



What's Happening

Navy Fire and Emergency Services Newsletter
Protecting Those Who Defend America



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TABLE OF CONTENTS

- [Chiefs Clipboard](#)
- [Combs Cartoon](#)
- [Last Alarms](#)
- [TCoOO Update](#)
- [Dwain Bradshaw](#)
- [Back in the Day](#)
- [Navy Fire on TV](#)
- [FPW Hawaii](#)
- [FPW Japan](#)
- [Retired Pay News](#)
- [Discipline](#)
- [SA Matters!](#)
- [On the Job - CNRMA](#)
- [Commissary and Exchange](#)
- [New Book](#)
- [Continuous Improvement](#)
- [TSP Activity](#)
- [Career Tips](#)
- [New Navy Rigs](#)
- [NFA Opportunity](#)
- [Responder Safety](#)
- [Tax News](#)
- [F&ES POCs](#)
- [Navy F&ES Legacy](#)
- [News Distribution](#)

Condemned If You Do, Condemned If You Don't

By Ronny J. Coleman

It looks like our time of being in the spotlight of being America's Hero might be changing. What I am referring to is the phenomenon that is occurring that is being caused by a change in philosophy that firefighting may require a different approach to offensive operations. Maybe we are facing a time when the Incident Commander may have to say: "No more Mr. Nice Guy". We are not going in! We are going to play defense."



The discussion of this dilemma is based upon the rationale being proposed by instructors and text book writers that under certain circumstances the incident commander must decide whether to either - go in - or stay out. The consequences of the latter are that the building burns to the ground.

Is that decision really an option for an incident commander? I personally believe the answer to that is yes. I believe it has been invoked before. Is it a choice that we would feel comfortable making....Well, maybe the answer to that is - No? If you are an incident commander you might have to make that decision sometime soon. What is it gonna be? If you do decide to not go in can there be a public outcry? Not only Yes, but that has already occurred. In some cases it has spawned lawsuits for incompetent firefighting tactics and strategy.

Does everyone agree that if there is no visible or viable human life in a burning building that it makes no sense risking the life of a firefighter to go in there? The answer to that question is probably a qualified yes. There are some firefighters that still subscribe to the idea that we signed on to risk our lives and it is just a price we have to pay. We have to go in. They, as a group, seem to be getting less dominate every day.

If that is really true, then tell me why we continually place our people inside of burning structures. Let me guess, you're not sure if there is anyone in there. You've been told that there may be someone in there. Does everyone agree that there are some conditions under which you might take the risk, as a calculation of what you think you can withstand a reasonable time span to save a life?



Supporting the Fleet, Fighter, and Family



Clipboard (Cont.)

[Back to Table of Contents](#)



[Back to Table of Contents](#)

Come on- Say yes, because that is what is going to happen anyway. Remember that “we risk a lot to save a lot” slogan?

Now let’s talk about your decision making window. Just how long do you have to make that decision? Is it measured in seconds, or minutes or hours? I would submit it is more likely to be in the seconds and minutes range. I also believe that we have killed firefighters by leaving them in places where they did not belong hours after the fire was out.

What does contemporary wisdom say about taking risk? Today we do talk a lot about risk. But, generally speaking decision making is still treated as personal set of choices not risk – benefit based.

Back-up a few paragraphs. What is at risk? What benefits are there to act? If you are successful and a life is saved you’re a hero. If you’re the incident commander and your crew is killed or injured you subject to an investigation. Your reputation can be destroyed in a matter of minutes. If you are wrong, and you or those you took in with you die; the victim may or may not even be there, you get to be a part of a NIOSH Investigation. That is certainly not the way to end a career.

But, let go back to the present –

You are a Captain of some other rank of company officer, and you are on your hands and knees, you are engaged in making an entry. RIC/RIT is in place. Visibility is zero in the building. You are aware that there is no one in the building. Decision time. Go or no go? What is the risk to you right then? What are the benefits to you if you proceed?

Elevate that decision process to being a chief officer that is serving as an incident commander. You have several crews about to enter. You have some crews about ready to ventilate. Decision time; Go or No Go?

You can pretty well be assured that there is going to be a limit to the time period you now have to do anything of significance at either level. Rules of air management are now part of risk assessment also. What is going through your mind? You don’t need to be considered a wimp by wearing SCBA anymore. But, you had better not be staying in there until your bell starts ringing.

Interestingly, the way the fire behaves doesn’t look like the one at the drill tower. Right, that fire was using gas for flame and heat. In this case we are burning plastics and wood. Is the fire we fought at the tower a replica of the one we are seeing for real? What’s your reason for continuing? You know this is a crowd forming up outside of the structure. Are you going to act because you think they have an expectation of what you should do?

What benefits are there to moving forward? You might catch the fire. You might not. What’s on fire right now? Is it the contents or is it the structure? That’s one big difference in risk. Let’s keep it simple, contents can mean flashover, structural components can mean collapse.

Which is more likely?

Clipboard (Cont.)

[Back to Table of Contents](#)



Ronny J. Coleman

Why not go on in? After all, the fire department has given you the best PPE ever known in firefighting. They give you a nozzle that can be used as a scalpel. Why not disregard the risk and depend on them to protect you?

If you are already in that building in your mind, you have decided that the risk is minimized and your chance of success is high.

If you are still waiting at that door, you might be processing more information. How long has the fire been in progress? What is the fuel load? What type of floor do you have here? What kind of roof do you have here?

A few more seconds go by and you make a decision that is of great significance. You go or you stay? Let's talk about You Go. What are the factors that you need to have working for you to succeed.

Let me simplify it; you beat the clock. You get to the burning material and extinguish it before the production of large amounts of heat you can probably suppress the fire to create an area of very low temperatures. If its content are still burning after that attack, you still have a problem. Production of combustion byproducts means stay in SCBA. If the fire was in the structure, you now have a concern about stability of the structure. Buildings have collapsed after extinguishment and killed firefighters.

Church steeple anyone?

There it is, firefighting 101, Basic 1A. You get there, you determine what your chances are and you take chances on what happens next. This little scenario plays itself out probably thousands of times per day in rural and gotham America. It is tragic however, that we still have firefighters that will die in the line of duty because they have made the wrong choice because they have taken the time to place their priorities in the right order.

