



What's Happening

Navy Fire & Emergency Services Newsletter
Protecting Those Who Defend America



August 2026

OMNI CEDO DOMUS

Vol. 24 No. 8

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Welcome to our August 2026 Edition of What's Happening !

We mentioned last month we are starting to field our new Navy FireFly 3K pumping system at select fleet concentration areas across the Navy. We are pleased to report the first three units were completed and will be arriving soon to NS Mayport, NSA Portsmouth, and NB Kitsap. These units were developed to provide increased pumping capacity for shipboard fires, however they will have the ability to provide 3,000 gpm anywhere we have a water source for drafting. The submersible pump can be dropped into the water source and utilized to supply a large 7.5 inch diameter hose line connected to a manifold, utilized to supply hose lines, waterways, aerials, monitors, etc. The first three FireFly systems are mounted on Ford 550 chassis from our apparatus overhaul program. Additionally, there are five more units in development, on new Ford 550 chassis. We also have a trailer mounted version as well. These mobile pumps and new high capacity structural pumpers (pending delivery) for our Ports, will provide greater capabilities when needed to support shipboard firefighting. We will continue to explore additional F&ES capabilities.



Executive Fire Officer:

For more information and how to apply to the National Fire Academy's Executive Fire Officer Program, use course code R5300 when applying:

<https://www.usfa.fema.gov/nfa/programs/executive-fire-officer/how-to-apply.html>





Hiring continues across the entire Navy F&ES community Various hiring authorities are available at most locations; please contact Installation Fire Chiefs for more information on how to apply and see USAJobs

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NRMA DISTRICT 1

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Navy F&ES Protecting Those Who Defend America ... Stay Safe Carl



Last Alarms

The USFA reported 51 line of duty deaths in 2026. The following line of duty deaths have been reported since our last issue.



James Lukashuk
Parsippany, NJ

Bryce Jungbluth
Eau Claire, WI

Gary James
Adrian, TX

George Mullins, Jr.
Pittsburgh, PA





Taking Care of Our Own Program

There are seven firefighters in the Taking Care of Our Own Program.

Name	Location	Point of Contact
Robert Doublet	NAS JRN New Orleans, LA	cnisehq11er.fct@navy.mil
Layne Jackson	MCAS Beaufort, SC	franklin.ramseur@usmc.mil,
Michael Melson	Joint Base Andrews, MD	316FSS.CPO.EMRTEAM@us.af.mil
Daniel Hopcus	MCB Camp Pendleton, CA	christopher.hubmer@usmc.mil
Arthur Gerpoltz	Fort McCoy, WI	brady.j.breuer.civ@army.mil
Charles Latham	NAS Patuxent River, MD	joyce.a.aud.civ@us.navy.mil
Andrew Duran	NAVBASE Ventura County, CA	david.g.santillo@us.navy.mil

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



NAVY
Jargon **“TOUCH AND GO”**

The term refers to something that is possible, but not certain – much like the heart-stopping feeling when the bottom of the boat's hull touches ground in shallow water. Will we get stuck and find ourselves high and dry when the tide goes out? Or will we just touch and go



U.S. Navy World War II-American Lafrance Apparatus

By Tom Shand



By October 1941, with the threat of war on the horizon, all fire apparatus production was restricted to fill government orders and with prior approval certain municipalities where these fire departments protected industrial facilities that were in wartime production. The Office of Production Management prohibited the use of aluminum, chrome, cadmium and tin for exterior components and fittings. After the outbreak of World War II all manufacturing was devoted to support the troops and the war effort with several fire apparatus manufacturers tasked to supply both trailer pumps and fire apparatus to the various branches of the military.

During this period all major builders of fire apparatus including American Lafrance, Buffalo Fire Appliance, Mack Trucks and Ward Lafrance developed vehicles to protect military installations along with industrial facilities that were supporting the war effort. Each of these companies rapidly switched to producing hundreds of structural and airport crash rescue vehicles for the military, all of which were devoid of chrome fittings, adapters, nozzles and other appliances.

Located in Elmira, NY, American Lafrance began operations in 1873 under the name of Lafrance Manufacturing Company. They produced their first motorized apparatus in 1903 and continued to be one of the major innovators in the fire industry for many years. During World War II, American Lafrance produced 1,165 firefighting vehicles for the military with 412 of these supplied to the U.S. Navy in different models. Along with apparatus built by other manufacturers for the Navy, these rigs served at the installations for many years.

