



November 2025

OMNI CEDO DOMUS

Vol. 23 No. 7

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## From the Navy Fire Chief

**Welcome Back** Out of our Govt Shutdown ! As we transition back to normal operations, I want to take a moment to express my sincere and heartfelt gratitude to all of our F&ES members for your resilience and unwavering commitment during the historic government shutdown. It was a challenging period, and your contributions were essential. All of our Navy F&ES staff were required to continue working; your professionalism, dedication and steadfast performance was (and continue to be) commendable. Despite the difficulties, you ensured that we continued to meet our critical responsibilities to the Fleet, Fighter and Family. Your efforts did not go unnoticed.

Looking back on this year's Veterans Day, I find myself reflecting on what this day truly signifies, both personally and for our nation. It is more than a federal holiday; it's a profound moment of gratitude, remembrance, and a renewed commitment to the men and women who have selflessly served our country. This year was especially stressful for Veterans and military connected families who were furloughed and pay was delayed. Freedom is not free.

Navy F&ES Reserve personnel changes are underway:

- HTC TJ Laurenson departed CNIC HQ on 1 Oct, as her assignment ended
- ABCM (AW) Ray Macias celebrated his retirement 18 Oct 2025
- CDR Robert Holt's 2-year assignment as the F&ES Director has ended
- CDR Donald Waters is assigned as the new Reserve F&ES Director

Chief Laurenson provided outstanding assistance during her 1-year long assignment and her support will be missed. Master Chief served for 30 years and demonstrated outstanding service, dedication, and professionalism. His service included several difficult assignments during his final years to include 1-year deployments to Djibouti and CNIC HQ. CDR Holtz made tremendous improvements in our Reserve F&ES community and Units. CDR Holtz will be now assigned as the CO of DET A (F&ES Unit)

**Welcome Aboard** to CDR Waters. **BZ** to Chief Laurenson, Master Chief Macias and CDR Holtz, we sincerely appreciate your dedication to Navy F&ES.





In early October I traveled to Wisconsin to conduct acceptance inspections of four new Oshkosh ARFF units. The new units are in the delivery process for NAWS China Lake, Navy Region Hawaii and NS Norfolk (2). Special Thanks to Joe Rivera (SW), Mark Pascua (Haw) and Josh Melton (Norfolk) for assisting with the inspection of the new ARFF trucks. Their attention to detail will help ensure the trucks are fully operational when delivered. The feedback is helpful in development of future Navy purchase specifications.

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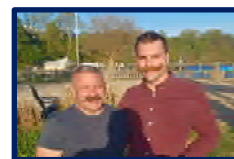
We are also saying goodbye for now, until our paths cross again, to HQ F&ES Shipmate Joe Orona. Joe is retiring at the end of Nov. Joe served for over 35 years to the DoD (now DoW) F&ES community. Joe has made significant contributions and improvements to our programs during his time with Navy F&ES. Joe served with Navy Region SE, NSB Kings Bay, Region EURAFCENT (as Regional Fire Chief) and on our CNIC HQ staff. Joe thanks for the dedication and professionalism during your time with our Team; ***Congratulations*** on your well-deserved retirement. You are always part of our F&ES Family.



As you may have noticed, we are in the process of transitioning from Department of Defense to the Department of War, as directed in Executive Order, on 5 Sep 2025.

As we head into the ***Holiday Season***, a short reminder to be careful, especially if you are frying a turkey this year. Many will experience a deep fryer fire ... be careful and ***Happy Thanksgiving***. We are grateful to all of our Firefighters and Military who will be Standing the Watch on Thanksgiving.

***Heads-Up:*** We are looking for the ***Best Mustache*** within Navy F&ES; more info next month on how to enter the Contest.



On a Sad Note, we were saddened to learn of the passing of RAF Alconbury Firefighter Kevin Mudd. Please keep our extended DoW F&ES family in your thoughts and prayers. While I did not know Kevin, I have fond memories of my time at RAF Alconbury and the lifelong friends I have from my time at Alconbury.

We are always looking for Newsletter contributions with articles and pictures, please continue to send recommendations as we like sharing the good news of all the "What's Happening" across Navy F&ES.

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

*Carl*





## Last Alarms

The USFA reported 69 line of duty deaths in 2025. The following line of duty deaths were reported since our last issue:



**Isabella Oscarson**  
Boise, ID

**Kalif Daly**  
Martinez, GA

**Brandon Clawson**  
Bristol, TN

**Patrick Brady**  
Brooklyn, NY



## Lest We Forget

Navy F&ES Line of Duty Deaths in November



Robert "Tim" Staepel  
Naval Shipyard Philadelphia, PA  
25 November 2005



Dwain Bradshaw  
Naval Air Station Pensacola, FL  
6 November 2019







## Taking Care of Our Own Program

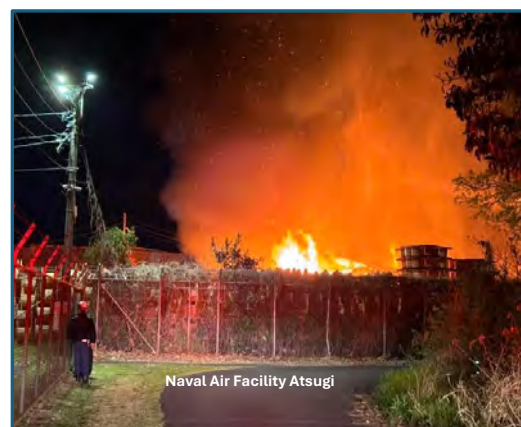
There is one DoW firefighter in the Taking Care of Our Own Program.

Name	Location	Point of Contact
Charles Latham	NAS Patuxent River, MD	joyce.a.aud.civ@us.navy.mil

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



## Cool Pics





## ***Back in the Day-U.S. Navy Seagrave Aerial Ladders***

By Tom Shand, photos from the collection of Ted Heinbuch

Among the first powered aerial ladders acquired by the U.S. Navy were assigned to the Naval Air Station Miramar and the Advance Base Depot in Davisville, RI. These vehicles were built by Maxim Motors and equipped with a fire pump, water tank and 75-foot steel aerial ladder. Engine company apparatus were outfitted with wooden ground ladders which included a 1942 Peter Pirsch model 41, 75-foot two section wooden tractor drawn aerial ladder acquired for the Naval Supply Depot in Norfolk, VA.

Seagrave Fire Apparatus of Columbus, OH during 1935 engineered and produced a three section 65 foot hydraulically powered aerial device. Prior to this time virtually all aerial ladders were constructed of wooden rails and rungs reinforced with steel truss rods and were raised and extended using spring loaded mechanisms. To demonstrate the strength of the new design Seagrave published photos showing eleven fire fighters ascending a 65-foot aerial in order to convince fire departments that steel aerial ladders were safe and could easily outperform their wooden counterparts.