Combs Cartoon



[Back to Table of Contents](#)

Witchcraft Science



Last Alarms

[Back to Table of Contents](#)



Last Alarms

The USFA has reported 52 line of duty deaths to date in 2019. The following line of duty deaths were reported since we published our last issue:

Alex Graham ♥
Washington, DC

Brian Serdynski ♥
Union Grove, WI

Dwain Bradshaw 🚒
Pensacola, FL

John Sing ♥
Boys Town, NE

Jason Menard
Worcester, MA

Darryl Rollins ♥
Amityville, NY

2019 Totals

♥ 28 (53%) 🚒 11 (21%)

♥ Indicates cardiac related death

🚒 Indicates vehicle accident related death



TCoOO Update



[Back to Table of Contents](#)

Taking Care of Our Own

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

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

Name	Location	Point of Contact
Neil Hogan	Navy Region Southwest HQ, CA	Joyce.Matanane@navy.mil
Dana Carneal	Fort Carson, CO	Karen.M.Connors2.civ@mail.mil
Thomas Maury	NAS JRB New Orleans, LA	Matthew.Spreitzer@navy.mil
Mike Lecik	Fort Lee, VA	Demetrice.Mccain2.civ@mail.mil
Rosa Ferreira	Naval Base San Diego, CA	Joyce.Matanane@navy.mil
Chris Bishop	Navy F&ES Gulf Coast	Daniel.Chiappetta@navy.mil
Joshua Thompson	Yakima Training Center	Lynn.T.Hizon3.civ@mail.mil
David Bailey	Norfolk Naval Shipyard, VA	Marc.J.Smith@navy.mil

We provided all the service component chiefs with the proper procedures to enroll someone in the Taking Care of Our Own program. There was a 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.

Dwain Bradshaw

[Back to Table of Contents](#)



[Back to Table of Contents](#)

Fallen Navy Firefighter Laid to Rest

By Jim Little, Pensacola News Journal



Traffic came to a standstill Tuesday along Nine Mile and Pine Forest roads to allow for the last journey of Escambia County Fire Rescue Volunteer District Chief Dwain Bradshaw.

Bradshaw, 41, was killed 6 November 2019 after he was struck by a semi-truck while on the scene of a fatal accident on the Alabama side of the bridge over the Perdido River on Muscogee Road.

Firefighters, police and military members from all over the Gulf Coast region filled the pews at Hillcrest Baptist Church to remember Bradshaw. Escambia County Fire Chief Paul Williams said Bradshaw had a passion for helping other people. "He was man who devoted his entire adult life to not only serving his country but serving his community," Williams said. "He was also a man who not only gave in life but continued to give in his death as an organ donor. That's a legacy that Dwain will leave."

Williams said Bradshaw had been a member of Escambia County Fire Rescue since about 1996. When he died, Bradshaw was serving as volunteer district chief for the Bellview fire station and as volunteer assistant district chief for the Beulah station. Bradshaw was also a U.S. Army veteran, a current member of the Mississippi Air National Guard, a former police officer in Bay Minette, AL, and a career firefighter at Naval Air Station Pensacola.

At 2:30 p.m. Tuesday Bradshaw's final call went out over the radio waves on Escambia County's public safety channel honoring his service to the community. Gov. Ron DeSantis ordered flags in Escambia County and at the state Capitol to fly at half-staff in honor of Bradshaw.

During the funeral service, Beulah Volunteer District Fire Chief Steve McNair said Bradshaw always pushed people to be the best at what they did. "Dwain always had a smile on his face and a hug for his brothers and sisters," McNair said. "He was the Statue of Liberty who held a beacon of light to help others find their way. He loved Escambia County Fire Rescue and strived to make it better."

McNair said Bradshaw would have been proud to see how everyone has come together in the tragedy. "Dwain would tell you, never leave home to start your shift without telling your family that you love them and give them a kiss, because none of us ever know that when we leave, if we would be able to do that again," McNair said.

In lieu of flowers or other gifts, those interested in donating to the Bradshaw family may do so through the [Chief Dwain Bradshaw Memorial Fund GoFundMe](#). All donations will be given to the family.

Back in the Day

[Back to Table of Contents](#)



Development Of Fire Pumps Part 1

By Tom Shand

As horse drawn steamer's gave way to motorized pumpers, fire apparatus builders began to develop models of rotary gear and piston pumps for these new vehicles. The first motorized pumper was built for the Radnor, PA Fire Company with a Knox model D6 chassis and Waterous pump rated at 360 gpm in 1906. American LaFrance produced their first pumpers for San Antonio, TX in 1911 and over the next few years Ahrens Fox, Hale, Robinson and Seagrave all developed volume fire pumps in various configurations.



During the International Association of Fire Chiefs conference held in New York City in September, 1913, eleven different motorized pumpers were demonstrated for fire officials. The testing was conducted by the National Board of Fire Underwriters consisting of a twelve-hour pumping at rated capacity for six hours at 120 PSI and through a single line for three hours at 200 PSI and three hours at 250 PSI. Detailed readings taken every five minutes to evaluate the performance and durability of each apparatus. Points were awarded based upon the pump efficiency, gasoline consumed and the reliability of the vehicle with the Ahrens Fox apparatus winning the competition.

This NBFU pumper testing became the standard for all new pumpers with the acceptance testing often conducted after delivery at the department's location. The NBFU rating system officially changed in 1947 when separate Class A and Class B fire pump ratings were established. The Class A designation was based on delivering 100% pump capacity at 150 psi, 70% at 200 psi and 50% at 250 psi. During 1957, the Class B ratings were discontinued as gasoline engines were capable of producing greater horsepower.

From the early 1920's through the decade of the 1940's fire pump ratings were typically 400 to 750 gpm based upon engine horsepower. Several manufacturers produced higher capacity pumpers including Ahrens Fox, which built a model P-S-4 1300 gpm piston pump in 1923 for Syracuse, NY. With most commercial chassis offering engines rated at 110 to 150 horsepower a Class A pump rated at 500 gpm was a popular choice of many departments and with hundreds of these vehicles built to protect military installations during World War II.

Pump panels of this era were simplistic when compared to today's modern apparatus and consisted of master intake and discharge gauges, engine tachometer, oil and temperature gauges along with a discharge relief valve. Different manufacturers had developed various primer systems with some using rotary vane pumps and others using the engine vacuum systems to initiate pump priming.

[Back to Table of Contents](#)

Back in the Day (Cont.)

[Back to Table of Contents](#)



Tom Shand



During this period several fire apparatus manufacturers designed and built their own fire pumps including American LaFrance, Barton American, Darley and Seagrave. Other builders including Mack, Maxim, Peter Pirsch and Ward LaFrance had marketing arrangements to provide Hale or Waterous fire pumps exclusively on their apparatus. Fire departments would often make purchasing decisions based upon the make and model of fire pump and it was not uncommon to have large fleets of apparatus with a single model of fire pump along with standardized pump panel layouts.

In later years, as diesel engines were introduced into fire apparatus fleets, fire pump configurations changed as well. This will be the subject of a future article. Back in the day, rotary gear and piston fire pumps were the order of the day with experienced pump engineers operating these massive rigs.