The GMC model CCKW 2½ ton vehicle was one of the most prolific truck models utilized by for use in many vocations including dump truck, fuel & water tanker, materials handling along with some dedicated for use as fire trucks. American Lafrance produced 210 of these units for use as fire apparatus with both open and closed cabs. This model chassis was powered by a GMC six-cylinder engine rated at 104 horsepower with a five-speed manual transmission with a 164-inch wheelbase.



As these vehicles were produced in a standard configuration, once they were placed into service at the installations, they were modified for local use including addition of preconnected attack lines and equipment mounting. The Earle Naval Ammunition Depot received two GMC CCKW vehicles built by American Lafrance in 1943. These units were equipped with an engine driven 500 gpm fire pump and 250-gallon water tank. Due to the

wildland fire exposure on this installation which included protecting a fifteen-mile railway that connected the main base in Colts Neck, NJ with the waterfront area and pier on Sandy Hook Bay.

Engine 1 was assigned Navy property number 73-00638 with Engine 2 having property number 73-00639 with each of these equipped with a 10,000-pound rated front winch, twin booster reels, hard suction hose, wooden ground ladders and foam appliances. The engines were modified to accommodate brush fire equipment including Indian tanks, hand tools and forestry rakes.



For installations that required a full-size Class A pumper, American Lafrance produced 86 model B675CO pumpers for the Navy in different configurations. The majority of these rigs were built with a twelve-cylinder engine rated at 240 horsepower with an American Lafrance all bronze fire pump and open cab with no roof protection. The Washington Navy Yard received serial number L-1638 in a standard configuration with few options. The Mare Island Naval

Shipyards placed into service a model B612CO in 1942 with serial number 8161. This rig was outfitted with a 1250 gpm pump, twin booster reels and Memphis style wrap around squirrel tail suction hose.

The Naval Ammunition Depot at Iona Island in the Hudson River operated a pair of American Lafrance 600 series engines including serial number L-1884 equipped with additional ground ladders including an overhead ladder rack due to their remote location and with multiple large area structures. All of these apparatus were built without any chrome or bright work, with most painted in a flat olive drab color and minimal warning lights.

After the war when apparatus production reverted back to normal, municipal fire departments across the country worked to rebuild their depleted vehicle fleets with new units.

Many former military apparatus found their way into departments to bolster their fleets as well, Back in the Day.

Photos from the collection of Tom Shand



NAS Corpus Christi Captain Retires



NAS Corpus Christi Fire & Emergency Service congratulates Mr. Robert Alejandre on his retirement, we thank you for 29 years of dedicated service







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directhired9@us.navy.mil



Great Lakes Hosts Sensory-Friendly Meet-and-Greet

By Samuel Feltner, Fire Chief Naval Station Great Lakes

Navy Region Mid-Atlantic Fire & Emergency Services (District 10), located at Naval Station Great Lakes, IL, is committed to community outreach. This dedication was recently exemplified by the installation's first-ever sensory-friendly fire truck and firefighter meet-and-greet. The event provided a unique opportunity for local children to interact with firefighters and explore emergency vehicles in a safe, controlled environment.

Traditional station tours can often be overwhelming due to loud noises, bright lights, and large crowds. Recognizing this barrier, FF/EMT Tyler Barnett and FF/EMT Jonathan Ojeda developed and spearheaded the sensory-friendly event. By eliminating sudden sirens and flashing lights, they modified the experience so children with sensory sensitivities could comfortably explore at their own pace.

For the organizers, the initiative held deep personal and professional significance, offering a chance to directly impact families who might otherwise miss out on these experiences.



“As a firefighter, serving our community extends beyond emergency response,” stated FF/EMT Ojeda. “This tour was an opportunity to support base families in a different way. Having a cousin with cerebral palsy and spina bifida makes this event especially meaningful to me.”

The meet-and-greet allowed children to engage with the crew and build connections, while providing firefighters with the chance to witness their joy and excitement in an environment suited to their specific needs.

“I think that every kid dreams of being a firefighter at some point. I want to make sure that that opportunity is not limited by sensory challenges,” stated FF/EMT Barnett.