A well-researched book written by Arthur Herman detailing how industrial facilities adapted to support the war effort including where automobile factories were converted to produce aircraft, completely changing their production lines. Likewise, all fire apparatus production was restricted to fill government orders and with prior approval for municipalities where their fire departments protected industrial facilities that were engaged in wartime production.

The U.S. Navy began to acquire engines and aerial ladders from American Lafrance, Mack, Seagrave, Ward Lafrance and Buffalo Fire Appliance, among others as the factories were stretched to the limit to supply all branches of military during the war. During 1941 an apparatus originally built as a factory demonstrator was redirected and sent to Pearl Harbor to replace the apparatus lost in the attack.

The Portsmouth Naval Shipyard in Kittery, ME placed into service their first aerial ladder during 1942 with a Seagrave 85-foot midship aerial ladder assigned as Ladder 1. This apparatus carried a number of Seagrave wooden truss ground ladders in lengths up to 40 feet. This truss ladder design was developed by



Frederic Seagrave in 1881 and is the basis for the wooden ground ladders utilized by a number of west coast fire departments. The Portsmouth ladder truck was equipped with a 100 gpm booster pump and 150-gallon water tank and like most wartime deliveries was devoid of any chrome or bright work on the vehicle. This Seagrave model 66 aerial was assigned serial number 84985 and served at Portsmouth until 1974 when it was replaced with an American LaFrance 1000 series 85-foot aerial ladder painted chrome yellow.





Other apparatus serving at the Portsmouth Naval Shipyard includes a 1941 Stewart chassis 500 gpm pumper, a 1942 Seagrave 750 gpm pumper along with a 1942 Mack L model 1000 gpm pumper. Only the Stewart pumpers assigned as Engine 2 was provided with an enclosed cab as the other two


pumpers were built as open cabs with no doors. The department also operated a 1943 International 6x6 unit that was equipped as a foam unit.

Apparatus produced for the military during the war years were later turned over to municipal departments to bolster their fleets until the factories could ramp up to meet the post war demand for new vehicles. American Lafrance introduced the cab forward 700 series after the war which dominated the market for a number of years as Mack, Maxim and Seagrave continued to favor the conventional engine ahead style of apparatus. Navy installations operated a number of Mack L model and Seagrave model 66 apparatus for years in the post war era.

Fire apparatus of this era were very distinctive and could easily be identified by their grill, fender and cab design. Today, the Seagrave aerial ladder design is still going strong with increased tip loads and outrigger configurations with both rear mount and tractor drawn models.

# NAVY

## Jargon "SCUTTLEBUTT"



**Scuttlebutt** – Sharing gossip around the water cooler is a centuries-old pastime, and sailors are the best gossipers around! The term comes from the equivalent of the ship's water cooler – a wood barrel (**scuttle**) with a hole drilled (**butt**) in the top. Sailors would stand around the barrel, sharing tales while getting a drink of water



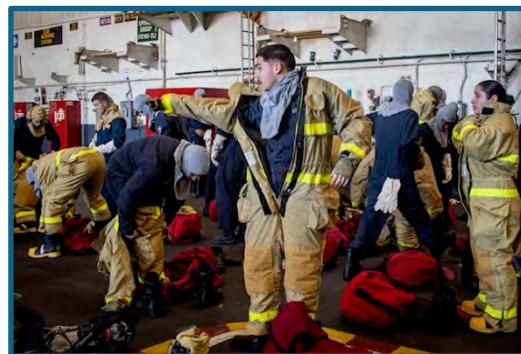
## *San Diego Conducts Full Scale Exercise*

By Wayne S. Aboussleman II, Assistant Chief, Naval Base San Diego Fire & Emergency Services



On September 24th, 2025, USS Abraham Lincoln (CVN 72) faced a challenging scenario: a simulated large-scale shipboard fire during a Full-Scale Exercise (FSE). This rigorous drill tested the coordinated response capabilities of Federal Fire Department San Diego, ship's force, and a network of vital mutual aid partners. The exercise successfully demonstrated the ability to effectively manage a complex, multi-agency response aboard a Nimitz-class aircraft carrier, a setting with unique and demanding firefighting conditions.

The FSE employed a unified command structure, with F&ES working in direct collaboration with the ship's Incident Commander. This collaborative leadership enabled seamless integration of personnel in critical roles, including fire suppression, search and rescue, and the management of numerous simulated casualties. Overcoming the challenges of unfamiliar shipboard layouts and procedures, this joint effort ensured rapid fire control, effective casualty triage, and safe evacuation.



Mutual aid partners – San Diego Fire-Rescue, Coronado Fire, National City Fire, and MCAS Miramar Fire Department – provided indispensable support. Their deployment of specialized equipment and skilled personnel proved essential in augmenting fire suppression capabilities and mitigating the simulated consequences of the fire. This collaboration underscores the vital role of mutual aid agreements in expanding our capacity to handle large-scale emergencies.

The successful completion of this complex FSE validated the efficacy of unified command and the critical importance of close integration between external agencies and ship's force. This exercise serves as a testament to our collective dedication to preparedness and the power of collaborative training. The insights gained from this exercise will be immediately applied to refine emergency response protocols and further strengthen our ability to protect the ship and its crew.





## *A Call to Support Those Leaving Federal Service*

By Michelle Sutter, Federal News Network



Imagine waking up one morning and realizing that the career which has defined you, the mission you have dedicated your life to, and the community that has surrounded you is gone. For federal employees, this is the reality of transition out of government service. Whether through the Deferred Resignation Program (DRP), early retirement, standard retirement or a reduction in force (RIF), leaving federal service is more than a career change. For many, it is one of the most painful and disorienting times of their lives.

Federal service is not just a job. It is an identity. It is a purpose. It is a way of contributing to something much larger than ourselves. Over time, it becomes part of who we are. When that ends suddenly or unexpectedly, employees are left grappling not only with the logistics of separation and paperwork but also with profound loss.

### **The emotional and financial toll**

This transition is not simply about leaving a workplace. It is about leaving behind influence, purpose, and the ability to make an impact on a mission that supports the American people. It is about facing the fear of financial instability, about worrying that everything that has been built over a lifetime of service could disappear, about the potential loss of health care benefits for themselves and their families, and about the terrifying prospect of starting over in a crowded job market.

The mental health toll can be devastating. For some, the anxiety and uncertainty feel relentless. To say that individuals feel alone in these moments is an understatement.

They often experience a sense of invisibility, as though their service has ended quietly and without recognition. At the very moment when they need connection the most, they sometimes find colleagues pulling away, unsure of what to say, uncertain how to help, or hesitant to engage because they cannot provide a job lead or coaching.

The result is silence. And that silence deepens the isolation.

### **The need for compassion and connection**

This is not the time to turn away from those leaving federal service. It is the time to run toward them. They do not need perfect answers. They need compassion. They need genuine relationships. They need someone who will listen without judgment.