Photos from the collection of Tom W. Shand

#1. Syracuse 1923 Ahrens Fox 1300 gpm piston pumper

#2. US Navy Hawaii 1943 International Sanford 500 gpm pumpers



Navy Fire on TV *NBVC Firefighter Rudy Marin on NFL PSA*



[Back to Table of Contents](#)



FPW Hawaii

[Back to Table of Contents](#)

Navy Region Hawaii Fire Prevention

By Jeffrey D Fernaays, Prevention Chief, Navy Region Hawaii Fire Department



It was a busy month of Fire Prevention Week (FPW) activities on the Island of Oahu.

Navy Region Hawaii Fire Department covers a vast area and works hard to bring fire and injury safety education to our communities. This year's events started with the Governor signing the State Proclamation acknowledging Fire Prevention Week as 6-12 October 2019.

Navy Region Hawaii added a new event last year Story Time at the local Libraries, a big success. The Hickam and Scofield Barracks Libraries invited us back to read fire safety stories to the children this year. The Prevention Inspectors added a couple of hands-on activities for the children to enjoy. Story Time was a big success.

Another popular event is visiting the numerous Child Development Centers and the Elementary Schools. Our Firefighters and Paramedics brought their trucks and ambulances which were met with many questions about the tools and equipment used to perform their jobs. In addition to the static displays, Prevention Inspectors set up digital fire extinguisher and stovetop trainers for some hands-on education. All the activities were an overwhelming success as evident from the comments sent from the CDC and School staffs to the Fire Prevention Division.



Here are some comments from the children:

I remember the fake fire. I liked shooting the fire out. – Blayze

I remember the air tank. They help the firefighters to breathe in a fire. –So Jeong

I was scared a little when they dressed up in their suits. –Kellen

I liked when the fireman put on the fire mask. It looked cool. –Konner

I remember Sparky. He was high-fiving us. – Paxton

Navy Region Hawaii Fire Prevention public education never ends but the months of October and November call for a larger commitment providing an outstanding and proficient educational program. It is very challenging to make sure all the DoD entities on Oahu have the same opportunity to participate in the numerous FPW presentations in their communities.

The hard work by everyone in the Prevention Division and the support of Operations Division ensures each year's FPW surpasses the previous year and I say thank you, great job by all.



[Back to Table of Contents](#)

FPW Japan

[Back to Table of Contents](#)



Fire Safety Is Important and Exciting Too!

By Joseph A. Otterbine, Assistant Chief - Prevention, MCIPAC Japan F&ES



Normally it's Fire Prevention Week, but due to the large area we support MCIPAC Japan F&ES carried it a bit farther. We planned visits, educational opportunities, fire truck displays during the entire month of October. This year's theme was "Not Every Hero Wears a Cape. Plan and Practice Your Escape!" MCIPAC Japan F&ES geared up to spread the word by visiting Child Development Centers, Elementary

Schools, Exchanges, Commissaries and Open House activities at the Fire Station. It's important to spread the fire prevention message to all, but we find that reaching out to the young children is paramount, they are like sponges and absorb everything they see and hear.

We have various tools that we used to spread our message, such as our Fire Prevention Safety House – this allows us to talk/teach the children in a home like atmosphere, such as practicing a home escape plan. After the children visit the Safety House, they meet up with an Engine Company to see the fire truck and show them a firefighter that slowly dresses in their bunker gear. This process allows them to see what he/she looks like fully dressed. This plants a seed of trust into the children should they ever encounter a firefighter during a fire incident in their home.



Retired Pay News



[Back to Table of Contents](#)

DoD Announces COLA Increase to Retired Pay

The Department of Defense announced annual cost of living adjustments that will benefit military retirees and survivors during calendar year 2020. Most military retirees will receive a 1.6% increase to their retired pay beginning with the pay they receive on 1 January 2020. Likewise, survivors of members who died on active or inactive duty, or survivors of military retirees who participated in the Survivor Benefit Plan will, in most cases, see a 1.6% increase to their annuities beginning in January.

Survivors who are eligible for the Special Survivor Indemnity Allowance (SSIA) will also receive an increase to their SSIA payments that reflects this 1.6% adjustment. The maximum amount of SSIA payable will be \$323 beginning in January.

Those military retirees who retired during calendar year 2019, and all military retirees who retired under the REDUX retirement system receive a slightly different annual cost of living adjustment. The complete list of updates to military retired and retainer pay, and survivor annuities, allowances, and premiums can be found at

<https://militarypay.defense.gov/Pay/Retirement/Cola.aspx>.

Discipline

[Back to Table of Contents](#)



[Back to Table of Contents](#)

Discipline and the Opportunity For Atonement

By Kris Blume, www.FireRescue1.com

For a fire department to realize its true potential, discipline and accountability must be on display, front and center. In more broad terms, for an organization that aspires to be considered credible, it must demonstrate its commitment to discipline and take actions that align itself with this goal. In the fire service, creating a disciplined organization starts and is demonstrated from the top down. There is no other way. Shortcutting this process amounts to building castles in the sand.

Organizational culture is a direct reflection of demonstrated commitment to the mission, vision and values of the organization. The mission, vision and values are not mutually exclusive, but rather depend on one another to provide members the ability to navigate a well-disciplined organization.

Definitions of discipline seem to include variations of basic principles. Most include a willingness to follow rules and policies and an expectation that one will be held to those standards. Rarely, however, is discipline spoken about in reverent terms. In fact, the mere mention of discipline in an organization incites a cringeworthy reaction. Why is that? Why does the fire service look at discipline as a negative action, in almost all cases, rather than a necessary opportunity to grow a stronger organizational culture and employee?

Discipline as an organizational construct is generally defined as an action taken by a supervisor to modify behaviors or actions that are contrary to the values, policies and procedures that govern the organization. Consistent application of the discipline process is paramount. It is a supervisor's responsibility to provide the environment and education to ensure all employees are competent. This is to say that employees are aware of the expectations of performance, behavior and organizational values. Once made competent, an employee decides their willingness to be compliant. Deviations from compliance should result in discipline.

Discipline is an opportunity. Yes, an opportunity. Discipline offers the employee the opportunity to atone for their actions and be brought back into alignment with organizational values. Discipline and the atonement process that follows are critical to organizational culture and long-term health. Strong leadership and management are required to recognize the opportunity to apply discipline. Do not miss the opportunity to discipline. This may sound terse, but stay with me.

The two robberies of failure to discipline

The failure to discipline employees causes two robberies to occur. The first robbery is the taking away of organizational integrity. Allowing for a deviation from organizational mission and values demonstrates rules and policies are not consistently applied. If this isn't bad enough, failure to apply discipline erodes organizational leadership's ability to fairly demonstrate its stated values. This is not fair to the organization or its employees.

Discipline (Cont.)