“Every child deserves the chance to climb on a fire truck, meet a firefighter, and experience excitement in a way that makes them feel safe, comfortable, and included. If we can inspire one child while making them feel like they belong, then we have done our job.”

Community outreach programs like this serve as a reminder that service extends beyond emergency response. This initiative further strengthens District 10's role, demonstrating the profound impact that a dedicated, inclusive approach has on the families it serves.



If you are always trying to be normal, you will never know how amazing you can be.
~ Maya Angelou



GTMO Firefighters Save Vilamar Homes from Raging Fire

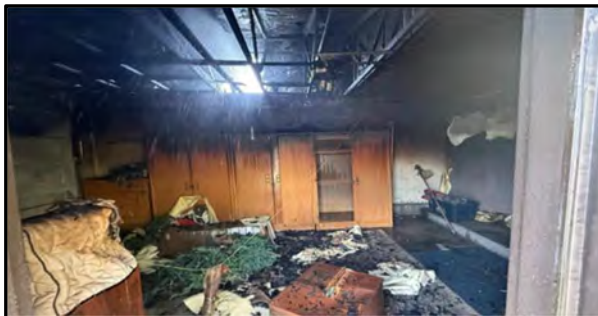
By Fire Chief Gil Chavez, Naval Station Guantanamo Bay Fire & Emergency Services



On July 12, 2026, a vehicle fire in the Vilamar housing area threatened to destroy a four-unit residential building, but a rapid response from Naval Station Guantanamo Bay (NGSB) Fire & Emergency Services prevented its extension, saving three family homes.

The call was received just after 11:00 AM, with crews from Engine 1524 arriving minutes later to find a Jeep fully engulfed in flames that were already moving into the garage of the two-story structure. The incident commander immediately recognized the risk posed by the building's shared attic space, which could have allowed the fire to spread rapidly throughout all four residences.

Crews brought the fire under control in just 20 minutes from the initial dispatch, preventing extension into the shared attic and protecting the remaining three family residences. The response involved seamless coordination between the Command Duty Officer, Base Safety, NCIS, the Housing Director, and the Emergency Management Officer EMO to support the affected families.



"This is exactly what we train for," said Deputy Fire Chief Rich Martinez, incident commander for the response. "The crew's ability to quickly assess a high-risk situation and execute a coordinated, aggressive attack prevented significant property loss and ensured the safety of our residents. I couldn't be prouder of their professionalism and performance."

Although one family will be temporarily relocated because of smoke damage, the incident demonstrated the preparedness, professionalism, and operational readiness of NSGB Fire & Emergency Services. Their rapid response protected three additional homes, prevented further property loss, and ensured that no injuries occurred.



Fire Prevention at Water Front Facilities

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



Fires within water front facilities (marinas, boatyards, marine terminals, piers and wharves) can be devastating and very destructive. It is important that fire inspectors mitigate this risk as effectively as possible through sound fire prevention activities and fire code compliance measures. In this month's newsletter we are going to delve further into this and consider some of the potential ways fires can start at water front facilities and a plethora of potential failure points.

Fires in marinas, boatyards, marine terminals, piers and wharves can spread quickly resulting in large loss fires endangering the people at these facilities.

This is why utilizing NFPA 1 with Navy Amendments (Navy Fire Code) chapter 28 is critical to mitigate the fire risk. Fire Inspectors have the ability to convey these vital fire and life safety measures to prevent catastrophic outcomes.

Some of the more common causes of fires within these facilities include electrical failures, fueling and engine maintenance mishaps, and unauthorized hot works.

Here are some measures and important elements to help ensure fire safety is adequate for the people at these water front facilities:

1. Ensure electrical work that is done onsite at marinas, boatyards, marine terminals, piers, and wharves facilities meet Navy Fire Code requirements.
2. Conduct regular electrical inspections, at least annually, to stay on top of any emerging problems
3. Battery storage is in compliance with the Navy Fire Code
4. Recycle batteries that are no longer in use
5. All fuel dispensing is in compliance with the Navy Fire Code
6. Personnel engaged in fueling know where the shut offs are located.
7. Boats in dry storage adhere to the Navy Fire Code
8. Conditions on Individual boats meet Navy Fire Code standards for operational hazards
9. Any construction, conversion, repair and lay-up of vessels and these various actions must be in compliance with Navy Fire Code



The fire risks on the water front are diverse but preventable. Fire Inspectors play a pivotal role conveying the fire safety protocols to help reduce the likelihood of severe fires and keep Navy waterfront environments fire safe.