A simple act of kindness can make a difference. A phone call to check in, a coffee to talk through next steps, or a note of gratitude for their years of service can bring hope. These gestures, small as they may seem, remind individuals that they are still valued, that they are still part of something bigger, and that their contributions have not been forgotten.

### **Building a culture of support**

Agencies can and should provide clear resources, including counseling on retirement benefits, guidance on health care, and guidance on reemployment opportunities for DRP participants who may wish to return to federal service. For retirees, information on contract opportunities can provide ways to continue contributing their knowledge and expertise in meaningful ways. These practical pathways not only honor the individual but also preserve critical institutional memory that government often loses too quickly.





Beyond agencies, the broader federal community has a role to play. Professional associations, alumni groups and peer networks can offer lifelines of support and belonging. They can remind individuals that their service is honored and their voices still matter.

### **Honoring lifelong service**

Those who depart federal service, whether by choice or by circumstance, remain public servants. Their dedication to mission does not vanish when they turn in their badge. They carry with them years of wisdom, resilience and commitment to the American people.

Supporting them through this transition is not just an act of kindness. It is a moral responsibility. It is also an affirmation of the values that draw people into government service in the first place: purpose, collective impact and service to others.

### **A call to action**

If you know someone who is navigating this kind of transition, do not let them walk it alone. Reach out. Encourage them. Offer a listening ear. Remind them of their worth.

For leaders, colleagues and peers, this is a defining moment. Will we allow dedicated public servants to feel abandoned at the very moment they most need community? Or will we rise to meet them with gratitude, respect and solidarity?

They have stood up for the nation their entire careers. They have sacrificed personal time, carried the weight of mission demands, and worked tirelessly for the greater good. Now it is our turn to stand with them.

Let us never forget them. Let us show them that their service mattered, that their voices still matter, and that they will always be part of the federal family.

## ***Around the Firehouse***

### **Naval Air Station Joint Reserve Base New Orleans**



Congratulations to Station Chief Mark Barnes recognized as the Civilian Supervisor of the Quarter for NAS JRB New Orleans!

His leadership, dedication, and commitment to excellence continue to strengthen our team and ensure the highest level of service to our community.



### **Scrub-a-dub!**

Nothing like a little teamwork, soap, and sunshine to keep our fire trucks looking sharp and ready to roll!



## ***Fleet Modernized Through Innovative SMA Partnership***

By Gil Chavez, Regional Fire Chief, Commander Navy Region Korea Fire & Emergency Services

Commander Fleet Activities Chinhae (CFAC) Fire & Emergency Services, under Commander, Navy Region Korea (CNRK), has successfully leveraged Special Measures Agreement (SMA) Labor Cost Sharing (LCS-Logistics) funds to replace one of its aging American-built fire engines with a new, locally manufactured Korean fire truck.



This initiative marks a significant milestone—the first time the U.S. Navy fire department in Korea has utilized SMA funding to locally procure a fully NFPA-compliant fire apparatus. The project highlights the strength of partnership between CNRK, host-nation industry, and joint-service contracting and logistics teams, and serves as a model of smart resource management and alliance cooperation.

### **Local Solution, Global Impact:**

The decision to procure from a Korean manufacturer represents a practical and cost-effective strategy that strengthens both operational readiness and host-nation partnership. Local procurement allows for:

- Faster maintenance and repair turnaround through in-country service networks.
- Reduced downtime and shipping costs previously associated with overseas parts and repairs.
- Full compliance with NFPA performance standards while supporting Korea's industrial base and self-sustainment initiatives.

This initiative also reflects CNIC's commitment to efficient fleet management. The replaced American-built apparatus has been selected by CNIC to transfer to Navy Region Guam where it will continue to serve the fleet.

### **Expanding Mutual-Aid Readiness:**

The transition to a Korean-built apparatus also enhances Mutual-Aid interoperability. The same model of Korean-manufactured fire truck is currently operated by both the Changwon Fire Headquarters 119 Fire & EMS Service and the ROK Navy JNBC Fire Department, two of CFAC's most critical emergency-response partners.

Because these departments already maintain and operate similar units, joint operations and NFPA 1410-based tactical evolutions—such as hose line advancement, water supply operations, and coordinated attack drills—will now be smoother and more standardized and ultimately form an effective response force on and off base responses. With Changwon HQ responding to nearly 6,000 calls per month (200 avg. daily), and CFAC F&ES now assisting in responses outside the fence line, this shared platform greatly improves coordination, equipment compatibility, and technical familiarity across agencies.



Semyeong Eng Spt-3000-25—01 Pump Truck  
8.5-Ton Tata Daewoo Chassis





“Selecting a Korean-built fire truck makes sense on every level,” said Assistant Fire Chief Yun Ki Paek, CFAC Fleet Program Manager. “Our partners in Changwon and JNBC already use this equipment, which means we can train, operate, and support one another more efficiently during real emergencies. It’s a direct improvement to our collective readiness.”

### **Partnership and Program Management:**

Assistant Fire Chief Yun Ki Paek, serving as CFAC Fleet Program Manager, led the effort from planning through acquisition. Working closely with Public Works Transportation and the 411th Army Contracting Office, Paek ensured each step met both U.S. and Republic of Korea regulatory standards while maintaining transparency, efficiency, and mission focus.

“Replacing a U.S.-built truck with a Korean-built one required close coordination and trust between multiple agencies,” Paek noted. “By building relationships with our local contracting and logistics partners, we created a model that improves readiness, reduces downtime, and supports the alliance.”



### **Long-Term Vision: A Fully Modernized, Locally Supported Fleet:**

The success of this acquisition sets the stage for a long-term fleet modernization plan across CNRK. F&ES aims to progressively replace its entire fleet—including support vehicles—with locally produced, fully compliant apparatus. This approach reduces lifecycle costs, improves operational reliability, and supports goals outlined in the department’s Strategic Plan 2030.

Local sourcing ensures service availability within hours rather than weeks, minimizing out-of-service time and directly increasing readiness. The end goal is a modern, locally supported fleet aligned with CNIC’s priorities of cost efficiency, sustainability, and operational excellence.

“Our partnership with Korean industry shows that modernization doesn’t always mean spending more—it means spending smarter,” Paek added. “By keeping service and parts local, we maintain readiness and save CNIC money at the same time.”

### **Strengthening the Alliance Through Action**



Beyond the operational gains, this initiative exemplifies the U.S.–Republic of Korea Alliance in action—practical cooperation, shared investment, and mutual benefit. The use of SMA funds for emergency-response capability reinforces the enduring partnership between U.S. Navy installations and their host-nation counterparts.

This success directly supports Commander, Navy Region Korea’s strategic objective of “Strengthening the Alliance.” It stands as a clear demonstration of how regional F&ES is leading the way in innovation, partnership, and shared readiness across the Pacific.

