



What's Happening

Navy Fire and Emergency Services Newsletter
Protecting Those Who Defend America



February 2019

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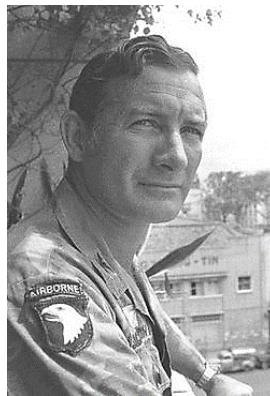
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Lazy Boy Learning

By Ronny J. Coleman



Colonel David Hackworth was one of the most decorated soldiers of the Vietnam War. He earned over ninety service decorations, which consisted of both personal and organizational citations. After he retired he wrote a book, with author Julie Sherman entitled *About Face: The Odyssey of an American Warrior*. In that book he touts the theory that every fire officer in this country needs to literally understand. His admonition to all of those who are going to take people into combat was “practice doesn’t make perfect – it makes it permanent.....” And “Sweat in training saves blood on the battlefield.”

In other words, what the Colonel was telling us then was that repetition does not make us perfect especially if the repetition is done improperly or inappropriately. Repeating mistakes of the past is simply not an effective strategy of being able to predict future performance. Nowhere can this be any truer than in the concept of training of our firefighters for their role in combat.

If you are like me, you are probably getting very frustrated with reading continuous stories about firefighters being killed or worse yet badly injured at the scenes of fires. And probably the worst of all is when you read a story about a firefighter dying in a training exercise. In almost all cases practice did not make it perfect for these individuals. What is being made permanent, is their death and/or long term recovery from something that could or should have never happened in the first place. I particularly am dismayed when they call the death of a firefighter ‘an unfortunate accident’. There is nothing accidental about going to the scene of a fire. We do it on purpose and everything we do while we are there should be on purpose too.

Over the last few decades, training has followed a convoluted path that may or may not be making the fire ground safer for individuals who are going into harm’s way. Simply, stated much of what we are calling training in the firehouse is being relegated to media delivery systems instead of fire ground competency.



Supporting the Fleet, Fighter, and Family



Clipboard (Cont.)

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In this particular case what brought it to my attention was a conversation with a young firefighter after a recruit academy graduation. Periodically I have individuals call me up to go to lunch and talk about what is happening in their department. This particular individual is on the verge of becoming a fire captain in a fire department in California. I have known him since he was in Boy Scouts and have had numerous conversations regarding being prepared for his career. When I saw him at the academy he asked if we could talk,

In this particular case he lamented to me that his fire department's training program has now almost turned into nothing more than watching video tapes and complying with state and federal standards over emergency medical services training. He told me that one of the reasons he taught at the fire academy was to get in on the burns that they would do for the rookies, but couldn't seem to do for the in-service crews.

I would ask you to think about that complaint for just a few minutes and ask this question: does that kind of training make for a safe firefighter on the fire ground?

In my opinion it doesn't. What makes firefighters safe on the fire ground is physical, face to face competency with the kinds of physical aspects of combat firefighting. It really boils down to being able to wear breathing apparatus, climb ladders, use powerful tools to tear apart vehicles, or to force entry into buildings. None of those skill sets come from lying in a lazy boy recliner watching a video tape.

Unfortunately, there is another side to this coin. It is also true that many fire departments lack adequate training facilities to conduct that kind of hands on approach. Moreover, many of them are not equipped with a departmental training officer to oversee the creation of a curriculum that makes sure that these competencies are being assessed frequently. Lastly, today many organizations are so burned out on trying to maintain compliance with bureaucratic standards that they are failing to realize their inadequacies for physical combat.

If I described your fire department as being amongst one of those that might fit into that category I apologize. But, before you dismiss this consideration as not existing in your organization, I would like to give some thought to another element. How much of your training program is actual drilling as opposed to merely exchange of information?

How much of your drilling is aimed at improving the ability of your firefighters to perform their job exactly in the same fashion every time? In short, has your redundancy resulted in competency?

Hackworth noted in his book that it is useless to practice with wooden guns. A real gun has recoil. A real gun has consequences. A real gun can hurt you if you don't know what you are doing. The same might be said with active firefighting. It is very critical that we train firefighters using techniques that are as close to fire ground conditions as possible. I personally have some concerns about some of the simulation exercises that are being touted as being "live fire" because they are artificial in their nature.

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Ronny J. Coleman

Now before anybody gets too upset that I am suggesting that these training props are not useful, that is not what I said. What I said was that I have concerns about the lessons that we are teaching people by giving them the idea that a fire can go out with the turning of a valve or that a flashover looks like it really is when it is created by liquefied petroleum gas.

We have a challenge before us. With all of the initiatives that we have taken on as well as the near miss reporting system, and all other philosophical discussions, we have got to do something to improve upon the skill set to combat firefighters. One of the things that I believe needs to be brought to bear sooner or later is a thorough examination of an individual's training profile in the event that they are killed in the line of duty. Admittedly that might become problematic for some departments because they may not wish to have those records examined to closely. But, Hackworth would have told you that that kind of loss is predictable.

I am often reminded that when individuals get hurt in combat situations of a statement that was reportedly made by the General who defeated Napoleon at Waterloo. "The Battle of Waterloo was won on the playing fields of Eden". What he was referring to was developing the skill set of soldiers by teaching them team skills in sports.

Near the end of his life Hackworth was interviewed about his philosophy of life. In that interview he was asked what leadership technique he used in combat to assure his soldiers would not die needlessly. His reply was quick and to the point. "I talked to my soldiers. I was there. I would never give an order that I wouldn't do myself. And I loved my soldiers I never wasted them. They knew that and we formed a very perfect team. I was very hard on them, meaning I was like a father that took his children and laid a very disciplined trip on them."

One might call that tough love or others might call it being a hard butt, but in both cases Hackworth wanted, more than anything else, for his people to survive their experience and was willing to be a little unpopular at the time. My concern is that we don't have enough officers willing to take that extra step to put some starch back in the need to have a rigid training program that involves work. Lazy boy training might work for clerks and typists, but it does not work for those that have to perform at a 150% when the chips are down.

Colonel David Hackworth died on May 4th of 2005. He was aged 74. He left a legacy of courage and commitment that few will be wrong by emulating. Lastly, among his quotes is this statement. "Its human nature to start taking things for granted again when danger is not banging loudly on the door."

What he was referring to is the presence of apathy in the face of long gaps between our need to be trained and the demand to produce a skill on the fireground. Don't let apathy be the reason your troops aren't ready.

For a guy with only a 7th grade education when he entered the Merchant Marine at age 14, Hackworth lived a life of duty and diligence that was marked by his devotion to the value of training and the quest for perfection.

We can use a few more like him in our business.