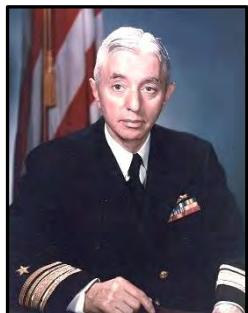


Doing a Job

By Admiral Hyman G. Rickover ©1982

Admiral Hyman Rickover (1900-1986), the “Father of the Nuclear Navy,” was one of the most successful—and controversial—public managers of the 20th Century. His accomplishments are the stuff of legend

The text below is an excerpt from a speech Rickover delivered at Columbia University in 1982, in which he succinctly outlined his management philosophy. His determination, clarity of purpose, emphasis on developing his people, high standards, and willingness to give his people ownership of their work had to have been very inspiring.



Human experience shows that people, not organizations or management systems, get things done. For this reason, subordinates must be given authority and responsibility early in their careers. In this way they develop quickly and can help the manager do his work. The manager, of course, remains ultimately responsible and must accept the blame if subordinates make mistakes.

As subordinates develop, work should be constantly added so that no one can finish his job. This serves as a prod and a challenge. It brings out their capabilities and frees the manager to assume added responsibilities. As members of the organization become capable of assuming new and more difficult duties, they develop pride in doing the job well. This attitude soon permeates the entire organization.

One must permit his people the freedom to seek added work and greater responsibility. In my organization, there are no formal job descriptions or organizational charts. Responsibilities are defined in a general way, so that people are not circumscribed. All are permitted to do as they think best and to go to anyone and anywhere for help. Each person then is limited only by his own ability.

Complex jobs cannot be accomplished effectively with transients. Therefore, a manager must make the work challenging and rewarding so that his people will remain with the organization for many years. This allows it to benefit fully from their knowledge, experience, and corporate memory.

The Defense Department does not recognize the need for continuity in important jobs. It rotates officer every few years both at headquarters and in the field. The same applies to their civilian superiors.

This system virtually ensures inexperience and nonaccountability. By the time an officer has begun to learn a job, it is time for him to rotate. Under this system, incumbents can blame their problems on predecessors. They are assigned to another job before the results of their work become evident. Subordinates cannot be expected to remain committed to a job and perform effectively when they are continuously adapting to a new job or to a new boss.

When doing a job—any job—one must feel that he *owns* it, and act as though he will remain in the job forever. He must look after his work just as conscientiously, as though it were his own business and his own money. If he feels he is only a temporary custodian, or that the job is just a stepping stone to a higher position, his actions will not take into account the long-term interests of the organization. His lack of commitment to the present job will be perceived by those who



work for him, and they, likewise, will tend not to care. Too many spend their entire working lives looking for their next job. When one feels he owns his present job and acts that way, he need have no concern about his next job.

In accepting responsibility for a job, a person must get directly involved. Every manager has a personal responsibility not only to find problems but to correct them. This responsibility comes before all other obligations, before personal ambition or comfort.

A manager must instill in his people an attitude of personal responsibility for seeing a job properly accomplished. Unfortunately, this seems to be declining, particularly in large organizations where responsibility is broadly distributed. To complaints of a job poorly done, one often hears the excuse, "I am not responsible." I believe that is literally correct. The man who takes such a stand in fact is not responsible; he is irresponsible. While he may not be legally liable, or the work may not have been specifically assigned to him, no one involved in a job can divest himself of responsibility for its successful completion.

Unless the individual truly responsible can be identified when something goes wrong, no one has really been responsible. With the advent of modern management theories it is becoming common for organizations to deal with problems in a collective manner, by dividing programs into subprograms, with no one left responsible for the entire effort. There is also the tendency to establish more and more levels of management, on the theory that this gives better control. These are but different forms of shared responsibility, which easily lead to no one being responsible—a problems that often inheres in large corporations as well as in the Defense Department.

When I came to Washington before World War II to head the electrical section of the Bureau of Ships, I found that one man was in charge of design, another of production, a third handled maintenance, while a fourth dealt with fiscal matters. The entire bureau operated that way. It didn't make sense to me. Design problems showed up in production, production errors showed up in maintenance, and financial matters reached into all areas. I changed the system. I made one man responsible for his entire area of equipment—for design, production, maintenance, and contracting. If anything went wrong, I knew exactly at whom to point. I run my present organization on the same principle.