[Back to Table of Contents](#)



The second robbery occurs to the employee. Employees who behave outside of the organizational standards or policies require discipline to improve their performance and bring them back into organizational alignment. A resonant organizational leader recognizes, corrects and coaches members back to organizational alignment, as well as addresses issues of competence versus compliance. Proper application of discipline allows for the employee to atone for the infraction and provides an opportunity to have their credibility restored. If supervisors fail to address actions worthy of discipline, they are failing the employee and the organization the opportunity to grow.

Comparing disciplined vs. non-disciplined employees

I challenge you with this. Reflect on two employees – one who received discipline and was given the opportunity to atone for his or her misdeeds, and one who did not receive discipline. I would argue that the employee that was given the opportunity of atonement is held in higher regard by their peers, opposed to the employee that will carry an unsettled debt.

Lack of discipline is not fair to the employee worthy of sanction, nor the other employees in the organization. When competent, compliant employees see a lack of necessary discipline, it sends a message that following the rules is optional and not required. This perception of a double standard is corrosive to organizational morale and credibility.

Embracing discipline to protect the organization

Discipline is both difficult and rewarding. It most certainly requires emotionally intelligent individuals to navigate its application and process. However, healthy organizations embrace the opportunity to discipline in order to protect the value and integrity of both the organization and the employee. Promote discipline as an opportunity and prevent the two robberies from taking place.

Editor's Note: What tips do you have for disciplining members in a constructive way? Share your thoughts at editor@firerescue1.com.

About the Author

Kris Blume is a battalion chief with the Tucson (Arizona) Fire Department. He is a recent Executive Fire Officer (EFO) graduate from the National Fire Academy and an alumnus of the University of Arizona. He has been with the Tucson Fire Department for 19 years.

[Back to Table of Contents](#)



Understanding Stress – Part 5: Tunnel Vision

By Rich Gasaway, PhD.

Welcome to Part 5 of my discussion on stress. In the last segment I talked about the positive and negative impacts of hyper vigilance and its impact on situational awareness.

While stress-released hormones increase arousal of the senses, the brain struggles to process all the information coming in. If you try to process the meaning of all the audible and visual inputs, you may find yourself on the fast-track overload.

In this segment, I'm going to discuss tunnel vision. When I was a new recruit, I vividly remember my training officer telling us 'don't get tunnel vision.' He said it with such conviction that I knew it was important. So I wrote it down. But he never really told us what it was, how we get it and most importantly, how to avoid it. Let's explore the concept of tunnel vision.

Tunneled vision

Early on in my journey into neuroscience I learned something about tunneled vision. It is a mislabeled term. While I have often heard the term used throughout my tenure in public safety – and having used it many times in my early years as an instructor, I never realized that the term tunnel vision does not accurately reflect what happens under stress. It's a little more complex than I had realized.

Tunneled senses

Tunneled senses more accurately depicts the results of stress. All your senses can become tunneled when you are stressed. For vision, it means your visual attention can be focused on one small geographic area of an emergency scene or one task being performed at a scene and you miss seeing things in your periphery. For hearing, it means your audible attention can be focused on one source of sound, like a person talking to you face-to-face or text messages on your phone, or a siren of an approaching engine.

When you are suffering from tunneled senses your situational awareness is vulnerable because you are likely to miss important clues and cues. Many things happen in the peripheral vision that will be lost when vision is tunneled. When hearing is tunneled, you can miss hearing other things happening around you. The fixation on a single conversation or a single sound prevents you from hearing other things.

It gets worse

Researchers at Johns Hopkins University ran a series of audible and visual tests on human subjects, measuring the loss of acuity while engaging them in activities designed to narrow attention. The results were a shocker.

The experiment was designed to tunnel vision – and it did. But a completely unexpected event occurred. While the vision was being tunneled, the performance of the audible control center decreased. That was not a typo.

SA Matters (Cont.)

[Back to Table of Contents](#)



Rich Gasaway, PhD

Tunneled vision led to diminished hearing. Turns out, focusing on something intently led the audio cortex to turn down the volume.

When the researchers performed an experiment to tunnel the hearing, the performance of the visual control center decreased. Again, no typo. Tunneled hearing led to diminished vision.

This led the researchers to conclude that a person intently listening to audible cues, like a radio or cell phone, could have diminished visual performance. It also led the researchers to conclude a person intently focused on something visual could have diminished hearing.

Auditory exclusion

In some cases, when the stress is severe enough, the hearing receptors in the brain may shut off completely. Neuroscience has a term for that. It's called auditory exclusion. Police officers often report that under stress of a gun fight they are unable to recall how many shots were fired because they did not hear them.

One of my teaching associates, is a firefighter, EMT and former police officer. He shares a story during my classes that drives this point home. One night, while sitting in his police car, he was ambushed by a deranged man with a shotgun. The man shot his police car multiple times, though he, himself, only remembers hearing one shot. The forensics evidence revealed the assailant had shot his car six times. My associate suffered from auditory exclusion, not to mention a whole host of other stress reactions he describes in vivid detail.

Dr. Gasaway's Advice

The first step in dealing with narrowing attention is to be aware that you are vulnerable to it happening as your stress level rises. Controlling your stress is one of the best ways to impact all of the ill-effects of the hormonal chemical dump that changes your psychological, cognitive, and physical performance. Breathing techniques are very effective for calming that little pea-sized organ in the brain that is the epicenter of your stress response. Control the pea and control the stress.

Scanning your environment may also help combat the effects of tunneled senses. Scanning visually and scanning audibly. If you find yourself becoming fixed on one task or one sound, make a conscious effort to unlock your senses from it and force yourself to scan your environment, perhaps asking yourself quizzically: What am I missing?

Discussion Questions

1. Is it possible that auditory exclusion could cause critical radio traffic, like a mayday, to be missed?
2. Discuss a time when you missed seeing or hearing something because of tunneled senses.
3. Were you ever taught about auditory exclusion during your emergency training?

[Back to Table of Contents](#)

On the Job - CNRMA

[Back to Table of Contents](#)



Promotion And Awards Ceremony

By: NRMA F&ES Staff

Navy Region Mid-Atlantic Fire & Emergency Services held a promotional badge pinning and awards ceremony for its Hampton Roads, VA operating area the evening of 17 October 2019. Multiple personnel were pinned with new ranks after a recent promotion cycle including ten new GS-9 Supervisory Captains, one Chief Fire Inspector, three Battalion Chiefs, two Assistant Chiefs, and one District Chief. New Battalion Chiefs included Shawn Charity, Christopher Purcell, and William “Will” Stratton. Pinned as Assistant Chief-Operations was Cedric Patterson, assigned to District 3 A-shift; James Welch was pinned as Assistant Chief-Plans Officer, assigned to Fire Headquarters. Former Division Chief-Technical Services Christopher Payne was pinned as District Chief 2, and is now the senior fire officer at Norfolk Naval Shipyard, Naval Weapons Station Yorktown, and Cheatham Annex.