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Combs Cartoon

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Looks Are Not Deceiving



Scholarship



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Military Fire Heritage Foundation Scholarship

This scholarship is for upcoming college freshman, sophomores, juniors and seniors that have been accepted into an undergraduate program in a U.S. accredited two year, four year, or vocational school/graduate school during the 2019-2020 academic year.

Applicant must be an immediate family member of a member of the DoD Fire Emergency Services, (this includes: Active Duty, Retiree, Reserves, Guard, Civil Service DoD Firefighters, DoD Fire Academy Instructor) or immediate family member of a DoD Firefighter listed on the DoD Fallen Firefighters Memorial, located at Goodfellow AFB, TX. Immediate family member includes; spouse, children, step-children, grandchildren, brother, sister, or adopted children of the sponsor.

The Heritage Foundation Scholarship Committee has determined that this year they will award one \$1000.00 scholarship. This award will be paid directly to the academic institution for the student's tuition, books, fees, and on-campus housing. All applications will be reviewed by the Scholarship Selection Board.



Last Alarms

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TCoOO Update



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Last Alarms

The USFA reported 86 line of duty deaths in 2018. The USFA has reported six line of duty deaths to date in 2019. The following line of duty deaths were reported since we published our last issue:

2018	2019	
Robert Dunaway ♥ Lucedale, MS	Eric Hosette Clinton, IA	Brenden Pierce ♥ Pinson, AL
Natalie Dempsey 🚒 Mizpah, NJ	Steven Pollard Brooklyn, NY	Thomas Nye ♥ Marion, MA
Christopher Truman 🚒 Lake Mills, WI	Jason Byrd ♥ Somerville, TN	Joel Barnes Berwick, ME
2018 Totals ♥ 50 (68%) 🚒 18 (21%) ♥ Indicates cardiac related death 🚒 Indicates vehicle accident related death		
2019 Totals ♥ 3 (50%) 🚒 00 (00%) ♥ Indicates cardiac related death 🚒 Indicates vehicle accident related death		



Taking Care of Our Own

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

Name	Location	Point of Contact
Michael Parker	Combat Center 29 Palms, CA	Alvin.Arita@usmc.mil
Neil Hogan	Navy Region Southwest HQ, CA	Joyce.Matanane@navy.mil
Walter Taylor	NAS Patuxent River, MD	Jerry.Schenemann@navy.mil
Christopher Carneal	Fort Carson, CO	Karen.M.Connors2.civ@mail.mil
Dana Carneal	Fort Carson, CO	Karen.M.Connors2.civ@mail.mil
Thomas Maury	NAS JRB New Orleans, LA	Matthew.Spreitzer@navy.mil

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.

We recently emailed all the service component chiefs with the proper procedures to enroll someone in the Taking Care of Our Own program. There was a recent trend of people using their own formats and forms which worked okay until the inevitable breach of personal identifying information (PII). We were very concerned about protecting PII when the program was stood up in 2003 and we designed standard procedures and forms to address those concerns.

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

Back in the Day

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Mare Island Naval Shipyard

By Tom Shand, Photo from Ted Heinbuch



The history of the Mare Island Naval Shipyard can be traced back to 1853 when the U.S. Navy acquired approximately 956 acres of land in the Solano County, CA. This was the first United States Naval Station established on the Pacific Coast and the following year commenced with shipbuilding operations. Over the year's shipbuilding technology changed from wooden sail vessels to steel construction with the installation expanding with new buildings and increased work force.

Mare Island commenced building and overhauling submarines in the early 1920's and during World War II achieved peak construction to support the Navy's Pacific fleet. The installation had expanded to over 5,200 acres and was responsible for ordnance manufacturing and storage of various munitions. During 1965 the Navy merged the Hunter's Point Naval Shipyard and Mare Island to become the largest operating shipyard in the world.

As a result of findings established by the Base Closure and Realignment Commission, Mare Island was identified for closure with Naval operations formally ceasing on April 1, 1996.

Fire protection at Mare Island was a critical mission with the department operating a number of unique apparatus over the years including a 1927 Peter Pirsch City Service ladder truck. Painted the standard U.S. Navy grey color this unit was equipped with over 200 feet of ground ladders, chemical tank and hand tools. During World War II American LaFrance in Elmira, NY shifted their entire production to support the war effort with producing a number of both commercial and custom chassis apparatus. These units included a number of model B-612 pumpers devoid of any chrome or brightwork. Mare Island took delivery of one of these model pumpers in June, 1942 with a 300 pound carbon dioxide system with twin hose reels and distinctive squirrel tail suction hose.

Peter Pirsch was a family owned company that produced their first horse drawn hose wagon for their hometown of Kenosha, WI.

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Tom Shand

Over the years the Pirsch company developed a strong following of customers and produced the first closed cab pumper for Monroe, WI in 1928 and the first hydraulically powered all metal 100-foot aerial ladder in 1936 for Melrose, MA.

Preconnected hard suction hose had been used for many years by departments in Louisville, KY and Memphis, TN which both operated with a large fleet of apparatus built by Peter Pirsch and Sons Company. A model 17 Pirsch pumper left the Kenosha factory on October 31, 1927 for delivery to Mare Island. This vehicle was equipped with a 750 gpm pump, 100-gallon booster tank, hose reel along with a five-inch squirrel tail suction hose. This unit was assigned Pirsch serial number 609 and was powered by a Waukesha gas engine.

The last Peter Pirsch apparatus produced for the U.S. Navy was a 110-foot tractor drawn ladder truck for the Treasure Island Naval Station in April, 1985. Due to financial struggles, Peter Pirsch ceased operations during 1991 with the last completed apparatus delivered to Osceola, AR. Peter Pirsch pioneered the use of riveted aluminum construction for their aerial devices and were used by many departments across the country Back in the Day.



On the Job - Cuba



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Guantanamo Bay Firefighters Recognized

Two Naval Station Guantanamo Bay firefighters were presented the Commanders Award for Civilian Service by Joint Task Force Commander RDML John C. Ring for their efforts in recovering the body of a drowning victim in October 2018. Lead Firefighter O'Mar Burchell and Firefighter Raymond Macintosh are the first-ever Foreign National employees to be awarded this prestigious honor at the Naval Station. Thanks to both outstanding firefighters for their efforts!



Black History

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Port Chicago Disaster Stuns the Nation

77 years after the worst home front disaster of World War II, learn how an explosion at a California port sparked a Naval mutiny and led to an influential debate on civil rights.



U.S. Navy 1944 / Percy Robinson

The Naval magazine at Port Chicago—a sleepy town some 30 miles north of San Francisco—was first constructed in 1942, after a base at nearby Mare Island was unable to keep up with the demand for munitions for the war effort. From the port's main pier, sailors toiled day and night transferring bullets, depth charges, artillery shells and mammoth 1,000 and 2,000-pound bombs from train cars into the holds of waiting ships.