A good manager must have unshakeable determination and tenacity. Deciding what needs to be done is easy, getting it done is more difficult. Good ideas are not adopted automatically. They must be driven into practice with courageous impatience. Once implemented they can be easily overturned or subverted through apathy or lack of follow-up, so a continuous effort is required. Too often, important problems are recognized but no one is willing to sustain the effort needed to solve them.



Nothing worthwhile can be accomplished without determination. In the early days of nuclear power, for example, getting approval to build the first nuclear submarine—the Nautilus—was almost as difficult as designing and building it. Many in the Navy opposed building a nuclear submarine.



In the same way, the Navy once viewed nuclear-powered aircraft carriers and cruisers as too expensive, despite their obvious advantages of unlimited cruising range and ability to remain at sea without vulnerable support ships. Yet today our nuclear submarine fleet is widely recognized as our nation's most effective deterrent to nuclear war. Our nuclear-powered aircraft carriers and cruisers have proven their worth by defending our interests all over the world—even in remote trouble spots such as the Indian Ocean, where the capability of oil-fired ships would be severely limited by their dependence on fuel supplies.

The man in charge must concern himself with details. If he does not consider them important, neither will his subordinates. Yet "the devil is in the details." It is hard and monotonous to pay attention to seemingly minor matters. In my work, I probably spend about ninety-nine percent of my time on what others may call petty details. Most managers would rather focus on lofty policy matters. But when the details are ignored, the project fails. No infusion of policy or lofty ideals can then correct the situation.

To maintain proper control one must have simple and direct means to find out what is going on. There are many ways of doing this; all involve constant drudgery. For this reason those in charge often create "management information systems" designed to extract from the operation the details a busy executive needs to know. Often the process is carried too far. The top official then loses touch with his people and with the work that is actually going on.

Attention to detail does not require a manager to do everything himself. No one can work more than twenty-four hours each day. Therefore to multiply his efforts, he must create an environment where his subordinates can work to their maximum ability. Some management experts advocate

strict limits to the number of people reporting to a common superior—generally five to seven. But if one has capable people who require but a few moments of his time during the day, there is no reason to set such arbitrary constraints. Some forty key people report frequently and directly to me. This enables me to keep up with what is going on and makes it possible for them to get fast action. The latter aspect is particularly important. Capable people will not work for long where they cannot get prompt decisions and actions from their superior.

I require frequent reports, both oral and written, from many key people in the nuclear program. These include the commanding officers of our nuclear ships, those in charge of our schools and laboratories, and representatives at manufacturers' plants and commercial shipyards. I insist they report the problems they have found directly to me—and in plain English. This provides them unlimited flexibility in subject matter—something that often is not accommodated in highly structured management systems—and a way to communicate their problems and recommendations to me without having them filtered through others. The Defense Department, with its excessive layers of management, suffers because those at the top who make decisions are generally isolated from their subordinates, who have the first-hand knowledge.

To do a job effectively, one must set priorities. Too many people let their "in" basket set the priorities. On any given day, unimportant but interesting trivia pass through an office; one must not permit these to monopolize his time. The human tendency is to while away time with unimportant matters that do not require mental effort or energy. Since they can be easily resolved, they give a false sense of accomplishment.



The manager must exert self-discipline to ensure that his energy is focused where it is truly needed.

All work should be checked through an independent and impartial review. In engineering and manufacturing, industry spends large sums on quality control. But the concept of impartial reviews and oversight is important in other areas also. Even the most dedicated individual makes mistakes—and many workers are less than dedicated. I have seen much poor work and sheer nonsense generated in government and in industry because it was not checked properly.

One must create the ability in his staff to generate clear, forceful arguments for opposing viewpoints as well as for their own. Open discussions and disagreements must be encouraged, so that all sides of an issue will be fully explored. Further, important issues should be presented in writing. Nothing so sharpens the thought process as writing down one's arguments. Weaknesses overlooked in oral discussion become painfully obvious on the written page.

When important decisions are not documented, one becomes dependent on individual memory, which is quickly lost as people leave or move to other jobs. In my work, it is important to be able to go back a number of years to determine the facts that were considered in arriving at a decision. This makes it easier to resolve new problems by putting them into proper perspective. It also minimizes the risk of repeating past mistakes. Moreover if important communications and actions are not documented clearly, one can never be sure they were understood or even executed.