New Supervisory Captain George Beodeker pinned by son



New Battalion Chief Will Stratton

The key note speaker was CNRMA Executive Director Susan Carey.

According to Fire Chief Kevin Janney his leadership team emphasizes the CNIC guiding principles for the shore enterprise, with particular focus on being “brilliant on the basics.” Janney says, “Every firefighter, even a recruit firefighter just out of basic training has core tasks, no matter how basic, that must be performed flawlessly in order for more complex tasks and operations to be successful.”

Executive Director Carey added, “I would agree. I would also agree that those basics will sustain you-you are vital to the Navy as a global power for good and peacekeeping.”

Janney went on to add, “This group of promotees has mastered the CNIC guiding principles and live the example every day. These are the current and future leaders of our department.”

Several awards were also presented by Captain Michael Moore, CNRMA Chief of Staff. They included three Flag Letters of Commendation on behalf of Rear Admiral Charles “Chip” Rock, three Letters of Commendation on behalf of CNRMA Operations and Public Safety Director Captain Monty Ashliman, and three Letters of Appreciation on behalf of Chief Janney.

[Back to Table of Contents](#)

On the Job – CNRMA (Cont.)

[Back to Table of Contents](#)



Firefighter-Paramedic Laura Arrington, Battalion Chief Greg Watts, and Firefighter-EMT Samantha McCaffity were recognized for their efforts in conducting the Girl Scouts of America adventure program “Camp Fury,” supported by the City of Norfolk Fire Department and Navy Region Mid-Atlantic.



District Chief Christopher Payne was recognized for serving as the interim district chief for District 2 prior to his promotion, while simultaneously maintaining Division Chief-Technical Services duties for the region.

Lieutenant Brian Parker was recognized for his work chairing the Self-Contained Breathing Apparatus working group, and his additional duties and travel periods to perform several out-of-state site assistance visits training other SCBA techs and updating MSA software.

Branch Health Clinic Yorktown personnel Mrs. Pamela Wilcox, Dr. Darren Beasley, Mrs. Myrtle Dobson, and Mrs. Karen Martinez were recognized for their significant efforts in assisting the fire department in onboarding new hires. Led by Mrs. Wilcox, the team conducted an accelerated, consolidated pre-entry physical exam and occupational health screening process for 24 firefighter, 29 police officer, and 31 dispatcher candidates to facilitate faster onboarding after a recent public safety hiring fair.

Commissary and Exchange



[Back to Table of Contents](#)

DoD Expanding Access to More Veterans

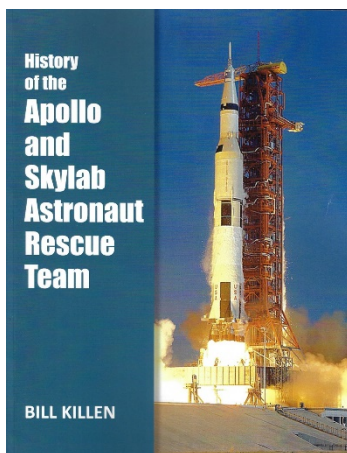
The Department of Defense is expanding commissary, military exchange, and morale, welfare, and recreation (MWR) retail privileges on U.S. military installations as specified in the Purple Heart and Disabled Veterans Equal Access Act of 2018, included in the John S. McCain National Defense Authorization Act for Fiscal Year 2019.

Starting 1 January 2020, access will expand to include all veterans with service-connected disabilities, veterans who are Purple Heart recipients, veterans who are former prisoners of war, and individuals approved and designated as the primary family caregivers of eligible veterans under the Department of Veterans Affairs Program of Comprehensive Assistance for Family Caregivers. While this expansion will extend eligibility to over 4.1 million new patrons, the Department expects little to no impact on current patrons in most locations. There may be some impact in areas with a high cost of living, but the Department is preparing to accommodate all new patrons.

To learn more about the commissary, military exchange and MWR expansion, visit <https://download.militaryonesource.mil/12038/MOS/Factsheets/expanding-access-fact-sheet.pdf>.

New Book

[Back to Table of Contents](#)



Rescue Team Member Recalls Apollo 12 Launch

By: Bianca Marais



One of the original members of the Apollo and Skylab Astronaut Rescue Team remembers the Apollo 12 launch on 14 November 1969. He has written a book chronicling the history of the team.

Church Hill resident Bill Killen is one of five surviving members of the original Apollo Astronaut Rescue team at the Kennedy Space Center Fire Department and has been an active member of the fire service since 1956. “The 50th anniversary of the launch of Apollo 12, which as I recall was an all-Navy crew and that was the second Apollo moon landing trip, and it was a beautiful launch and it doesn’t seem like it yesterday was 50 years that that took place.”

Following the tragic Apollo 1 fire, NASA decided to add five more men to the crew of the rescue team, creating a skilled nine-man crew. “I can recall the excitement of the launch, we were sitting there about 1500 feet from the Saturn V rocket and the roar and the vibration; and the armored personnel carrier, it just vibrated and moved about two feet and that was quite an exciting time.” The Apollo Astronaut Rescue team was established on 7 October 1968.

It was last year, on the 50th anniversary of the inception of the rescue team, that Killen met up with the remaining members of the rescue team and some of the widows of the deceased members, and presented copies of his book to them. “At every launch, there was a special envelope that was canceled the day of the launch and this is a series of envelopes for the missions,” he said, pointing at a group of canceled envelopes in a shadow-box on his wall.

Part of his time working at the Kennedy Space Center, Killen got to meet many groups of interesting people, including all the astronauts on the Apollo and Skylab missions, celebrities and even the President of the United States.

Members of the rescue team were all volunteers selected from the Kennedy Space Center Fire Department.

[Back to Table of Contents](#)

New Book (Cont.)

[Back to Table of Contents](#)



[Back to Table of Contents](#)



It wasn't until 1972 that a permanent team was established, on which Killen served for every mission until Apollo 17 and throughout the entire Skylab Program. "Being a member of the Astronaut Rescue Team really was a plus in my career," he said.

"I saw my first firetruck at Bolling Army Airfield in

1946 when my father was a firefighter there after the war," Killen said. "In 1956, when I turned 16, I joined the Potomac Heights Volunteer Fire Department." This was only the beginning of Killen's illustrious career.

In 1974, Killen resigned from the Kennedy Space Center to become the fire chief of the Lake Barton Fire Control District in Orange County, FL. In 1979, the Navy asked Killen to work for the federal government where he would become a safety specialist in Maryland. A year later, the Federal Aviation Administration appointed him the first fire chief of Dulles International Airport. The FAA also sent Killen to Venezuela, where he helped the government organize their airport fire departments.

In August of 1985, Killen was appointed the Chief Fire Marshal of the United States Navy, as well as the Director of Fire Protection for the Navy, covering 120 Naval Fire Departments in 38 states and 22 foreign countries. He retired in 2004.