Hauling the ordnance was grueling, dull and dangerous work. Like so much of the military's menial labor in the segregated era, it fell to the black recruits. Port Chicago's personnel included some 1,400 African American soldiers who worked in 125-man crews under the supervision of white lieutenants. These troops had minimal training as dockworkers, and even less in the precarious task of handling high explosives and munitions. Despite the hazardous cargo, the Navy placed an emphasis on speed above all else. Black laborers were given a target goal of moving ten tons per hatch per hour—professional stevedores at Mare Island averaged just 8.7—and officers rewarded or punished their men based on results. "The officers used to pit one division against the other," sailor Joseph Small later remembered. "I often heard them argue over what division was beating the others." Small and a few other recruits voiced concerns about handling such volatile material, but their commanders waved them off, saying most of the bombs lacked detonators.

On the night of 17 July 1944, Port Chicago was its usual buzz of activity. Two ships were docked at its main pier. Sailors had packed the hold of the 440-foot E.A. Bryan with 4,606 tons of high explosives and ammunition, and the brand new Quinalt Victory was being prepped for loading.

Black History (Cont.)

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Shortly after 10:18 p.m., disaster struck. Witnesses later reported hearing a metallic clash and the sound of splintering wood prior to the first explosion—a piercing boom followed by a blinding burst of flames. The second, much larger blast came some six seconds later in the form of an earthshaking eruption that sent smoke, fire and scorched metal shooting into the night sky. The devastation was staggering. Both the E.A. Bryan and a nearby locomotive were almost entirely incinerated, and the Quinault Victory was lifted out of the water and blown some 500 feet away, where it landed in pieces. Buildings in Port Chicago came crashing down, and windows shattered as far away as San Francisco. A pilot flying over the blast area at 9,000 feet saw chunks of debris go screaming past his aircraft. Seismologists would later report that the explosion had registered at a 3.4 on the Richter scale.

Sailors in the nearby barracks initially thought they were under attack by the Japanese, but they soon realized the explosions had been triggered on the pier. Enlisted men were among the first to arrive on the scene, and a few distinguished themselves by helping extinguish a fire in a boxcar filled with munitions. Others ferried survivors to a nearby hospital and collected the bodies of the deceased. The blast proved to be the deadliest incident on American soil during World War II. All 320 of the men working on the ships and the pier had been killed instantly, and another 390 people in the surrounding area were injured, many of them maimed by shattered glass and debris. Among the dead were 202 black troops, who would later account for 15 percent of all the African Americans killed during World War II.

The exact cause of the explosion was never uncovered. While a Navy court of inquiry criticized Port Chicago's officers for turning the loading process into a race, it placed most of the blame for the accident on "rough handling" by the African American stevedores. "The consensus of opinion of the witnesses," the court concluded, "...is that the colored enlisted personnel are neither temperamentally or intellectually capable of handling high explosives." Congress initially planned to award \$5,000 dollars to the victims' families, but segregationist House member John Rankin objected after learning most of the recipients were blacks. The payment was later reduced to \$3,000.

The disaster left the surviving black enlisted men stunned. "Everybody was scared," Percy Robinson later told researcher Robert L. Allen. "If somebody dropped a box or slammed a door, people [began] jumping around like crazy." Many of the troops were suffering from symptoms of posttraumatic stress, but all were denied leave and reassigned to nearby Mare Island. Only three weeks after the disaster—and having still received no formal training in handling ammunition—328 sailors were lined up and told to return to work loading ordnance onto ships. 258 refused, claiming they were terrified of another explosion. Led by Seaman 1st Class Joseph Small, the men said they were willing to obey any order given—except the command to load munitions. The defiant recruits were promptly placed under guard and confined to a prison barge.

Black History (Cont.)

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A few days later, Admiral Carleton H. Wright addressed them and warned that their work stoppage constituted mutiny—a charge punishable by death during times of war. The threat of the firing squad was enough to scare most of the sailors into complying, but 50 recruits remained unwilling to work.

The holdouts were jailed and interrogated during the rest of August. In September 1944, all 50 were formally charged in the largest mutiny trial in the Navy’s history. Six weeks of hearings followed in which the prosecution alleged that the men had “conspired each with the other to mutiny against the lawful authority of their superior naval officers.” The case caught the attention of future Supreme Court Justice Thurgood Marshall, who was then working as a legal counsel for the NAACP. Marshall sat in on the last few days of the proceedings, and later argued, “This is not 50 men on trial for mutiny. This is the Navy on trial for its whole vicious policy toward negroes.” But despite the protests of Marshall and others, it took only 80 minutes of deliberation for the court to find the 50 black sailors guilty. Each man was sentenced to between eight and 15 years hard labor and a dishonorable discharge from the Navy.



Marshall immediately denounced the verdict as a “frame-up” and went to work organizing an appeal. In April 1945, he travelled to the Navy Judge Advocate General’s office in Washington, D.C. to present evidence that the strike had not been a mutiny and that black sailors had been made into scapegoats for the disaster. His appeal was denied, but by then the plight of the “Port Chicago 50” had succeeded in putting the institutional racism of the American military under the microscope. The Navy adopted new standards for the safe handling of munitions, and even began using a mix of both white and black recruits as stevedores. Following a flood of letters and petitions from concerned citizens—including a note from former first lady Eleanor Roosevelt—it was also compelled to reevaluate the mutineers’ punishment. In January 1946, after some sixteen months behind bars, nearly all the men were given clemency and quietly released from prison. Only one month later, the Navy became the first branch of the U.S. military to fully desegregate its ranks.

While the Port Chicago 50 were later hailed as early heroes of the civil rights movement, the Navy never officially exonerated them of mutiny. President Bill Clinton issued a pardon to sailor Freddie Meeks in 1999, but the other men all died without having their names cleared. Some, such as Joseph Small, had actively refused to seek a pardon. “That means, ‘You’re guilty but we forgive you,’” he said before his death in 1996. “We want the decisions set aside.” Today, the site of the deadly explosion that led to their protest is home to a memorial to the more than 700 people who were killed or wounded in the Port Chicago disaster.

SA Matters!

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Nine Dangerous Mindsets – Part 6: The Silent

By Rich Gasaway, PhD.

Welcome to part six of this nine-part series on dangerous mindsets that can impact situational awareness. I appreciate all of the very kind feedback I have been receiving on this series on Facebook, Twitter and by email. Your positive feedback energizes me so much. Thank you.

In this segment we're going to discuss the Silent member. This member, for whatever reason, will not speak up even if something is going horribly wrong. This can have devastating consequences on team safety because the Silent member may see something very important for the safety of personnel operating at the scene yet never say a word.

