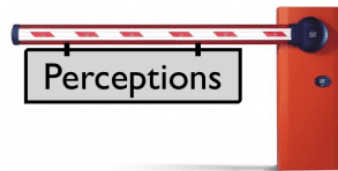


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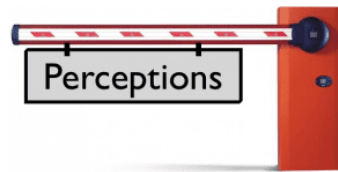
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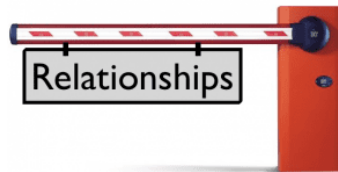
Situational Awareness Matters



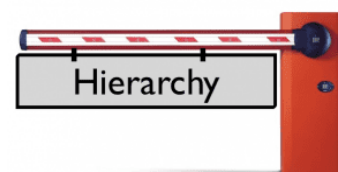
Perception is defined as the ability to see, hear or become aware of something through the senses. However, perceptions are not always accurate. When information is shared in the form of communications between two or more people, the perception of the meaning may not be accurate. Is perception reality? This is a question we discuss during the Fifty Ways to Kill a First Responder program. Many think perception is not reality, but it is. At least it is to the person with the perception. And they'll have no way of knowing their perception isn't a reality until reality rears its ugly head. When a responder communicates his or her observations, they should say "I think this is what might be going on, but I'm not really sure I'm seeing this right." Of course, responders don't say this. If they did, no one would trust anything they say. So, we say things with confidence and people believe us.



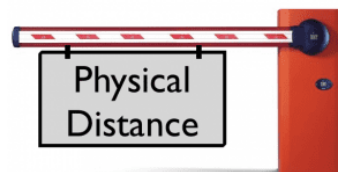
Attribution is defined as the explanation people infer for the things they see or hear. Attribution can impact communications when the message of the sender is not the meaning attributed by the receiver. The problem is neither may know it until there is a consequence that brings it to light.



Humans can give deference in favor of messages communicated by individuals the receiver has a good relationship with. Equally, messages communicated by individuals the receiver does not have a good relationship can be dismissed or discounted. Why? In a word, trust. We listen to and believe those we trust more than those we don't.



The formal, structured flow, of communications, can impact the quality of the message. The more layers of organizational hierarchy a message must travel, the greater the potential for flaws in communications. Think about the third-grade game of telephone. The more people the message has to flow through, the greater the likelihood the message is going to get distorted.



The greater the distance between the sender and receiver the greater the potential for miscommunications. This is especially true when the communications are over the phone or radio because the voice inflection can be misinterpreted and the sender and receiver do not have the benefit of interpreting the non-verbal communications.

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SA Matters (Cont.)

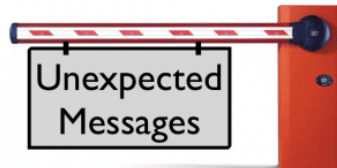
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As much as we are all one in the fire service or any job that involves danger, we are all equally unique. These differences can cause miscommunications because terms and phrases that are commonly understood in one culture may be completely foreign in another. And in the context of this discussion, culture does not refer to ethnicity (although that can be a challenge as well). I am referring to the varying cultures within an existing fire department and from department to department within the same geographical region



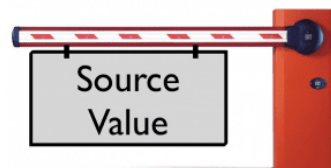
When the message is an expected message, the receiver can tune out the message and the messenger. Parents witness this all the time when having a conversation with their children about doing homework, or cleaning up their bedrooms, or... (tuning out now). When a responder feels they understand enough about what is going on at the emergency scene, they may tune out the incoming communications



When the message is so unexpected that it stuns the receiver, additional messages may not be heard or processed. This occurs because verbal messages are processed first in the auditory processor of the brain and then sent over to the visual processor to have a “sketch” of the image drawn in the mind’s eye. If the message is so unexpected that it stuns the receiver, the brain can get bogged down trying to make sense of what was just heard. This can prevent new messages from being processed.



When a receiver hears two messages that are in conflict with each other a decision must be made. Which message to believe? Alternatively, the receiver can go on a search mission for more information that resolves the conflict. Unfortunately, in the high-stress, time-compressed environment of emergency scenes, the receiver may simply jump to a conclusion about which piece of information is accurate. This guess – and it is a guess – may be right or it may be wrong. The lesson is usually apparent based on the outcome. Sometimes the guess can be wrong and luck prevails and the outcome is still ok.