Together, CNR/CFAC, Changwon HQ, and JNBC embody the spirit of the U.S.–ROK Alliance — “Katchi Kapshida (같이 갑시다), We Go Together.”



## *Commercial Structure Fire Response City of Seal Beach*



The Naval Weapons Station (NWS) Seal Beach Fire Department responded as part of a multi-agency mutual aid response to a reported commercial structure fire in the City of Seal Beach.

NWS Seal Beach Engine 31 arrived as the second-in engine company behind Orange County Fire Authority (OCFA) Engine 44 and was assigned to division one operations. OCFA Engine 44 Captain and NWS Seal Beach Chief 31 assumed unified command alongside Long Beach Fire

Department Battalion 1 until OCFA Battalion 1 arrived and took over command.

Additional resources from Long Beach Fire Department, Huntington Beach Fire Department, OCFA, and NWS Seal Beach Fire Department provided support during the incident.

The fire was located inside a dermatology office, originating in a trash receptacle from possible cigarette in receptacle extending to the flooring and wall of the building bathroom. Firefighters quickly contained and extinguished the fire, confining damage to a bathroom within the medical office.

This coordinated response highlights the strong mutual aid partnerships between federal, county, and municipal agencies in Orange and Los Angeles Counties, ensuring rapid and effective fire suppression efforts in the community.

## *New Fire Engine Welcomed with Tradition*



Navy Region Mid-Atlantic Fire & Emergency Services at Portsmouth Naval Shipyard officially welcomed their new fire engine with a time-honored push-in ceremony on August 26, 2025.

Dating back to the days of horse-drawn carriages when firefighters had to push their apparatus into the firehouse, the tradition lives on today as a symbolic gesture to honor history while placing new equipment into service.

Tradition is not to preserve the ashes, but to pass on the flame.

- Gustav Mahler





## *The Comfortable Routine of Complacency*

By Dr. Rich Gasaway

We all know we have habits. Some of them are good habits. And some of them are...well... not so good. The less often talked about cousin of a habit is a *routine*. Habits and routines can impact situational awareness in both good and bad ways.



But where do habits and routines come from? Does a habit turn into a routine? Or does a routine turn into a habit? Do habits and routines prevent complacency or contribute to it? All good questions. Let's explore habits, routines and complacency.

### **Habits**

Webster defines a habit as: A behavior pattern acquired by frequent repetition or physiologic exposure that shows itself in regularity or increased facility of performance; an acquired mode of behavior that has become nearly or completely involuntary.

### **Routines**

Webster defines a routine as: A habitual or mechanical performance of an established procedure.

### **The chicken or the egg**



The definitions offer up the age-old, or should I say the "egg old", question: What came first, the chicken or the egg? In the context of this topic, the question is: Do habits form routines or do routines form habits? An argument could be made for either to come first. Your routines can become your comfortable habits. Your habits can turn into your comfortable routines.

### **Enter complacency**

Webster defines complacency as: Self-satisfaction especially when accompanied by unawareness of actual dangers or deficiencies. It is very unfortunate that complacency has become a habit for some responders. Some have become satisfied and comfortable in doing things in ways that are dangerous to the point they have become unaware (or arguably, uncaring) about the dangers. This can have catastrophic consequences.

### **Contagious complacency**

A complacent responder can "infect" other responders. When this happens, the consequences can be significant. In fact, an entire company can become complacent. And worst of all, an entire department can become complacent. When this happens, the department can sink into a comfortable rut and become arrogant.

Members can begin to believe they are so good at what they do that a bad outcome will never happen... because it never does. The success of past outcomes can contribute to complacency. When members perform in ways that are not consistent with best practices – and get away with it (i.e., no bad outcome) – it can build confidence that is based in luck, not ability.

### **False confidence**

When responders experience successful outcomes, this builds confidence. This, unto itself, is not a bad thing so long as the success was based on performance consistent with best practices. However, all success builds confidence. Meaning success resulting from luck also builds confidence, albeit false confidence.



Psychologists that study the behavior of gamblers see this all the time. A gambler wins because they have some “strategy” for beating the odds. Their success gives them confidence which can increase their risk taking. Over the long run, a gambler who thinks they can beat the odds eventually lose. But not every gambler is a loser over the long run. There is a small number whose luck runs longer than others. Observing responders who have found long term luck can give others responders a false confidence they can cheat the system too. In the end, the casino wins. If you doubt this, only look at the lavishness of a casino. Those structures are built on the losses of gamblers.

### Chief Gasaway’s advice



To overcome the curse of complacency, responders must first be aware of the affliction they are facing. This awareness comes from becoming a student of best practices. This involves learning about best practices and comparing what your department does to first responder best practices. Read firefighter casualty reports to learn how responders die. Then compare the circumstances, situational awareness and decision making of catastrophic outcomes to how your department does things.

When you see inconsistencies between established best practices and how your department does things, it may be time to start asking the hard questions. Why does your department do things differently than best practices dictate? Have you found a better way to get the job done? Is your better way safe, or have you just been lucky?

Avoid judging bad outcomes that others experience. Oftentimes when a responder reads a casualty report they can judge the performance of others without turning that harsh judgment on themselves or on their own department. We can be lulled into thinking the department that experienced the bad outcome were less competent where, in fact, maybe their luck ran out.

### Discussion Questions

1. Discuss areas where your department may have become complacent in training or performance.
2. Discuss areas where you have become personally complacent in your application of best practices.
2. Discuss ideas about how to break the cycle of complacency in your organization.



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

positions of firefighter, EMT-paramedic, lieutenant, captain, assistant chief and fire chief in 6 emergency service organizations in West Virginia, Ohio and Minnesota.

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## *The Importance of Fire Protection Systems Maintenance*

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



As Fire Inspectors, we understand the important role installed fire protection systems play in our effort to protect the public from the dangers of fire. An effective fire protection systems maintenance program is a primary goal of every fire prevention inspection. Without an effective maintenance agenda, the out of service or impaired systems can give a false sense of security to the occupants and needlessly endanger lives and property.

All fire protection systems on Navy shore installations are provided as prescribed by NFPA 1 *Fire Code with Navy Amendments* (Navy Fire Code).