Quickly, let's review the dangerous mindsets list that will be covered in this series:

- The starter (a.k.a., the new member)
- The subordinate (a.k.a., the loyal follower)
- The specialist (a.k.a., the expert or 'know-it-all')
- The superior (a.k.a., the BOSS!)
- The stubborn (a.k.a., the defiant)
- The silent (a.k.a., the shy one)
- The superman/Superwoman (a.k.a., the unstoppable)
- The slacker (a.k.a., the complacent)
- The synergist (a.k.a., the like-minded)

Cat got your tongue?

Why wouldn't a member speak up and share critical information that could save someone's life? There are many possible reasons but I'll explore just a few. First, the member could be afraid that speaking up will be perceived as being a trouble maker or a dissident or disobedient to authority.



Some members defy authority. Other members fear authority. Those who defy are often very outspoken, perhaps even obnoxious when it comes to pointing out everything that's wrong with the decision making of superiors. Conversely though, the Silent is soft-spoken and sometimes silent to the point that nothing will be said, even if superiors are making mistakes that could result in injuries or deaths.

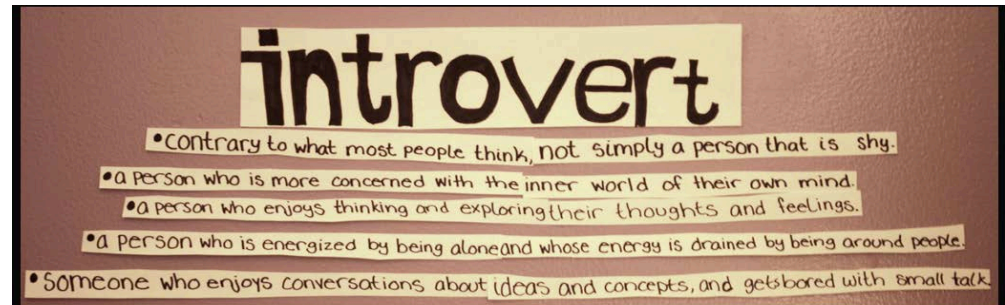
We have well-established, through dozens of articles, that situational awareness is vulnerable under stress even among the most talented of supervisors. A subordinate who fears speaking up has a dangerous mindset. I once suffered a near-miss at a fire scene because I did not speak up when I saw something going wrong. I know, those who know me would say, I'm anything but the Silent one. But such was not always the case.

SA Matters (Cont.)

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Early in my career I feared authority and those who had power over me. The thought of speaking up mortified me. When I had an opportunity at a fire scene to speak up and point out something that was going wrong, I didn't. As a result, several of my colleagues were injured (I was not). I'm not proud that happened, but at the time, I was too afraid and, quite frankly, I didn't know how to speak up.

Introvert



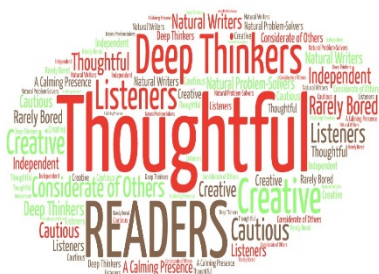
Some team members are introverts. There are some misconceptions about introverts including they are shy and quiet. Some are, but not all are. There is something different going on inside the brain of an introvert. The frontal lobes of the brain of an introvert are stimulated by solidarity and become very active. Introverts can be excellent problem solvers and complex thinkers. This comes from introspection.

Extroverts, on the other hand, have more activity in the sensory areas of the brain and, therefore, seek external stimulation through social activities. There's nothing wrong with either trait. All we need to know is they are different and it is a function of their brain.

Introverts tend to keep their energy and enthusiasm to themselves. They may also, in turn, keep concerns to themselves and this can contribute to dangerous outcomes. Introverts tend to reflect before speaking up or reacting to a situation. Again, in a dynamically changing environment, the delay can be dangerous. Some introverts prefer written communications over verbal communications. Unfortunately, emergency scenes don't lend themselves well to written communications. Finally, introverts can repeatedly rehearse what they want to say in their minds which can lead them to believe they already said something when in reality they didn't. This can also cause a problem on an emergency scene if the introvert believes an update or progress report was transmitted when, in fact, it wasn't.

Upbringing

Some are raised in a household where it is considered respectful to only speak when spoken to. Thus, they have learned to keep their mouths shut. Honestly, I've known a few people who I wish were raised in such a household because they simply don't know how to keep their mouths shut... ever! But that's a topic for another article. A person who was raised in an environment where they were ridiculed or chastised for speaking up may develop a habit of keeping their mouth shut. They're not shy. They're just being respectful or they're afraid to speak up. Either way, this can be dangerous.



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Rich Gasaway, PhD.

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Lack of confidence or self-esteem

Some responders may lack the confidence or self-esteem to speak up. If they are new on the job or if they feel under trained or under qualified, they may not speak up because they don't have the self-confidence to believe their contributions will be valuable to the situation. Likewise, someone whose self-esteem is low may not see themselves as worthy of being a contributor. This condition may have been promulgated over years of being beat down by family members, friends, bosses, or teachers. This person sees the consequence of speaking up as too great. Therefore, they don't speak up.

Dr. Gasaway's Advice

Supervisors and co-workers with healthy egos and strong self-esteem want other team members to speak up if something is going wrong or if someone sees something that can be harmful. Leaders cannot, however, assume that underlings know that it's safe and appreciated when they speak up. This is something the leader must communicate directly (no assumptions) and, when someone does display the courage to speak up, the leader must not admonish them or they will shut down.



This relationship is likely to be developed and maintained (or destroyed) in the non-emergency interactions. If a positive environment is fostered in daily interactions and workers are encouraged to freely share ideas and dissent when they feel things are going in a bad direction, this will transition over to the emergency scene as well. For a worker to speak up, they must not feel threatened and they must feel appreciated.

If your silent member is an introvert, learn to ask open ended questions and be patient for responses. If there are a few seconds of awkward silence, avoid filling it in with your own answers. Be patient. Introverts need to reflect and rehearse their responses. Understand the pace may be a little slower than what you want or expect.



Action Items

1. Discuss ways to involve Silent members in daily interaction and non-emergency decisions.
2. Discuss with Silent members the best way to approach a supervisor when they believe things are not going well and need to share critical information.
3. Discuss how to temper input so Silent members are able to participate and be involved. This may include discussing strategies about how to tone down extremely vocal members. Simply because a member is loud, it doesn't make them right.

Fire Prevention

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Fire Protection Engineer Vs Fire Inspector

By Jeffrey Fernaays Hawaii Regional Fire Prevention Chief

This article focuses on the difference between Fire Protection Engineers (FPE) and Fire Inspectors and their specific responsibilities. Guidance can be found in OPNAVINST 11320.23G *Navy Fire and Emergency Services Program* the instruction provides a basic knowledge of what is required by the Fire Prevention Division and how the FPE and Naval Facilities Engineering Command (NAVFAC) provide support for and to maintain fire suppression and detection systems.