In 2005, Killen turned his attention closer to home when he became the fire chief for the Holston Army Ammunition Plant in Kingsport. He resigned from that position after 13 months to do consulting work. Killen continues to be an active member of the Hawkins County EMS board.

Killen says that the book is dedicated to the 55 men – 48 members of the Kennedy Center Fire Department, and seven members of the military's top paramedics – who served on the Apollo and Skylab Astronaut Rescue team. All proceeds from the sale of this book go to the National Fire Heritage Center.

"It was a great life, it was a great opportunity," Killen said.



Continuous Improvement

[Back to Table of Contents](#)



[Back to Table of Contents](#)

Defining Your Role in Today's Fire Service

By: Chief Todd Canale

I had the distinct privilege to speak at our department's annual award banquet last week and address our incredible team of firefighters and their families. While preparing for the evening and deciding what to present, I quickly focused on our newly formed Professional Firefighters Association and the impact it has had on both the department and community in which we serve, which would not be possible without the tenacious and professional contributions of all those involved in creating the synergy to move our quest forward. As I reflected on this, I came to the realization that this is very typical of the ethos within the fire service. Our charge is a no fail mission and as a profession, will often go to great lengths to ensure mission success. As we recognized our annual award recipients and reflected on our accomplishments from the prior year, it was also a time to identify and articulate the opportunities for the coming year. I challenged each of our firefighters to take an introspective look at where they are personally and professionally and had them ask the question, "What can I do today to make the fire service and myself better tomorrow?"

Personal Improvement

The fire service is ever evolving and its members must embrace the notion of life-long learning and continuous improvement. As department and community leaders embrace data driven decisions, firefighters are finding themselves in search of new skill sets and capabilities. While firefighters as a rule possess the aptitude to develop these skills, they need the means to take their abilities to the next level. The Center for Public Safety Excellence's (CPSE) Commission on Personal Credentialing (CPC) provides department leaders such vehicle to enhance their professional prowess. CPC provides fire service leaders five different credentialing programs to enhance their professional skills. Credentials include the Chief Fire Officer, Chief Training Officer, Chief Emergency Medical Service Officer, Fire Officer, and Fire Marshal.

Credentialing provides proof of achievement and added credibility through a third-party rigorous process. In many professions, professional credentialing is often needed to practice or work at a stated level as in the case of an engineer's PE or architect's RA, these credentials are not only expected, but often required. The fire service is trending in the same direction as organizational leaders are dealing with multi-million-dollar budgets, plant and equipment, as well as hundreds of personnel. The Commission on Personal Credentialing's process is designed to fill the gap as the fire service continues to transition to a profession. Each credential takes a "whole person" approach to include education, training, certifications, affiliation, along with professional competencies over an individual's career. Once the application process is completed, the candidate's portfolio is scrutinized by trained peer reviewers and a series of interviews are conducted. Upon the recommendation of the peer reviewer, the Commission will review and vote on the candidate prior to awarding the credential. The rigorous credentialing process can take in excess of six-months to complete.

Continuous Improvement (Cont.)

[Back to Table of Contents](#)



Chief Todd Canale

[Back to Table of Contents](#)

Credentialing is only one tool in a fire service leader's toolbox. Organizational leaders are being tasked more often and to a greater degree than in the past and require additional skills to meet the needs of their community and elected leaders. Along with advanced degrees, certifications, and professional affiliation, department leaders are finding themselves on par with their contemporaries and must have the requisite knowledge and abilities to compete in today's fiscally constrained environment. Credentialing provides such advantage to fire service leaders.

Organizational Development

As with personal improvement, it is incumbent upon fire service members to continuously strive to take their departments to the next level. Often, the culture of fire service organizations is such that the members typically assimilate to the norms and values of the department which can potentially stifle independent thinking and create a parochial environment. By employing ambidextrous leadership, leaders can foster both explorative and exploitive behaviors within their department. Much like the term implies, organizations can meet the needs of today while projecting for tomorrow simultaneously.

Being able to forecast and meet the demands of today's fire service is imperative in terms of service delivery and customer satisfaction. Fire service leaders must be able to "exploit" their departments to this end, ensuring community leaders are aware of their fiscal, material, and personnel needs. While many departments do this well, they often fall short when it comes to "exploring" future needs and trends. Ambidextrous leadership enables department leaders to complete both tasks simultaneously.

One such tool to assist in their endeavor is the Commission on Fire Accreditation International's (CFAI) Accreditation Model. CFAI provides departments with the guidance and tools to take an introspective view at their departments through an extensive self-assessment and development of both a community risk assessment and strategic plan. As with ambidextrous leadership, fire chiefs can assess or "exploit" their current state through a rigorous and comprehensive self-assessment and community risk assessment while "exploring" the future through the development of the strategic plan. Thus, creating the roadmap for the future.

The Accreditation process is an in-depth, multi-year process that requires the department to transcend through multiple levels of status on its way to agency accreditation. When a department is interested in the process, they become a "registered agency" and establish a three-year data set of information while completing the rigorous 10 category and 252 performance indicator self-assessment. Once achieved, departments will transition to applicant status, essentially an 18-month window where a strategic plan and community risk assessment will be accomplished along with the refining of the self-assessment. Once complete, departments then move to a candidate status where they are visited by a peer-review site team over a five-day period and are recommended for accreditation and are scheduled to meet the Commission at either CPSE's Excellence or the International Fire Chief's Association's Fire Rescue International Conferences. Once accredited, departments report on an annual basis as to their progress and go through the re-accreditation process every five years.

Continuous Improvement (Cont.)

[Back to Table of Contents](#)

TSP Activity



Synthesizing Your Role within the Organization

While it is impossible to predict where the fire service will be in the next twenty years, it is incumbent upon its leaders to position their departments to the best of their ability to face the challenges of tomorrow. Fire chiefs must create and foster an environment of continuous improvement for its members. As the fire service continues to transition, both personal/professional credentialing and agency accreditation are the vehicles to prepare our profession for the future. Firefighters must be prepared to face these challenges, and by capitalizing on these programs can be better prepared to do so. I challenge you to ask yourself, “What can I do today to make the fire service and myself better tomorrow?”

Todd M. Canale, MS, CFO, EFO, MIFireE, is the fire chief for Davis-Monthan AFB (Arizona) Fire Emergency Services. He is the DoD representative for the Commission on Personal Credentialing and Chairperson of the Federal-Military Section and has been a member of the IAFC since 2012.

Retirement Savings Funds Make Modest Gains

Most of the funds in the federal employee 401(k)-style retirement savings plan made slight gains in September, though one did end the month in the red.