It is a human inclination to hope things will work out, despite evidence or doubt to the contrary. A successful manager must resist this temptation. This is particularly hard if one has invested much time and energy on a project and thus has come to feel possessive about it. Although it is not easy to admit what a person once thought correct now appears to be wrong, one must discipline himself to face the facts objectively and make the necessary changes—regardless of the consequences to himself. The man in charge must personally set the example in this respect. He must be able, in effect, to “kill his own child” if necessary and must require his subordinates to do likewise. I have had to go to Congress and, because of technical problems, recommended terminating a project that had been funded largely on my say-so. It is not a pleasant task, but one must be brutally objective in his work.

No management system can substitute for hard work. A manager who does not work hard or devote extra effort cannot expect his people to do so. He must set the example. The manager may not be the smartest or the most knowledgeable person, but if he dedicates himself to the job and devotes the required effort, his people will follow his lead.

The ideas I have mentioned are not new—previous generations recognized the value of hard work, attention to detail, personal responsibility, and determination. And these, rather than the highly-touted modern management techniques, are still the most important in doing a job. Together they embody a common-sense approach to management, one that cannot be taught by professors of management in a classroom.

I am not against business education. A knowledge of accounting, finance, business law, and the like can be of value in a business environment. What I do believe is harmful is the impression often created by those who teach management that one will be able to manage any job by applying certain management techniques together with some simple academic rules of how to manage people and situations.



New Era of Timely, Transparent Fire Incident Data



For decades, fire incident data was collected, processed and released in annual batches — often a year or more after the events occurred. While invaluable for retrospective analysis, this process limited the data's ability to inform current decisions or provide timely insight to the public.

With the transition to the National Emergency Response Information System (NERIS), USFA is transforming how fire incident data is shared. *NERIS Public: Incident Basics* offers a curated, flattened release of incident-level data, refreshed several times per week. This new resource includes the most essential fields for analysis — such as incident type, date, location and actions taken — while carefully excluding sensitive information.

Key features of NERIS Public: Incident Basics

- **Structure:** Each record represents a single incident reported through NERIS, with status of approved or pending approval.
- **Coverage:** nationwide, from departments reporting through NERIS.
- **Refresh rate:** updated multiple times per week for timely insight.
- **Availability:** open to the public — no login or request required.
- **Included data:** incident type, date, location and actions taken.
- **Excluded data:** casualty and rescue details, medical specifics, detailed unit response, and operational data.
- **Intended use:** ideal for call type and frequency analysis, high-level policy and strategic planning, code enforcement, pre-planning, and community risk reduction — not for operational or tactical analysis.
- **Contents:** approximately 40 data fields, covering incident identifiers, department, timing, location, incident types, aid, displacement, fire cause and damage, alarm and suppression systems, and emerging hazards.
- **Release date:** December 2026.

Seamless access through Esri's ArcGIS Online

NERIS Public: Incident Basics is delivered as a hosted feature layer in Esri's ArcGIS Online, aligning with the tools already used by many state agencies and fire departments. This live geospatial data service allows users to:

- Access up-to-date data without downloading new files.
- View the data directly in a web browser, with no GIS software or account required.
- Integrate the data into existing maps, dashboards and analysis tools.
- Export data in open formats for static analysis.

To access NERIS Public: Incident Basics or learn more about this initiative, visit <https://neris.fsri.org/public>.

Navy F&ES NERIS Point of Contact: Chris Handley, CNIC N30



Firefighter Grit: An Essential Tool, But Is It Killing Us?

From *Brotherhood is a Verb: Not Another Damn Leadership Book* by Samson DeSessa (2025)

Redefining Grit

Grit is often hailed as the backbone of the fire service, a defining characteristic that fuels our ability to endure pain, face danger head-on, and keep moving forward even when exhaustion threatens to break us. It seems to be part of the very fabric from which we are all cut. What exactly is 'grit?' It's the tool that pushes us when everything in our body screams for us to throw in the towel. But what if this same quality is also silently chiseling away at our mental health? In this article, we will redefine grit, explore its impact on firefighter well-being, and examine how our culture of stoic toughness contributes to mental health challenges like PTSD and suicide. Finally, we will identify concrete steps to redefine strength, embrace vulnerability and champion mental health support.