Effectively ensuring the maintenance and installation of these fire protection systems is critical to public safety. The following are just some of the national consensus standards for specific systems:

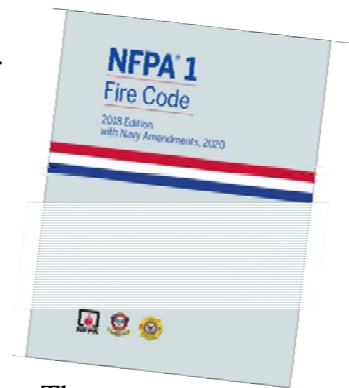
- NFPA 13 *Installation of Sprinkler Systems*
- NFPA 11 *Standard for Low, Medium and High Expansion Foam*
- NFPA 12 *Standard on Carbon Dioxide Extinguishing Systems*
- NFPA 13D *Standard for the Installation of Sprinkler Systems in One-and Two Family Dwellings and Manufactured Homes*
- NFPA 13R *Standard for the Installation of Sprinkler Systems in Low-Rise Residential Occupancies*
- NFPA 15 *Standard for Water Spray Fixed Systems for Fire Protection*
- NFPA 17 *Standard for Dry Chemical Extinguishing Systems*
- NFPA 17A *Standard for Wet Chemical Extinguishing Systems*
- NFPA 750 *Standard on Water Mist Fire Protection Systems*
- NFPA 2001 *Standard on Clean Agent Fire Extinguishing Systems*
- NFPA 2010 *Standard for Fixed Aerosol Fire Extinguishing Systems*

The impairment of any of these systems can affect lives and property. Paragraph , 13.3.3.6 of the Navy Fire Code Navy outlines requirements for an impairment program that ensures “that increased risk are minimized and the duration of the impairment is limited.”

Another important aspect of maintaining these systems is routine inspections. The review of all fire protection system records for the building is imperative.

Records for all fire protection systems inspections, tests, maintenance, and repairs must be available by request to the Authority Having Jurisdiction. These records should be well organized, current and up to date. The operational readiness of these fire protection systems provides protection to the building, its occupants and first responders who depend on these systems to work efficiently and effectively.

Installed fire protection systems are designed and engineered to address specific hazards and provide the necessary life safety measures. The fire inspector must ensure the hazard the system was designed for has not changed and that these systems are properly maintained and functional.





## Fort Worth ARFF Training

Naval Air Station/Joint Reserve Base Fort Worth F&ES kicked off a busy week of training by welcoming fire departments from City of Lake Worth Fire Department, Sansom Park Fire Department, Saginaw Texas Fire Department, White Settlement Fire Department, Azle Professional Firefighters Local 3627, Haslet Fire Rescue and Lockheed Martin Fire Department. Crews got hands-on experience with C-130 and F/A-18 training, wrapping it all up with live aircraft fire scenarios!

We extend our sincere appreciation to VMFA-112 Cowboys, US Marine Corps Reserve and VMGR 234 Rangers for providing exceptional aircraft training!



## NDW in Action

By Kenneth Massengale, Battalion Fire Chief



NSA Bethesda Paramedic Engine (PE)750 responded to a mutual aid structure fire in Bethesda and rescued an elderly man from a burning house. Battalion Chief (BC)702 arrived first confirmed smoke throughout the house and reports of an occupant inside.

PE750 positioned to the front of the residence on the alpha side of the structure where they encountered moderate smoke conditions coming from the residence. BC Massengale and Firefighter Lowman stretched a handline to the front door and were met by PE720 with a secondary line.

Once inside, the crew encountered blackout conditions with smoke from floor to ceiling. PE750 crew made a search of the bedrooms attempting to locate the victim. PE750 made their way to the living room area where FF Lowman contacted the occupant. The occupant had to be carried from the structure. Prior to making it to the front door, fire had engulfed the kitchen area and made its way through the dining area to the front entrance. PE720 was able to get water on the fire and PE750 and Tower 706 removed the occupant out the front door and delivered him to EMS.





## Recognizing Performers!

Congratulations are in order for Firefighter/Emergency Medical Technician-I Samuel Bozeman who was selected as the Junior Civilian of the Quarter for NAS Jacksonville.

Firefighter Bozeman has been with First Coast Navy Fire & Emergency Services for 4 years, always setting the bar high. Firefighter Bozeman also works part-time with the Kingsland Fire Department, just across the state line in Georgia.



Commander Fleet Activities Chinhae (CFAC) Commanding Officer, CDR Lawrence E. Shaffer, presents 4th Quarter Civilian of the Quarter awards to Assistant Fire Chief Mr. Paek, Yun Ki, Lead Fire Inspector Mr. Kim, Hyongchin, and Driver Operator Mr. Yi, Hang Chu for their exceptional performance and dedication to mission readiness at CFAC Fire & Emergency Services. CFAC Fire swept all three civilian award categories this quarter.

Please congratulate Naval Station Mayport Firefighter Craig Mahone on successfully passing his National Registry Emergency Medical Technician Paramedic (NREMT-P) to become a nationally licensed Paramedic.

Chief Brown presented Firefighter-Paramedic Mahone with his first NREMT-P patch to commemorate this significant accomplishment.



Naval Air Station Corpus Christi Fire & Emergency Services pinned Firefighter Amanda Sanchez her badge, scramble, and lapel pins.

Congratulations on becoming a full performance Firefighter!

Her hardwork and dedication paid off.





## *From Position to Purpose*

### *Redefining Success Through Service and Significance*

Over the course of my career, I've had the privilege of work with a wide range of professionals, elected officials, department heads, and community leaders. Watching their influence unfold over time taught me an important truth: leadership is never about the position you hold, it's about the influence you create for others.

I still remember the day I was promoted to lieutenant. Standing at the badge pinning ceremony, I told everyone in the room that this was just the next step toward my ultimate goal, to become a Fire Chief and lead a major department. Looking back, it was a bold statement for a young firefighter to make. But at that point in my career, it captured exactly where I was. I had a game plan. I knew the steps I wanted to take, and I saw each promotion as another rung on the ladder. In those early years, it was all about the pursuit of the goal, about achievement and proving myself successful.

What I discovered, though, once I actually reached the position I had long envisioned was something far more important. Titles and positions don't define leadership. They may open doors, but they don't guarantee impact. What truly defines a leader is how they serve others, the influence they have, the lives they touch, and the culture they help shape. That realization shifted everything for me. Leadership stopped being about the rank I carried and became about the responsibility I had. Success wasn't measured by the office I held but by whether I left people, organizations, and communities better than I found them.

And that's the lesson I carry forward today: goals are important, but service is essential. Leadership isn't about climbing the ladder—it's about lifting others as you climb.

That's when I began to understand the difference between being successful and being significant. Success is easy to measure, it shows up in titles, money, influence, or even the number of followers someone racks up on social media. And while those things may look impressive from the outside, they don't always translate into lasting impact. Significance, on the other hand, is harder to measure but far more meaningful. It's not about what you achieve for yourself, it's about the difference you make in the lives of others. It's the influence you carry in shaping people, organizations, and communities for the better. I've met plenty of people who the world would label as "successful," yet their leadership left little behind. And I've also known people who never held a big title but whose lives and actions had profound, lasting impact. The contrast is stark, and it's a reminder that leadership is never about the rank you hold, but the legacy you build. True leadership isn't defined by personal success, it's defined by the significance you create for those you lead and influence along the way. That's the kind of leadership worth striving for because significance doesn't fade when the title is gone, it endures in the people whose lives you've touched.