Whenever a question arises concerning a broken or out of service fire detection or suppression system the Fire Prevention Division invariably becomes the target of the question. While your typical Fire Inspector can tell you how a detector or sprinkler head functions and how to avoid interfering with their operation, the Fire Inspector does not have the expertise to design pipe schedules or wiring diagrams. Those questions are always passed forward to an FPE for answers. Unfortunately, most people are under the assumption that if the word fire is associated with a broken device or system that it belongs to the Fire Department.

So here is my best attempt to explain the difference between the two. A Fire Protection Engineer as defined in the Unified Facilities Criteria 3-600-01 *Fire Protection Engineering for Facilities* as “An individual who is a registered professional engineer (P.E.) who has passed the fire protection engineering written examination administered by the National Council of Examiners for Engineering and Surveying (NCEES) and has relevant fire protection engineering experience”. FPEs are responsible for the design and installation of fire suppression equipment, fire detection equipment and insuring fire resistant building materials are part of a construction project. The FPE determines the why, where, and the how these devices and systems are designed, installed, tested, and maintained to make sure potential fire and life safety dangers are held to a minimum. The FPE is also considered the Authority Having Jurisdiction (AHJ) for fire and life safety systems concerns in facilities within their area of responsibility.

The FPE can be a connection to NAVFAC fire alarm and fire suppression technicians to verify technician’s qualifications and verify servicing of installed systems within buildings. The FPE is part of the Engineering Section located at the NAVFAC building or office and is not a part of the Fire Department.

Now let me talk about Fire Inspectors and the Fire Prevention Division. The Fire Prevention Division has three functional areas of responsibility, code compliance, construction plan reviews and public education. The Fire Inspector is certified through the International Fire Service Accreditation Congress (IFSAC) as Fire Inspector I, II or III based on requirements of their assigned position.

Fire Prevention (Cont.)

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The Fire Inspector's assignment begins when fire protection and detection systems have passed required testing and remaining construction phases are complete with occupants given the okay to move into a given facility. This is when the new or renovated building or structure is added or returned to the annual fire inspection schedule. Inspectors do not test or activate any fire suppression or detection systems; they verify the systems are operational and have the proper service tags or documents verifying serviceability. Fire Inspectors have a knowledge of how these systems work, but are not qualified or trained to service or maintain them. The Inspector will also walk through the facility checking for life safety or other national fire code compliance issues. The most critical factor is that the occupants are using the facility for the purpose for which it was designed to assure that the fire protection and detection systems installed still meet the requirement as calculated by the FPE.

Fire Inspectors are also your fire and life safety public education specialist for various topics such as; fire extinguishers, exit drills, first aid, hot work and emergency action plans.

The bottom line is that FPEs and your local Fire Prevention Division are two main elements of an important Fire Safety team. They are separate agencies with specific responsibilities and skills that work closely together to keep everyone protected from fire and or other types of emergency situations.

Rebuilt Navy Rigs



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Service Life Extension Program Overhauls



The SLEP overhaul of four ARFF units has been completed at Brindlee Mountain Fire Apparatus in Union Grove, AL. Four units are being delivered, one to NAF El Centro, one to NAS Lemoore, and two units for NAWS China Lake.

BRINDLEE MOUNTAIN
FIRE APPARATUS, LLC

On the Job - Northwest

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Training with Partners from Five Counties



In 2018, NRNW F&ES hosted thirty-two separate joint training and live fire events throughout the region. The events involved firefighters from across five counties and included structural, shipboard live fire evolutions, and multi-company drills. NRNW F&ES provided live fire training using marine, structural, and aircraft mobile live fire trainers, as well as a fixed three story marine trainer located on Naval Base Kitsap – Bangor. Mutual aid partners appreciated the scenarios provided by NRNW F&ES, which required them to navigate various pinch points, elevation changes, different fire presentations and

conditions they don't normally encounter in their home trainers.

The multi-company drills the our mutual-aid partners participated in included shipboard emergency response and a post-earthquake patient evacuation drill at Naval Hospital Bremerton. The drills provided personnel with the opportunity to practice unified command, patient care, search and rescue operations, communications, damaged building assessments and evacuating personnel from upper stories.

Over six hundred firefighters from five different counties participated in the various training events, with perhaps the most unique event occurring at Naval Base Kitsap – Bangor. NRNW F&ES Firefighter Kyle Davison enjoyed the unusual opportunity to conduct several live fire



Kyle Davison

Steve Davison

training evolutions alongside his father, Central Kitsap Fire and Rescue Lieutenant Steve Davison. On training with his dad, Firefighter Davison said, "It was the most awesome feeling in the world."

The multiple events provided opportunities for improved inter-agency communication and operation integration that is essential to operational crews from different agencies to function effectively together.

In 2019 NRNW F&ES looks forward to continuing to host our mutual aid partners in an ever increasing variety and number of drills and exercises that will allow us all to be as prepared as possible to function safely and effectively when "the big one" does knock on our door.

Monitor Your Benefits

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Review Your Leave and Earnings Statement

Civilian Benefits Center

The Department of the Navy highly encourages employees to review their biweekly Defense Finance and Accounting Service (DFAS) Leave and Earnings Statement (LES) to ensure benefits deductions match their benefits elections and to ensure all other information is accurately reflected. This review will enable employees to identify incorrect deductions to avoid future indebtedness.

Federal Employees Health Benefits (FEHB)

Health insurance premiums are listed under the “Deductions” section of the LES as “FEHB.” The FEHB enrollment code will be listed next to the premium under the “Code” column. A list of FEHB premiums is available at www.opm.gov/insure/health/rates/index.asp.

Ensure your FEHB enrollment is appropriate for the number of eligible family members you have. There is no automatic enrollment change when you no longer have family members eligible for coverage (a spouse or children under age 26); you must make an election to change your coverage. If the last digit of your enrollment code is 2 or 5, you are enrolled in a Self and Family plan (Examples: 105, 112, 442, etc.). If the last digit of your enrollment code is 3 or 6, you are enrolled in a Self Plus One plan (Examples: 106, 113, 423, etc.). If you no longer have family members eligible for coverage, call the Benefits Line to determine your eligibility to make an election change.

Federal Employees’ Group Life Insurance (FEGLI)

Premiums for Basic and Optional insurance are listed under the “Deductions” section on the LES separately.