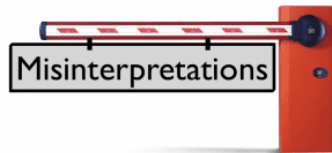
Like it or not, we can find ourselves believing, or not believing, a message based solely on how well we know the sender of the message and how much we value their knowledge. We subconsciously evaluate the trustworthiness of the messenger. Does this person have enough credibility to be trusted? How well do I know this person? Do I like this person? Do I respect this person? We judge the messenger, and thus, the believability of the message.

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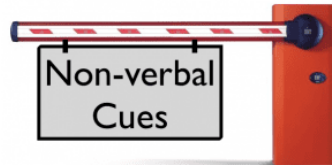
SA Matters!

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Situational Awareness Matters

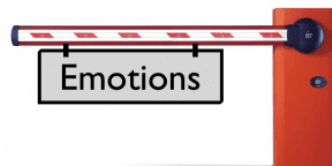


This is probably one of the most commonly discussed communications barriers because its the among the easiest to understand. Our language is complex and difficult to understand in the best of conditions. Simile, metaphor, hyperbole, on and on and on. The complexity of the spoken word leads to miscommunications.

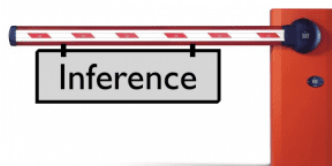


In addition to the spoken word, the non-verbal clues and cues send powerful messages. When we are not in physical proximity to see the sender (or the receiver) we are missing an important component of the communications. In addition to the spoken word, receivers evaluate the inflection in the voice of the sender which can also significantly alter the intended message. “Are you going to paint that car red?” That simple 8-word question can have many meanings depending on the inflection. Look what happens when we inflect (emphasize) one word (noted in the capitalization of the emphasized word):

- **ARE** you going to paint that car red?
- Are **YOU** going to paint that car red?
- Are you **GOING** to paint that car red?
- Are you going to **PAINT** that car red?
- Are you going to paint **THAT** car red?
- Are you going to paint that **CAR** red?
- Are you going to paint that car **RED**?



When you hear a message it is darn near impossible not to feel some emotion about the message (or the messenger). The emotions, in turn, trigger recalls of past experiences that bleed into current knowledge. Certain components of messages may contain more emotional triggers than other parts of the message. When something triggers an emotional recall of the past experience, you may, if only momentarily, zone out from the current moment as you’re flooded with the recall of a past experience. This may cause you to miss some components of the current message.



We have lots of practice making inferences to messages we receive. In fact, we infer meaning in just about every message we receive. The more we know about the sender of the message and the better we understand the situation of the sender, the more accurate our inferences may be. To ensure the accuracy of inference would require a series of questions and responses between the sender and receiver to ensure the message is completely and accurately understood. Rarely are neither time nor patience in enough supply during an emergency to accommodate this.

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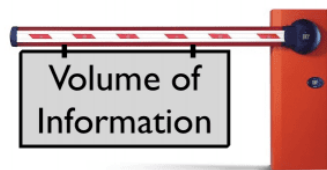
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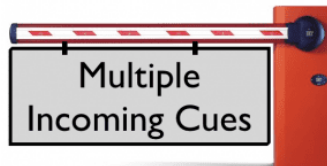
Rich Gasaway, PhD.

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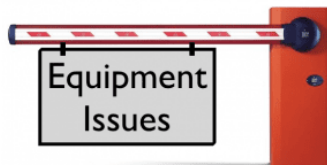
The mere volume of information being shared can cause the receiver to suffer from information overload. When this happens, the receiver will start filtering out information. Unfortunately, the brain is not very good about sorting information on

the fly and distinguishing the most important information from the less important information. Rather, the brain is more likely to remember the first pieces of information, the last pieces of information and the information that triggers emotional responses. Unfortunately, none of this may be important information.



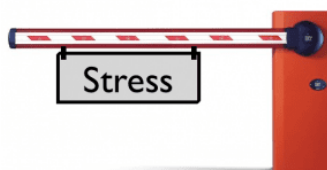
The act of listening requires conscious awareness and a need to pay attention to the message. We cannot multitask the act of listening. What we do instead of multitasking is we interleave.

Interleaving is single-tasking in multiple succession. In other words, we listen to one thing, then the other, then back to the first (assuming there are only two communications inputs to listen to). This requires a lot of heavy lifting by the brain, especially in a dynamically changing environment where there are also complex things to SEE.