Monthly Returns (Past 12 Months)										
	L Income	L 2020	L 2030	L 2040	L 2050	G Fund	F Fund	C Fund	S Fund	I Fund
2018										
Nov	0.53%	0.65%	0.99%	1.12%	1.22%	0.26%	0.62%	2.04%	1.92%	-0.13%
Dec	-1.31%	-2.18%	-4.64%	-5.61%	-6.45%	0.26%	1.84%	-9.03%	-10.70%	-4.82%
2019										
Jan	1.83%	2.53%	4.92%	5.86%	6.67%	0.23%	1.07%	8.01%	11.64%	6.60%
Feb	0.80%	1.06%	2.00%	2.36%	2.68%	0.20%	-0.06%	3.21%	4.98%	2.55%
Mar	0.52%	0.61%	0.87%	0.96%	1.02%	0.23%	1.93%	1.95%	-1.03%	0.71%
Apr	0.89%	1.16%	2.23%	2.62%	2.96%	0.21%	0.02%	4.05%	3.69%	2.92%
May	-0.98%	-1.42%	-3.36%	-4.06%	-4.67%	0.21%	1.77%	-6.36%	-6.99%	-4.69%
Jun	1.57%	2.04%	4.11%	4.87%	5.52%	0.19%	1.26%	7.04%	6.80%	5.94%
Jul	0.19%	0.21%	0.21%	0.22%	0.22%	0.18%	0.21%	1.44%	1.64%	-2.09%
Aug	-0.12%	-0.24%	-0.96%	-1.22%	-1.46%	0.18%	2.60%	-1.59%	-4.19%	-1.77%
Sep	0.51%	0.63%	1.28%	1.50%	1.69%	0.14%	-0.54%	1.87%	1.06%	2.87%
Oct	0.70%	0.79%	1.67%	1.95%	2.20%	0.14%	0.28%	2.16%	1.93%	3.60%
Last 12 mo	5.21%	5.89%	9.28%	10.45%	11.36%	2.46%	11.50%	14.31%	9.07%	11.48%

The international stocks in the Thrift Savings Plan's I Fund boasted the highest gains for last month, at 2.87%. The I Fund was up 13.21% for the year so far.

The common stocks in the C Fund increased 1.87% for September, and had the highest returns for 2019 to date, at 20.54%. Meanwhile, the small- and midsize companies in the S Fund grew 1.06% last month and 17.57% for this year.

The government securities in the G Fund also ended last month in the black, inching up 0.14% for September. The fund was up 1.79% for 2019.

The fixed income bonds in the F Fund were the only TSP offering to lose ground in September, falling 0.54%. The F Fund remained positive for 2019 returns, though, with gains of 8.51%.

All of the lifecycle (L) funds, which shift to a more stable mix of investments as employees near retirement, posted increases for September. The L Income fund, for those who have already started withdrawing money, was up 0.51% last month. The L 2020 Fund was up 0.63%; L 2030, 1.28%; L 2040, 1.5%; and L 2050, 1.69%.

Similarly, the L funds all have grown in 2019. L Income was up 5.32% for the year to date; L, 2020, 6.71%; L 2030, 11.62%; L 2040, 13.5%; and L 2050, 15.08%.

[Back to Table of Contents](#)

Career Tips

[Back to Table of Contents](#)



[Back to Table of Contents](#)

Preparing for Promotion; The Interview

By Assistant Chief Nicholas Christensen, CFO, MPA

The time has come to submit for promotion. While always an exciting opportunity, some prepare more than others, and this always shows to a promotion board. Here is some food for thought from experience on both sides of the table:

First and foremost, come in with a purpose and dress to impress. If no uniform is outlined for your board, that means show up in your Class-A. Although you already submitted a resume when you applied, bring copies of your resume for the board members to review. Shake each board members hand and introduce yourself when you come in the room. Speak like a true professional and own the room with the confidence that you want and deserve to be there!

Don't have a sense of entitlement. Your years of service are respected without a doubt, but they do not automatically entitle you to a promotion. You may have 15 years on the job (as an example) and feel you're entitled to promote based upon that reason alone. However, you're not. You could be a first-year firefighter for 15 years or a firefighter with 15 years of experience progressing and preparing for this promotion. There is a difference. You have to be able to articulate what you have done in your years of service that brought you to this promotion board today.

Understand what the roles and responsibilities are of the position you are seeking. Be able to relate your personal experience to that role if you can. Be able to elaborate on those roles and responsibilities. Why are those roles important? How would you conduct them if selected?

The common question of "why are you the best candidate" is the opportunity to set yourself apart and shine. What have you done to improve the department, your crew, and yourself? Do you have experience in all of your agency's scopes of service / specialties? Talk about that. What job related certifications have you completed? Speak to those. What programs or additional duties do you manage? Discuss that. Have you or are you pursuing a college degree? Share that. Have you or are you in pursuit of becoming credentialed? Also noteworthy to mention. These are the things that set you apart and come across to the board much better than "I've been doing this for 15 years so I'm ready".

Never tell a promotion board that you are not the best candidate. Ever. It's great that you have respect for your peers who are also competing for promotion. But you have applied, prepared, and shown up to sit in front of your superiors to demonstrate you are the best candidate for the position, right? This is the time to show why that is, not the time to be humble. By saying you're not the best candidate, you are essentially sliding that promotion badge right back across the table to be considered for someone else. Sell your contributions and accomplishments!

Know your primary governing instructions and policies, why they exist, and why it is important to follow them. This is twofold. You of course need to know them so that you are familiar with the how's and why's of agency business.

Career Tips (Cont.)

[Back to Table of Contents](#)



Nicholas Christensen

However, you are also seeking a promotion. If selected, you could be in a position of instructing and mentoring your subordinates on these instructions and policies. You can't do a very good job of that when you don't know what they are about. You must know what they are and why they exist. Not only for yourself, but for those you could soon be teaching and mentoring.

Know your tactics and strategies. Say you are going up for a Captain's position and you're given a tactical scenario during your board with initial resources to operate with, for a structure fire scenario for example. You need to know how you would conduct that operation effectively. Completing your arrival report, establishing command, upgrading the incident if needed based upon the situation, ensuring water supply is established, conducting a 360 size-up, utilizing the RECEOVS or SLICERS models to conduct your operation efficiently. Have you deployed attack and backup lines? Is two-in two-out established? Are utilities able to be quickly disconnected? Have you assigned a Safety Officer? Have you properly assigned personnel for rescue, fire attack, backup, RIC, and ventilation operations with the resources you have available? Do you have accountability of personnel? These are all critical tasks as a first arriving company officer that must be considered.

In closing, if given the chance to provide a closing statement, don't leave it empty. That is your chance to circle back on areas you may have forgotten to mention during the interview, as well as an opportunity to re-emphasize to the board why you are the best candidate for the job. At the end of the day, you have prepared for years for this opportunity. Come in motivated, confident, be ready, and own it.