Basic insurance premiums are listed as “FEGLI.” Your FEGLI enrollment code will be listed next to the premium under “Code.” This enrollment code should match Block 27 of your most recent SF-50, Notification of Personnel Action. Optional insurance premiums are listed as “FEGLI OPTNL.” Under “Code” the options will be identified as “A” for Standard, “B” for Additional, or “C” for Family.

The Office of Personnel Management FEGLI calculator and premium chart can help you determine the value and cost of your FEGLI coverage. The calculator and chart are available at www.opm.gov/retirement-services/calculators/fegli-calculator/. Please note that at age 55, the premiums for optional insurance increase substantially.

Reminder: Option C – Family enrollment does not automatically terminate when you no longer have family members eligible for coverage (a spouse or children under age 22). If you have deductions for Option C and have no eligible family members, contact the Benefits Line to make an enrollment change.

Monitor Your Benefits

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Thrift Savings Plan (TSP)

Regular TSP contributions are listed as “TSP Savings” under the “Deductions” section on your LES. If your contributions are based on a percentage of your salary, the percentage is listed in Block 22. Your regular TSP election continues from year to year unless you make a change.

TSP catch-up contributions are listed as “TSP CUC” and TSP catch-up Roth contributions are listed as “Roth CUC.” A TSP catch-up election does not continue from one calendar year to the next; you must make a new election. You can make the catch-up election at any time.

Federal Flexible Spending Account (FSAFEDS)

You must make an election to participate in the FSAFEDS each calendar year. Healthcare FSAFEDS contributions are listed as “FSA-HC” and Dependent Care FSAFEDS contributions are listed as “FSA-DC” under the “Deductions” section on your LES.

If you have questions about your FSAFEDS withholdings, call FSAFEDS at 877-372-3337, Monday through Friday, 9 a.m. to 9 p.m. Eastern Time. The international number is (your international prefix) + 1-650-577-5294.

Federal Employees Dental and Vision Insurance Program (FEDVIP)

Dental insurance premiums are listed as “Dental” and vision insurance premiums are listed as “Vision” under the “Deductions” section on your LES. A list of dental and vision premiums is available at www.opm.gov/healthcare-insurance/dental-vision/plan-information/#url=Premiums.

If you have questions about your FEDVIP withholdings, call BENEFEDS at 877-888-3337, Monday through Friday from 9 a.m. to 7 p.m. Eastern Time. The international number is (your international prefix) + 1-571-730-5942.

Federal Long Term Care Insurance Program (FLTCIP)

Long term care insurance premiums are listed on the LES as “Long Term Care” under the “Deductions” section on your LES. If you have questions about your FLTCIP withholdings, contact Long Term Care Partners at 800-582-3337, Monday through Friday, 8 a.m. to 7 p.m., Eastern Time, except on federal holidays.

Need Assistance?

If you have questions about FEHB, FEGLI, TSP, or retirement, call the Benefits Line at 888-320-2917 from 7:30 a.m. to 7:30 p.m., Eastern Time, Monday - Friday, except on Federal holidays.

You may also email your questions to navybenefits@navy.mil. Please include your Full name, pay plan, grade, and contact telephone number, but please do not include Privacy Act or other Personally Identifiable Information such as date of birth or social security number in your email correspondence.

Human Relations

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Diversity

Think about your interactions with people past and present

By Wayne D. Anderson

If you are ever interested in a study of human behavior, say the word “diversity” around the kitchen table of a fire station (or any workplace for that matter) and stand back. You will likely see one of several reactions: One is the sound of footsteps leaving the room like they are running down the hall for a box alarm. Another response is getting that thousand-yard stare as if to say, “I wasn’t quick enough to run out now I’m stuck and thinking about hunting, fishing, golfing or whatever.” The third response is the now-classic eye roll and head shake from the chief, the officer, the leader or crewmember who has previously made comments, usually negative, toward people who are different. In their view “different is bad”.

Now before all the firehouse lawyers file legal briefs citing times and circumstances when something different is bad, remember we are talking about diversity. For sure, when a firefighter single handedly takes a 2 ½” line and knocks down a building fire, that’s different, but a good kind of different. On the other hand, when a firefighter can’t seem to open the bale in the heat of battle; that too is different, but a bad kind of different. These differences are technical in nature.

The “different” I am referring to is when you see someone who does not look like you and an initial negative impression is formed, or perhaps you dismiss or judge the other person’s involvement or participation because they appear different before they even have a chance to “prove” themselves. On a daily basis, we are bombarded by negative images of people by the media, political ideology, culture, or ignorance and we form these negative (prejudicial) outlooks on people. Subsequently, these negatives, if left unchecked can lead to deeper forms of resentment such as racism, sexism and other abnormal societal behaviors. Without intervention, these viewpoints can lead to workplace discrimination. Perhaps you have seen the video of the incident where a fire chief and crew responded to a motor vehicle accident on an interstate and offered to assist the occupants of one vehicle but not the other vehicle’s occupants who were black. The Chief could be heard using the “N” word in the video. The idea of not attending to people during an emergency call because they look different is resentment which has gone unchecked. Why? Because, it would be difficult to understand that someone without any prior negative predispositions awoke one morning and decided this was the day to not offer assistance based on a difference in color.

Let’s put this in the context that relates to the job. A 911 call for a cardiac condition will progressively get worse if left unchecked. A room and content fire will burn down the house and maybe a good portion of a modern community if left unchecked. So, would it be a stretch to believe if you have a negative thought of someone simply because they are different, those thoughts would not, if left unchecked, progressively get worse?

Human Relations (Cont.)

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Wayne Anderson

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While diversity statistics and polls can be used to support this article, the intent here is to provoke thought across our ranks. If this article is reaching you, think about your interactions with people past and present. Have you formed a negative opinion or have you been dismissive of people because they did not look like you? I remember playing golf with several of my peers and on one of the holes I played very well and was complimented by one of the players who stated, “that was a good hole for you, and for that, you can sit in the front of the bus.” Wow! We have not had to worry about where to sit on a bus since Rosa Parks. Couldn’t there just have been a congratulations on playing a good hole? Why was there a need to marginalize success by relating a difference of someone’s color to a painful event in our American history?

Playing a joke on your friend by hanging a noose in their locker, using derogatory language toward your co-workers because they look different, or assigning tasks on the basis the employee appears different are representative of a mindset that being different is bad or wrong.

As firefighters, we are judged by our words and actions on the job and in the public’s view. Whether your response area is urban, rural, or suburban, as firefighters, we must provide the best service to our communities without regard to those who are different.

As officers, we should not be silent by tolerating language, behavior, and actions of crewmembers that denigrate team members and the public we serve. Sure, the fire station is not a sterile environment, but as supervisors, we should be able to understand when our folks cross the line. Let’s suppose during one of the morning briefings, the crew is advised a female firefighter from another battalion is being transferred in. One of the crew quips “we’ll have to watch what we say now.” As their officer, do you have a response? Is one needed?