There are numerous challenges we can face at an emergency scene when it comes to our communications equipment: Broken radios, incompatible equipment, operating on different frequencies, being on the wrong

channel/talkgroup, not being able to reach the repeater, lapel mic not working, muffled modulation through the facepiece, feedback from multiple radios too close in proximity to each other, and many others. Our technology isn't perfect and the flaws impact the effectiveness of communications.



It's no mistake I saved this one for last. Stress is a game-changer when it comes to our performance. In some ways, stress improves performance. In other ways, stress devastates performance. Such is the case for communications. Stress can cause our senses to go on high alert for danger, increasing

your audible acuity. This means you may be able to hear things that you would not normally hear if you were not under stress. This increase in audible acuity may be enough to help you hear the scream of a child trapped in a burning home. On the downside, stress can lead to auditory exclusion. This means that stress can make you deaf. You may simply not hear things, even when those messages are coming through a radio that is just a few inches from your ear.



Pay & Benefits News

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**Government
Executive**



Erich Wagner

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OPM Implements Recent Pay and Benefits Changes

By Erich Wagner

Acting OPM Director Kathleen McGettigan highlighted changes related to paid leave, premium pay, allowances related to military service and more.

The Office of Personnel Management on Tuesday reminded agencies of changes to federal workers' pay and benefits that were enacted into law as part of a pair of packages in late 2020, chief among them technical corrections to ensure that a new paid parental leave policy applied to all federal workers.

In a memo to agency heads, acting OPM Director Kathleen McGettigan highlighted a number of federal workforce provisions that were included in the omnibus spending package to keep the government open until Sept. 30 and the 2021 National Defense Authorization Act.

Among those provisions were technical corrections to ensure that the federal government's new policy providing federal employees with up to 12 weeks of paid leave in connection with the birth, adoption or foster placement of a child applies to all federal workers. The original policy, passed as part of the 2020 NDAA, did not include non-screener Transportation Security Administration employees and Title 38 medical professionals at the Veterans Affairs Department, among other non-Title 5 positions.

The annual omnibus spending package includes a provision allowing agencies to waive the cap on premium pay an employee can receive each year in connection in work the employee does "in preparation, prevention or response to the coronavirus" in 2020 and 2021, retroactive to February 2020.

"Under this temporary authority, the combination of basic and premium pay, however, cannot exceed the rate of level II of the Executive Schedule as in effect at the end of the applicable calendar year (\$199,300 for 2021)," McGettigan wrote. "The additional premium payments are not creditable as basic pay for retirement purposes and must not be included in a lump-sum payment for accumulated or accrued annual leave."

The 2021 NDAA also extends the Reserve Income Replacement Program until the end of 2021. That program provides income replacement payments to members of the military reserves who experience "extended and frequent" mobilization to active duty.

The NDAA also extended the waiver on the annual cap on premium pay for civilian federal workers stationed overseas until the end of 2021. OPM provided agencies with a summary of elements agencies should include in their policies to implement the provision.

"[The provision] continues to provide the OPM director with the discretion to issue regulations for this wavier authority," McGettigan wrote. "OPM does not

Pay & Benefits News (Cont.)

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currently plan to issue regulations. However, each agency should establish policies for using this wavier authority if it has covered employees.”

Another agency authority extended as part of the NDAA allows agency heads to provide allowances, benefits and other “gratuities” comparable to those provided to some members of the U.S. Foreign Service if they are on official duty in Pakistan or a combat zone. That authority has been extended until Sep. 30, 2022.

And Navy civilians may receive overtime pay at one and a half times the normal hourly rate, regardless of the annual overtime cap, for those who are assigned to temporary duty to work abroad, or work dockside in support of a nuclear aircraft carrier in Japan until Sept. 30, 2026.

The annual omnibus spending package also extends the long-running pay freeze for senior political officials, including the vice president, until the end of 2021.



50-year Anniversary

50-year Anniversary

Today, we paused on our busy schedules to honor Kings Bay Fire and Emergency Services, Fire Chief Freddie Thompson; for today Chief Thompson celebrates his 50th anniversary in the Fire Service; said Assistant Fire Chief Womble. He went on to say; “Chief Thompson has served the United States of America in the U.S. Air Force Chief Master Sergeant (retired) and continued his service as a Navy civilian. Chief Thompson has the utmost admiration and respect of the Kings Bay F&ES department, and we honor your longevity today. It’s not every fire service member that makes it to 50 years of service.” God bless you and your family.”