“As you think about your own journey, ask yourself: am I chasing success, or am I striving for significance? The answer will help to shape not just your career, but the lives you impact along the way.”

As a leader, you're in a position to make decisions that can change lives. Sometimes it's the big things, starting and financially supporting degree and certification programs for your employees, funding an on-site childcare center, or ensuring affordable healthcare so your people can focus on their work without worrying about having no or poor health insurance. Other times, it's the quiet things behind the scenes, small acts that build trust, create loyalty, and open doors of opportunity for others to walk through. Over time, those choices shape a culture where people know their leader cares about them as much as the organization's bottom line.

It took me years, and honestly, not until my second fire chief's job, to fully grasp that distinction. But once I did, it changed everything. Leaders will always face tough calls, many of which upset the workforce and weigh heavily on a personal level. That's the reality of carrying the weight of responsibility. But when your focus shifts from your own success to the significance you create for others, the entire landscape changes. Challenges that once seemed insurmountable begin to lose their edge, because people rally around a culture they believe in. They invest more time, more energy, and more heart, because they know their leader is invested in them.

And here's the truth: you don't have to hold a title to have that kind of influence. Significance isn't reserved for those in formal leadership roles. Each of us has daily opportunities, through how we show up, how we serve, and how we treat others, to leave people better than we found them.

That's where real leadership begins, and what endures long after the title is gone.

For me, it's been a journey from chasing success to seeking significance. And I've learned that the measure of a life well-led isn't in what you achieve, it's in the lives you touch along the way. That realization led me to ask a deeper question: does it really take to move from success to significance? The answer isn't found in titles, paychecks, or recognition, it's found in the qualities we choose to cultivate every day. These are the attributes that shape not just how we lead, but how we live. They're what turn influence into impact, and success into significance.

### **Attitude: The Great Separator**

Denis Waitley once said, “The winner's edge is in attitude, not aptitude.” Skills might open the door, but it's attitude that determines how far you'll go. Your attitude speaks before you do. It shows up in the way you lead meetings, how you respond when plans fall apart, and how you treat people when no one is watching. John Maxwell put it best: “attitude is the advance man of our true selves.” When it's anchored in purpose, attitude becomes the driving force that propels you forward, even when the odds are stacked against you.

### **Life is a Team Sport**

Leadership isn't a solo act. It's about lifting others, aligning people around a shared vision, and building trust that endures when times get tough. I've seen it firsthand, a mediocre team with great attitudes will outperform a talented team full of ego every single time. Leaders who understand this don't just chase outcomes; they invest in people. They know that the strongest cultures are built when everyone feels valued, supported, and equipped to contribute.



That's how you move from managing success to multiplying significance.

### **Humility**

At its core, humility is the recognition that leadership is not about you, it's about the people you serve. Humble leaders listen more than they speak, learn from every situation, and create space for others to shine. Humility doesn't diminish a leader's authority; it elevates their influence because people know their leader values them more than the spotlight.

### **Empathy**

Empathy is the willingness to truly see, hear, and understand people. It goes beyond sympathy and requires walking alongside others in their struggles and victories. Leaders who practice empathy build trust that no title or position can command. They remind people that their lives and challenges matter, and without that connection, significance can never take root.

### **Integrity**

Integrity is the alignment between words and actions. It's doing what you said you'd do, even when it's inconvenient or costly. When leaders lead with honesty and consistency, they become a foundation others can stand on. Trust is the currency of leadership, and integrity is how you earn it, day in and day out.

### **Service Mindset**

The shift from success to significance requires a mindset of service. It means asking not, "What can I gain?" but "How can I help others grow, thrive, and succeed?" A leader with a service mindset measures success by the progress of their people. When others rise because of your leadership, significance begins to multiply.

### **Courage**

Courage is what separates those who talk about leadership from those who live it. It's the strength to stand for what's right, to make the tough calls, and to face criticism when you know your decisions serve a greater purpose. Some of the hardest moments in my career required courage not just to act, but to stay the course when the weight of responsibility pressed in. Courage turns conviction into reality. Without it, significance is just a concept. With it, leaders shape cultures where people feel safe, empowered, and willing to step up themselves.

### **Vision**

Vision is the ability to see beyond yourself and articulate a future that others want to help build. It gives direction to the work and meaning to the sacrifices along the way. Vision transforms leadership from simply managing tasks to inspiring movement. When leaders cast vision with clarity and conviction, they invite others to step into something larger than themselves.

One day, our lives will be summarized in a single sentence. And that sentence won't list our titles or awards, it will reflect the impact we had on people. The real question is this: what will others say about the dash between the years that will be etched on your headstone? Did you leave people, organizations, and communities better than you found them? Or did you simply accumulate success for yourself? Legacy isn't created in one grand moment or a single achievement, it's built brick by brick, in the daily choices we make. Every decision, whether big or small, shapes the story we leave behind. Legacy is also found in the people we invest in, the time we spend mentoring, encouraging, and equipping others to rise higher than we did.





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

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And at the heart of it all are the values we refuse to compromise, even when it would be easier to look the other way.

In the end, people won't remember us for the titles we held or the accolades we collected. They'll remember how we made them feel, what we stood for, and whether we left them better than we found them. That's the true substance of a legacy worth leaving.

That's the path from success to significance. It's not easy, and it doesn't happen overnight. But if we're willing to cultivate these attributes, attitude, teamwork, humility, empathy, integrity, service, courage, vision, and legacy, we'll leave behind something far more lasting than a title. We'll leave behind a life of significance, and along the way you will develop a servant's heart within yourself. That is priceless!

### Chief B's Key Leadership Truths

- Leadership isn't about the title, it's about the influence you create.
- Titles are temporary; influence is enduring.
- Success builds resumes; significance builds legacies.
- If it's all about you, it ends with you.
- Real leaders measure success by the success of others.
- Significance is a daily choice, not an accident.

### Final Thought

In the end, leadership isn't measured by the badge on your chest, the title on your door, or the followers on your feed. It's

measured by the lives you've touched and the difference you've made along the way. Success may get you noticed, but significance is what ensures you'll be remembered. Our true legacy is written not in what we achieved for ourselves, but in what we left behind for others.

## Potomac Heights Anniversary



Navy Fire & Emergency Services Director Emeritus Bill Killen and Naval District Washington Fire Chief Kevin Grinder were on hand to commemorate the 75<sup>th</sup> anniversary of the Potomac Heights Volunteer Fire Department

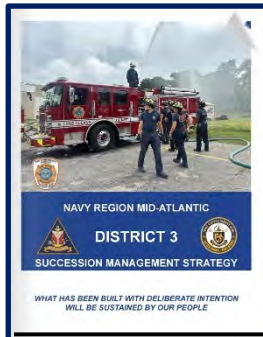




## *Around the Firehouse-CNRMA District 3*



NALF Fentress Firefighter Krishna Prasad was recognized for 25 years of Federal Service



District 3 has published our Succession Management Strategy, outlining how we will build leadership from within. The plan includes clear paths for developing leaders through certifications, professional development programs, acting and shadowing opportunities, and key projects like Air Show planning and accreditation. Our goal is to create leadership continuity and keep our culture intact for years to come.