As a chief executive, there must be an unwavering commitment to diversity and inclusiveness in the organization. Any dilution of these principles could be viewed as being “situation dependent” which could undermine leadership’s credibility within the workforce.

Firefighters are portrayed as one of the most trustworthy and admired public servants in a profession. To sustain that principled status, we must understand we do not live in a bubble and are not immune to society’s pressures. We must continually remind ourselves of the perils of pre-judging, even before we speak.

The people we see in everyday life and particularly those we walk through the door with at 0600 hours may look different, may have a different accent, may walk differently, or may have a belief different than yours. Presuming these differences are bad or wrong undermines the cohesive work environment we strive to achieve. We should work to create environments where differences are accepted. This is the first step toward understanding diversity.

Wayne D. Anderson has been in the fire service for over 20 years and is currently serving as a battalion chief with Loudoun County (VA) Fire and Rescue. He is also a retired U.S. Navy veteran. Anderson has a bachelor’s in management and a master’s in public administration.

Airports and Heliports

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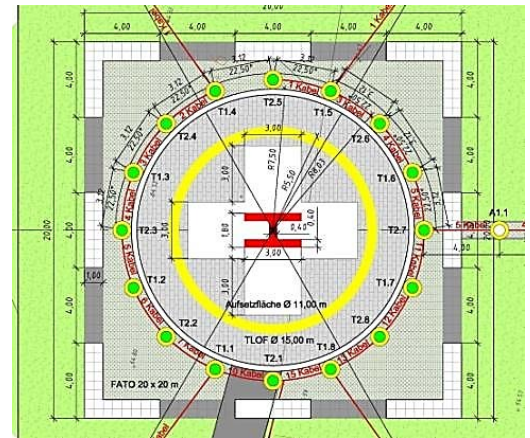


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Fire Safety Critical to the Air Mission?

By Mark Weil, CFPS

Airports and Heliports within NFPA 1 with Navy Amendments are important to those impacted especially Navy installations with an air mission. The reason for this is these operations can be very hazardous. That is why utilizing and executing the standard effectively can ensure that aircraft servicing hangars, terminals and rooftop landing facilities are fire safe during the mission and activities involved.



As we look further into the Airports and Heliports within NFPA 1 with Navy Amendments chapter 21. The following are the top five fire safe elements that must be considered within these facilities:

1. Construction and protection of aircraft hangars from fire must comply with NFPA 1 with Navy Amendments chapter 21, CNICINST 11320.23 *Navy Fire and Emergency Services Program*, NFPA 409, *Standard on Aircraft Hangars*, NFPA 410, *Standard on Aircraft Maintenance* and NFPA 101 sections 40.6 and 42.6.
2. Hangars, terminals and for all buildings with a rooftop heliports fire department access roads must be maintained in accordance with NFPA 1 with Navy Amendments chapter 18. In addition, access for firefighting operations is an important detail as referenced in the standard that must be considered.
3. The means of egress for hangars, terminals and for all buildings with a rooftop heliport there must be not less than two means of egress in these facilities. Each facility has particular egress aspect within standard and the guidance and enforcement elements necessary.
4. In these facilities smoking is prohibited. NFPA 1 with Navy Amendments section 10.9 smoking needs to be considered based on these circumstances as noted.
5. When it comes to construction and fire protection requirements within NFPA 1 with Navy Amendments chapter 21 each facility has certain requirements. This is why it is important to understand those requirements within the chapter to ensure compliance with the standard. In addition, it is critical to consult with your NAVFACENGCOM or cognizant regional FPE for review and approval.

Airports and Heliports within NFPA 1 with Navy Amendments are important. This why ensuring the standard is effectively implemented can ensure these operations remain fire safe and the air mission is accomplished.

Dual Dispatch

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Can It Save Lives?

From https://www.fema.gov/current_events/122018.html

Survival chances increase when EMT-trained firefighters are dual-dispatched with EMS units

The American Heart Association estimates that there are more than 356,000 out-of-hospital cardiac arrests (OHCA) annually and that about 90% are fatal. Reducing response times to OHCA and ensuring quicker initiation of CPR and defibrillation is critical to saving lives.

Some studies show response times decrease when trained and equipped firefighters or police are dispatched with EMS. But how significant is the time difference between when a fire unit arrives and when EMS does? Can the earlier intervention by trained firefighters really contribute significantly to a positive outcome?

A recent study¹ involving the Houston Fire Department evaluated the survivability outcomes when EMT-trained firefighters were dual-dispatched with EMS units. It measured the return of spontaneous circulation in OHCA victims under a variety of conditions such as the type of heart rhythm, whether bystander CPR was conducted first, and whether the cardiac event was witnessed.

Study results

Fire apparatus arrived first on scene almost half (46.7%) of the time on OHCA calls and on average about 2 minutes before the first EMS unit arrived. They beat EMS to OHCA cases by a median time of 1.5 minutes. These 1.5 minutes matter. Consider this:

In instances where bystander CPR was performed, a 1.5 minute delay in EMS response led to a 20.1% decrease in the probability of attaining return of spontaneous circulation across all types of heart rhythms. In the more common cases of ventricular fibrillation, that same 1.5 minute delay led to a 47.7% decreased probability of the return of spontaneous circulation.

Study takeaways

Dual dispatch of EMT-trained firefighters shortens response time and leads to a significant increase in the chance for survival.

It did not matter how soon the later arrival of the EMS unit occurred. EMT-trained and equipped firefighters can make the difference by reducing the all-critical response time.

The Houston Fire Department used this study to justify to City of Houston leaders the continued use of dual dispatch. The authors of this study believe that dual dispatch has the potential to achieve these same results in other large cities.

Pay Raise?

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Will Federal Employees See a 1.9% Raise?

By Erich Wagner, www.govexec.com



When the bill to keep the government open through 30 September was signed it also authorized a 1.9% pay increase for federal civilian employees, effectively overriding the pay freeze enacted last December.

But that action is merely the first step in the process to provide a pay raise to federal workers, particularly since the provision is retroactive to the beginning of the year.

According to a former Office of Management and Budget official familiar with the federal compensation system, the government is now obligated to issue an executive order authorizing a 1.9% raise and publishing new pay tables across the various compensation structures.

Once those pay tables are published, agency payroll processors will replace existing pay tables in their systems, likely beginning with the next full pay period. Since the current pay period ends Saturday, the first paycheck with the raise will most likely go out during the first or third week of March, provided the order is issued in a timely manner.

OPM was unable to respond immediately to a query from Government Executive.

Where things get more complicated is the issue of providing the pay retroactively. Since the bill states that the raise is effective as of the first pay period of 2019, that means agencies will be required to give lump sum payments to workers for what they are owed since 6 January. And that work comes as federal payroll processors continue to iron out problems where some employees who were furloughed or forced to work without pay during the 35-day partial government shutdown were not paid all that they were owed or saw key deductions not taken out of their paychecks.