Assistant Chief Womble surprised Chief Thompson with a presentation of a symbolic gift to recognize his 50 year anniversary in the fire service.



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TSP Update

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TSP Funds Snapshot
As of Friday, February 26, 2021

Fund	Price	%	YTD
G Fund	\$16.53	0.01%	0.15%
F Fund	\$20.74	0.83%	-2.15%
C Fund	\$56.87	-0.46%	1.72%
S Fund	\$80.30	0.37%	8.21%
I Fund	\$35.80	-1.55%	1.15%
L Income	\$22.40	-0.11%	0.53%
L 2025	\$11.28	-0.29%	1.10%
L 2030	\$39.31	-0.38%	1.38%
L 2035	\$11.74	-0.41%	1.50%
L 2040	\$44.20	-0.45%	1.65%
L 2045	\$12.06	-0.48%	1.77%
L 2050	\$26.30	-0.52%	1.90%
L 2055	\$12.72	-0.71%	2.48%
L 2060	\$12.72	-0.71%	2.48%
L 2065	\$12.72	-0.71%	2.47%

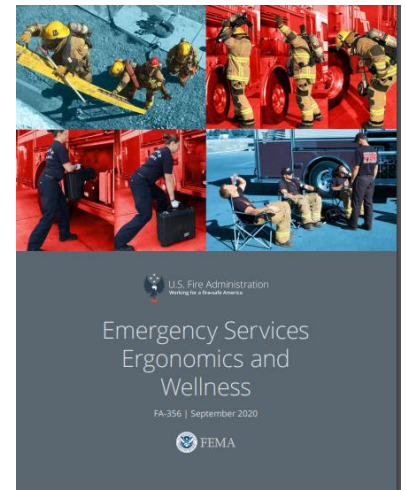
[TSP Data Center](#)

Ergonomics & Wellness

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Emergency Services Ergonomics and Wellness

This handbook provides corrective measures that will help to increase the safety of emergency responders, reduce the costs of worker's compensation claims, maximize the longevity of emergency service careers, and assist with sending personnel into healthy retirements.



LSAs

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CY 2020 Life Saving Awards

- Navy Life Saving Awards (LSAs) recognize F&ES personnel where their direct action resulted in a life being saved
- 25 Lives were saved by CNIC F&ES responders in CY20
- In CY20, a total of 120 individual Life Saving Awards (LSA) certificates were earned

Region	Certs	Lives
CNRH	4	1
CNRSE	40	6
CNRMA	15	3
CNRSW	5	1
CNRNW	10	2
NDW	21	6
CNRJ	0	0
EURAFCENT	0	0
JRM	25	5
Korea	0	0
Totals	120	25



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Navy F&ES POCs

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Navy F&ES Hall of Fame



Distribution

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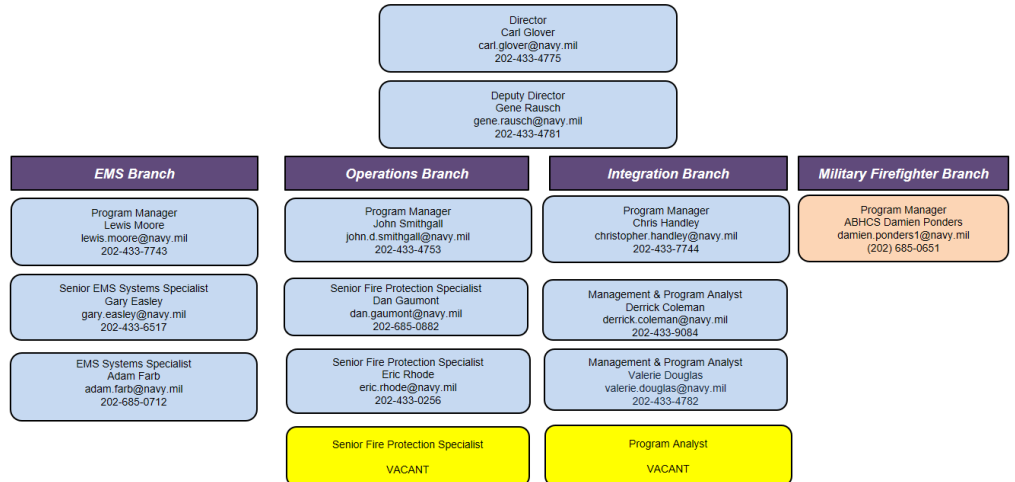
Navy Fire & Emergency Services (N30)

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 Albrittain, 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