About the Author

Nicholas Christensen Currently serves as Assistant Chief of Training for NRSW F&ES – Naval Base Ventura County. He has 16 years of fire service experience holding positions as Firefighter, Engineer, Captain, Battalion Chief, and Assistant Chief. Holds a Masters degree in Public Administration, Bachelors in Fire Administration, and Associates in Fire Science. Credentialed CFO since 2018, FO from 2013-2018, and serves in additional capacities as a CFAI Peer Assessor and agency Accreditation Manager. Selected as Department of the Navy Civilian Fire Officer of the Year, 2018.



New Navy Rigs



[Back to Table of Contents](#)

Pumper for AUTC Bahamas



NFA Opportunity

[Back to Table of Contents](#)



Safety Course Available to DoD

By George Morgan, Training Specialist, National Fire Academy

Calling all company-level officers, chief officers, and supervisors who have department-level health and safety responsibilities (such as program planning and implementation) and who may serve as an Incident Safety Officer or department Health and Safety Officer. The National Fire Academy has a six-day offering 15-20 December 2019 of our R0154 Safety Program Operations course that has 25 vacancies and is in jeopardy of cancellation due to low enrollment.

<https://apps.usfa.fema.gov/nfacourses/catalog/details/440>

Check out the details and apply online today!

<https://www.usfa.fema.gov/training/nfa/admissions/apply.html>

Follow the directions in the link. Be sure to specify the date of the course offering you wish to attend and your second choice if applicable.

If you have any questions contact the Training Specialist: George Morgan
george.morgan@fema.dhs.gov



Pay close attention to Block 16 of the application as you briefly describe your duties relative to your need to attend this class and remember to show your position on your departmental organizational chart. The online application requires both your completed application and a Chief's approval. Again, any questions contact the training specialist.

We're looking forward to meeting YOU!

Safety Program Operations R0154 course description

This six-day course provides knowledge and practice in the context of current issues to develop strategies of risk management associated with the provision of firefighting and Emergency Medical Services to reduce firefighter fatalities and injuries. With a focus on using the risk management model in the health and safety aspects of emergency services operations, current regulations, standards, policies and responsibilities for program management, day-to-day operations, and incident safety will be addressed.

<https://usfa-apps.clutch-inc.com/nfacourses/catalog/details/440>

[Back to Table of Contents](#)

Responder Safety

[Back to Table of Contents](#)



[Back to Table of Contents](#)

New Certificate in Safety for Roadway Operations

The Respondersafety Learning Network now offers a free tested training certificate in safety practices when conducting operations on the roadway called the "[National TIM Training Certificate](#)." This certificate is equivalent to attending the in-person National Traffic Incident Management (TIM) Training available from the Federal Highway Administration.

Join 13,000 of your colleagues who have already completed this certificate, which includes 10 free online learning modules in the basic safety practices you should follow when conducting emergency operations on the roadway, whether it's a medical call, crash, natural disaster, disabled vehicle, fire, or any other type of incident.

You will learn how to:

- Set up a traffic incident management area to protect the work area and direct motorists how to safely pass the incident scene
- Deploy advance warning to slow down approaching traffic and alert them to the incident
- Position blocking vehicles to keep distracted and impaired drivers from hitting responders
- Deploy high visibility markings and emergency lighting to maximize visibility to oncoming traffic
- Wear appropriate and compliant high visibility apparel
- Decide when to move the incident vehicles and when to work them in place
- Safely operate at the scene of a vehicle fire
- Handle safety in special situations like HAZMAT, medical helicopter landings, vehicle extrication, and crash investigation
- Safely terminate an incident response and return to service

The training uses demonstrations, 3D animations, interviews with experts, interactive exercises, scenarios, and real life struck by and near miss examples to engage you and get you passionate about the safety practices that can save your life and the lives of your colleagues. Improving your safety on the roadway is within your power and it's something you can do right now by starting this training today.

[The National TIM Training Certificate](#) is appropriate for all personnel who operate on the roadway, no matter what agency you work for — fire, rescue, EMS, law enforcement, safety service patrol, special traffic unit, department of transportation, or towing and recovery. Everyone will find the safety practices taught in this training to be useful at their very next response. Once you complete all ten modules, you can download a special certificate that may help you fulfill your department's or state's continuing education requirements.

[Check it out](#) and see why nearly 60,000 emergency responders get their roadway safety training on the Responder Safety Learning Network.

Stay safe,

Tax News

[Back to Table of Contents](#)



2020 Increase in Contribution Limits

The Internal Revenue Service (IRS) has announced the following pension plan contributions for 2020.

- The contribution limit for employees who participate in 401(k), 403(b), most 457 plans, and the federal government's TSP has increased from \$19,000 to \$19,500.
- The catch-up contribution limit for employees age 50 and over who participate in 401(k), 403(b), most 457 plans, and the federal government's TSP has increased from \$6,000 to \$6,500.

There is no TSP Open Season, so you can make your election at any time. Calendar year 2020 has 26 pay dates, so you would elect to contribute \$750 per pay period to reach the 2020 contribution limit of \$19,500. If eligible to make catch-up contributions, you would elect to contribute \$250 per pay period to reach the 2020 contribution limit of \$6,500.

To distribute your contributions equally over all 26 pay dates, make your election during the period 8 December – 21 December 2019 using the [GRB Platform](#), formerly the Employee Benefits Information System (EBIS). Your election will be effective 22 December 2019 and withheld from your first paycheck in tax year 2020, which you will receive on 10 January 2020. Reminder: Federal Employees Retirement System (FERS) employees must make TSP contributions each pay period in order to receive Agency Matching Contributions.



Additional TSP information will be released the pay period prior to 8 December. If you have any questions, please call the Benefits Line at 888-320-2917 from 7:30 a.m. - 7:30 p.m., EST, Monday - Friday, except on Federal holidays. During the Federal Benefits Open Season, hours of operations are extended to 9:30 p.m. The TTY number is 866-359-5277. Since the Benefits Line typically experiences high call volume during the open season (11 November - 9 December 2019), you may experience a longer than normal call wait time.

Another way to reach the Benefits Line is to email your questions to navybenefits@navy.mil. You must include your full name, pay plan, grade, and contact telephone number. Please do not include Privacy Act or other Personally Identifiable Information such as date of birth or social security number in your email correspondence.

[Back to Table of Contents](#)

We are taxed twice as much by our idleness, three times as much by our pride and four times as much by our foolishness.

- [Benjamin Franklin](#)

Navy F&ES POCs

[Back to Table of Contents](#)



[Back to Table of Contents](#)

Navy F&ES Legacy

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* Denotes member of Navy F&ES Hall of Fame. If you know of someone we missed, please e-mail the editor.

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HELP WANTED!

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