The former official said they expect the process of providing raise-related back pay to go much more smoothly than post-shutdown back pay. Although some of the mistakes were related to agencies estimating employees' hours rather than using certified time cards in an effort to pay people as quickly as possible, that issue likely will have been fixed by the time agencies must calculate what an employee is owed.

Still, it could take weeks for federal workers to see the retroactive raise in their bank accounts.

Cancer Risk

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Firefighter Decon: Knowledge Versus Practice

Understanding firefighter beliefs and behaviors related to cleaning and decontaminating bunker gear after a fire is an essential first step in devising an effective health intervention to reduce risks.

Firefighters face substantial risks of exposure to carcinogens and other toxins. These exposure risks result most often from dermal absorption during a fire or inhalation of off-gassing particles (volatile organic compounds and polycyclic aromatic hydrocarbons) from contaminated bunker gear during removal.

A recent study¹ examined firefighter attitudes, norms and perceived barriers to field decontamination processes. Data for the study was collected from a survey of 482 firefighters from four South Florida fire departments.

Study results

- Firefighter attitudes were overwhelmingly favorable towards cleaning gear. However, actual firefighter decontamination and cleaning behaviors did not follow at the same level. We also see this divergence of attitude and behavior in other areas of health concern, such as public attitudes and behaviors related to organ donation.
- Firefighters only showered about 64 percent of the time within an hour. Ten percent reported they never or only rarely showered immediately after a fire.
- Other recommended decontamination steps occurred only “sometimes” or even less frequently.
- Routine cleaning of bunker gear back at the station should be a standard practice but only 15 percent of firefighters reported doing this regularly.
- Hood swap and field decontamination practices were still considered a “new” practice, with barriers still blocking wide adoption.
- Firefighters reported high levels of concern about the time it took to clean gear and the negative impact of having wet gear on job performance.
- Peer-influence may still also adversely impact individual post-fire cleaning behavior.

Key takeaway

Firefighters fully recognize the benefits of post-fire cleaning and decontamination. The challenge, though, lies in getting them to act on this knowledge. A successful behavioral health intervention for firefighter decontamination needs to overcome two major potential challenges.

1. The perceived norm among a group of peers.
2. The perceived job or organizational barriers that inhibit the adoption of acknowledged decontamination practices.

In a future article, we’ll look at a study that addressed these challenges with messaging based on behavioral change theory.

Healthy Eats

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Spinach Lasagna

For the Quick Tomato Sauce

4 tablespoons olive oil
3 lbs ripe plum tomatoes, coarsely chopped
3 cloves garlic, smashed and thinly sliced
2 small dried red pepper, seeds removed
1 teaspoon salt or to taste
2 tablespoons freshly grated Parmesan cheese

For the Lasagna:

1 pound whole wheat lasagna
1 tablespoon olive oil
4 cloves garlic, smashed and thinly sliced
2 lbs spinach, washed, roughly chopped
Salt, to taste
2 cups ricotta cheese
¼ cup Parmesan cheese
1 cup shredded mozzarella cheese, divided
Black pepper, to taste

1. Preheat the oven to 350 degrees. Make the Quick Tomato Sauce.

2. Bring a pot of salted water to boil. Par-boil the lasagna according to package instructions. Drain and lay in a single layer on parchment paper or non-stick surface.

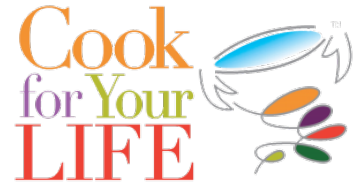
3. Heat a wide skillet over medium heat and cook the olive oil and garlic for 3 minutes. Turn the heat up to medium-high and add the spinach with a pinch of salt. Cook, stirring, until just wilted, about 1 to 2 minutes. Transfer to a colander and press the water out of the spinach.

4. In a medium bowl, mix the drained spinach, ricotta cheese, Parmesan cheese, half of the shredded mozzarella, black pepper, and a pinch of salt.

5. Lightly oil a 13 x 9-inch baking pan. Spread 2 heaping spoonfuls of tomato sauce on the bottom, then spread a single layer of the par-boiled noodles. Spread half the ricotta mixture on top, then cover with another layer of noodles. Spread ¾ of the remaining tomato sauce, then another layer of noodles. Pour on the remaining ricotta mixture and evenly distribute, then cover with the last of the lasagna noodles. Top with the remaining tomato sauce and the reserved mozzarella cheese.

6. Cover with foil, and bake for 15 minutes. Uncover and bake for another 5 minutes until bubbling. Let cool slightly then serve.

From www.cookforyourlife.org



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CHANGE YOUR CLOCKS | CHANGE YOUR BATTERIES

Daylight Savings Time Begins March 9th



Navy F&ES POCs

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Navy F&ES Hall of Fame



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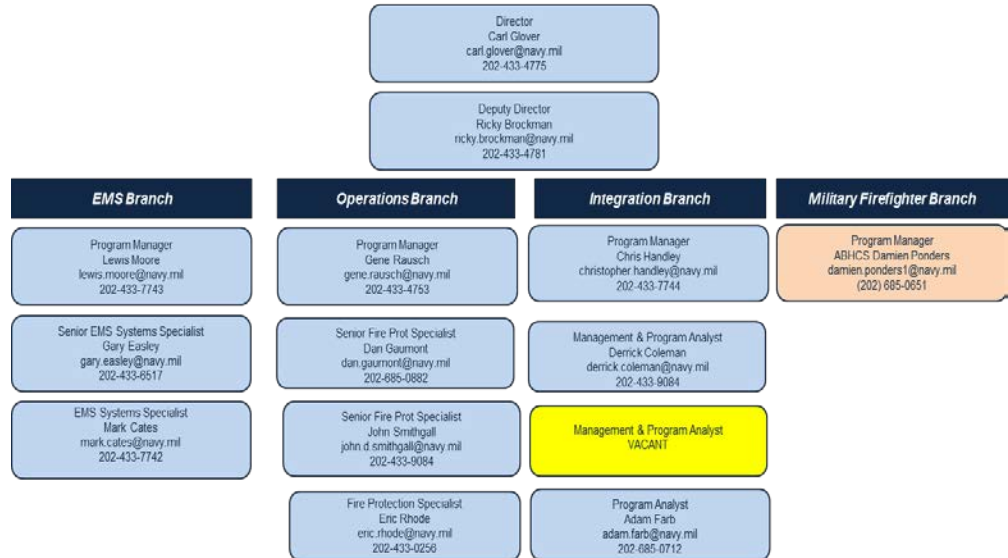
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