### [District 3 Succession Management Strategy](#)



NAS Oceana Firefighters partnered with Installation Environmental and Virginia Forestry for a tree planting at the Oceana Child Development Center.





## *Innovative Custom Wildland Unit*

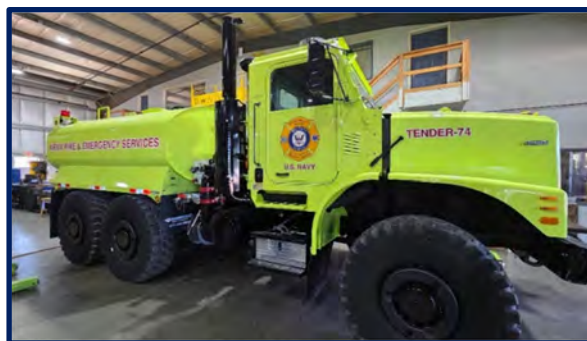
To meet the challenge of protecting the vast and remote Boardman Naval Training Range in Oregon, Naval Facilities Engineering Systems Command (NAVFAC) Northwest delivered a groundbreaking solution: a custom-built wildland firefighting truck designed to handle the range's rugged terrain and unique demands. The project, developed through local expertise and resourceful repurposing, strengthens fire suppression capability while saving the U.S. Navy an estimated \$300,000.



The concept originated with Commander, Navy Region Northwest firefighter, Eric Wentworth, and NAVFAC Northwest transportation director, Brian Coffee. After discussing the need for a vehicle equipped to handle the unique terrain in Boardman, Wentworth told Coffee of his family history with vehicle adaptation. Wentworth's father, a lifelong firefighter in Moses Lake, WA, had decades of

experience adapting and building similar trucks. His proven designs provided the foundation for a vehicle capable of operating in austere conditions and delivering water with precision at distances exceeding 200 feet.

Working with the Navy Tactical Vehicle Program office managed through NAVFAC Engineering and Expeditionary Warfare Center in Port Hueneme, CA, NAVFAC Northwest secured a surplus dump trucks. The vehicle received a full repurposing for the specialized firefighting mission at Boardman, which included removing the dumb bed and winch, prior to sending the vehicle to a local fabricator specializing in custom tankers and water trucks.



The collaboration resulted in a state-of-the-art wildland firefighting tender with twice the capability of its predecessor. Designed to withstand harsh operating conditions, the truck delivers critical firefighting power exactly where it is needed.

"This is a big win for the Navy," said Coffee. "If this model was replicated at other remote locations across the country, and around the globe, it could increase firefighting capability and save the Navy millions while reutilizing old vehicles."

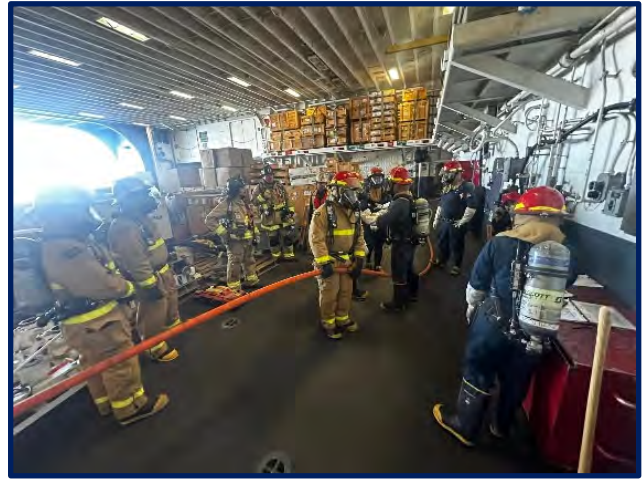
The project—from identifying the chassis in California to fielding the finished vehicle in Oregon—took just over six months to complete. Now designated as Tender-74, the fully-mission-capable vehicle deployed to Boardman on August 20.

"This project was the best of both worlds," said Coffee. "Vision, innovation, collaboration, and logistics expertise all combined to provide operational personnel on the ground the tools they need to succeed, all while saving the Navy hundreds of thousands of dollars. This is what makes our job rewarding."





## *Rapid Intervention Team Training aboard USS Essex (CV-9)*



## *Navy F&ES Hall of Fame Inducts John Morris #54*



Retired Fire Chief John Morris was not able to attend the formal induction ceremonies in April and was belatedly enshrined at a ceremony aboard NAS Corpus Christi.

He joins Jaimie Wood, Jan Lozoya, Frank Montone, Mark Chaney and Russ Tarver in the Navy F&ES Hall of Fame Class of 2025.

***Congratulations John!***





## *Navy Region Japan F&ES Headquarters Staff - Cool Pic*



### *Video Links*

Rosenbauer trucks in DoW



<https://www.facebook.com/share/r/1DYKSdit2i/>



How do sprinkler systems really work?

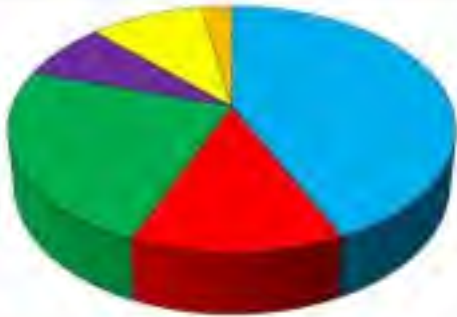
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## ESAMS Corner

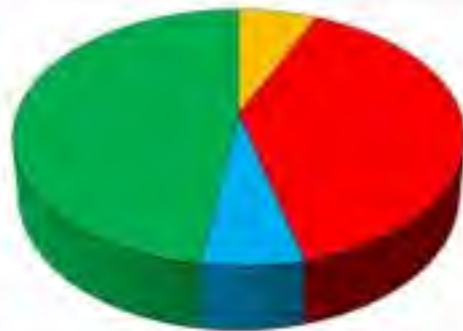
### CY 2025 Statistics (01 January – 31 October)

#### Operations



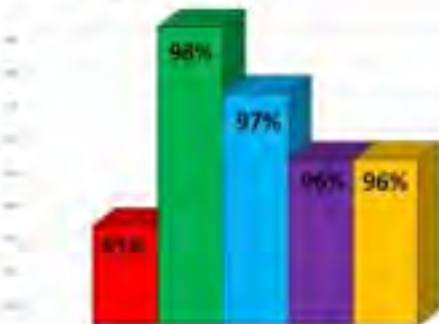
Rescue & EMS	21,064
Hazardous	6,324
False Alarm	11,621
Service Calls	3,787
Good Intent	4,824
Fires	1,281
Total	48,901

#### Prevention



Fire Public Ed Classes	3,617
Hot Work Permits	21,794
Inspections	25,971
Building Evacuation Drills	3,821
Total	55,203

#### Training



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

Mishaps Reported: 37  
Total Lost Work Days: 5







## Navy F&ES Legacy



### UNITED STATES NAVY FIRE & EMERGENCY SERVICES



#### HALL OF FAME

001 William Killen, 2004  
002 James Manser, 2005  
003 Clarence Rout, 2006  
004 David Butler, 2006  
005 Alvah Cuthriell, 2007  
006 George McGuigan, 2007  
007 Waverly Sykes, 2007  
008 Hank Vescovi, 2007  
009 William Albrightain, 2007  
010 Daniel Marshall, 2007  
011 Nicanor Benavidez, 2008  
012 Haraldur Stefansson, 2008  
013 William Beniker, 2008  
014 William Thomann, 2009  
015 Harry Tagen, 2009

016 Francis Brannigan, 2010  
017 Lewis Meyer, 2010  
018 Roy Grubbs, 2010  
019 Orville Emory, 2011  
020 Charles Peters, 2011  
021 Douglas Thomas, 2011  
022 Charles Gindele, 2012  
023 John Wentzel, 2012  
024 Leroy Ellis, 2013  
025 Dr. Richard Tuve, 2013  
026 John Arruda, 2014  
027 Augustus Bowling, 2014  
028 Robert Darwin, 2015  
029 James Meagher, 2016  
030 Frederick Seibel III, 2017

031 Gerald Makowski, 2017  
032 Gelacio Rodriguez, 2017  
033 John McDonald, 2017  
034 Dudley King, 2018  
035 Eugene Carmody, 2018  
036 Robert Williams, 2018  
037 Jerry Sack, 2019  
038 William Hennessey, 2019  
039 Robert Tofson, 2020  
040 Michael Jones, 2020  
041 George Kennett, 2021  
042 Glenn DeLaura, 2021  
043 Joseph Thompson, 2022  
044 Stuart Cook, 2022  
045 Kenneth Jeffery, 2022

046 Andrew Arndt, 2023  
047 Mark Hendley, 2023  
048 Joseph Duke Sr., 2023  
049 Charles Miedzinski, 2024  
050 Bennie Williams Jr., 2024  
051 Mark Weil, 2024  
052 Ira Simmons, 2024  
053 Ricky Brockman, 2024  
054 John Morris, 2025  
055 Jaimie Wood, 2025  
056 Janice Lozoya, 2025  
057 Frank Montone, 2025  
058 Mark Chaney, 2025  
059 Russell Tarver, 2025

### NAVY FIRE & EMERGENCY SERVICES FALLEN FIREFIGHTERS

#### IN THE LINE OF DUTY

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

*In Memoriam*





## Annual Awards Season Opens



**Attention** The 2025 Navy Fire & Emergency Services Annual Awards season is upon us. Please continue to work on the award packages for your firefighters, EMTs, paramedics, chiefs, and fire stations. Also, please take the time to consider your nominations for the next class of Hall of Fame inductees and Lifetime Achievement Award candidates.

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

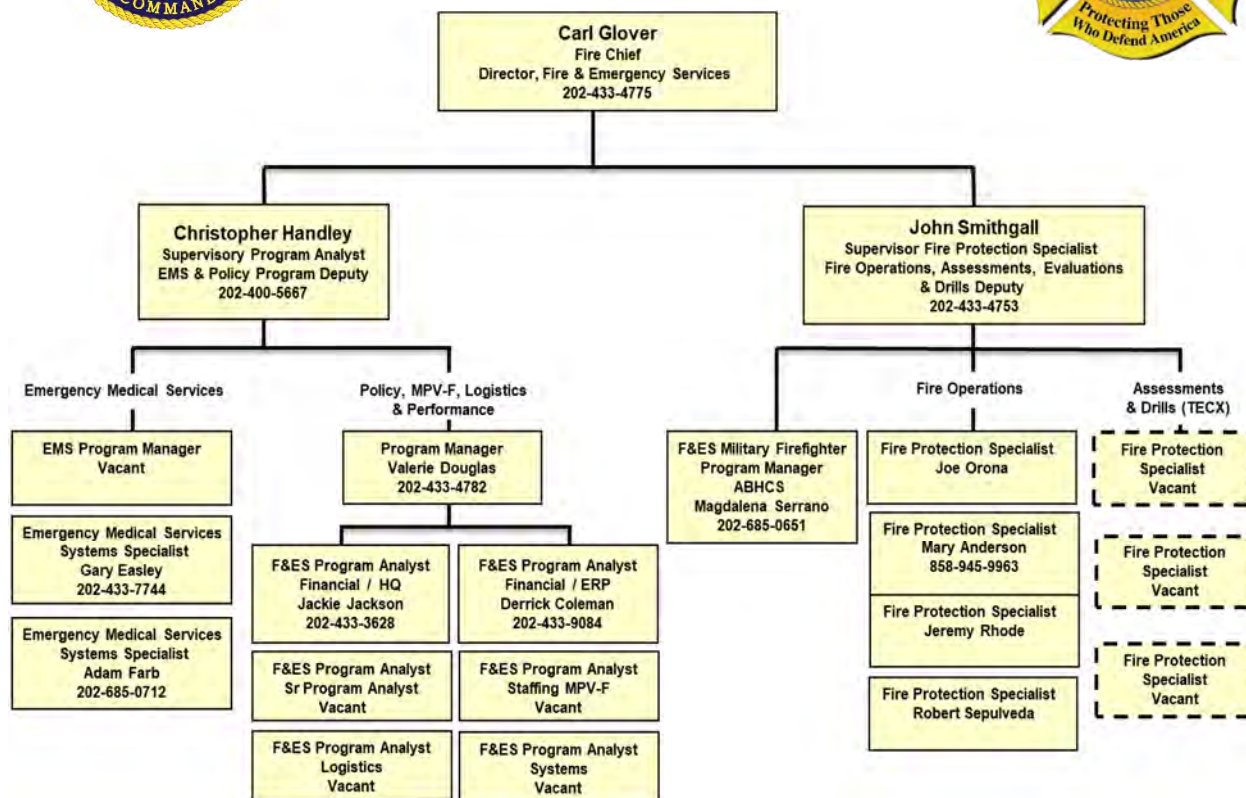
Please contact Gary by email: [gary.m.easley.civ@us.navy.mil](mailto:gary.m.easley.civ@us.navy.mil) for details.





## Navy Fire & Emergency Services

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



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

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



## WE ARE HIRING !

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