Psychologist and author Angela Duckworth defines grit as a combination of passion and perseverance in her book *Grit: The Power of Passion and Perseverance* and her TED Talk of the same name. After more than 33 years in the military and fire service, I've come to understand grit a little differently.

Cultivating grit is not merely about passion and perseverance, but rather a triad of *endurance*, *discipline*, and *resilience*. I introduced this ethos in an article and presentation titled, "*Real, True Grit*." Endurance allows us to keep going when our bodies and minds are exhausted. Many who attempt to join the fire service struggle to pass the physical testing or keep up academically during the academy. They lack the endurance to push through temporary pain or reconnect with the "why" that brought them to this job in the first place. As Duckworth explains, "Enthusiasm is common, endurance is rare." Motivation is fleeting; that's where discipline is necessary to keep us focused and taking the long view of our goals, even if progress is slow, like the tortoise versus the hare. Resilience, the last and arguably most vital of the three, empowers us to recover from setbacks and continue the mission, despite the inherent risks and unpredictable outcomes. The Japanese proverb "fall seven, rise eight" captures its essence: failure is a natural part of growth. The phrase "failure is not an option" may serve us in critical, high-stakes moments, but when applied to everyday life, this mindset can foster unrealistic expectations. We need to reframe failure as a teacher, not our enemy. Resilience allows us to bounce back from setbacks. This is paramount in the fire service as we make a concerted effort to adopt more of a growth mindset. Growth mindset enables individuals to embrace challenges, persist through stumbles, and view failure as an opportunity to learn and improve. People with fixed mindsets tend to be less resilient, avoid challenges, and see failures as a reflection of their inherent limitations.

In the fire service, where lives are often on the line, these three attributes that define grit are essential not just for the survival of those we serve, but for our own as well. Even the slightest mistake can haunt us with the question, "Did I do enough?" This often fuels burnout and stress masquerading as strength. Beneath it all lies an uncomfortable truth, one that connects us more than we may realize.



6 Degrees of Separation

Many of us can attest to knowing someone who has died by suicide or knowing someone who has been directly affected by it. For many departments, it would not take six degrees of separation to make that connection. According to the U.S. Fire Administration, around 20% of firefighters meet the criteria for post-traumatic stress disorder (PTSD), nearly three times the rate of the general population. The Firefighter Behavioral Health Alliance estimates that over 100 firefighters die by suicide each year. This is a staggering number, especially considering that knowing someone who has died by suicide increases your own risk by 65%.

Our culture of being the ‘strong but silent type’ likely contributes to the underreporting of mental health issues and a reluctance to seek help. We need to redefine strength, moving beyond the idea that enduring hardship without support is somehow a virtue. One of the major risk factors for suicide is poor interpersonal relationships. Studies show that one in five suicide deaths can be traced to relationship issues. Yet many firefighters avoid opening up to friends, spouses, or teammates out of fear of appearing weak. Instead, they often turn to alcohol, risky behavior, anger, or isolation—destructive coping mechanisms that only deepen the very stress they’re trying to escape. Suicide claimed 49,316 lives in the U.S. in 2023, that’s roughly one death every 11 minutes. Behind every suicide statistic is a person, a family, and a story that could, and should have ended differently.

Crushing the Stigma

Firefighters are often seen as heroes who can do the impossible. That perception sets a dangerously high bar where we believe we must always be strong, physically and mentally, no matter the toll. We need to stop pretending that “sucking it up” is somehow a strength. That kind of thinking nurtures silence around suicide and mental health, reinforcing the stigma. It tells us to carry our burdens alone and not talk about our feelings, our failures, or our fears.

When we repeat the same behaviors that lead to burnout, ignore warning signs, or take on too much without asking for help, that’s not a badge of honor, it’s stubbornness and egotistical pride. Our health and wellness—physical and mental—aren’t just for us, they are for our teammates and our citizens who are relying on us every single day to show up as the best versions of ourselves. Remember, firefighting is a team sport, where the whole is greater than the sum of its parts.

Rucking with our Stresspacks

Someone once asked me, “You talk about this culture of ‘brotherhood’ in the fire department, so why don’t firefighters reach out to each other when they’re struggling?” That’s a valid question with no simple answer. Every person’s situation is different. But think of it like this: imagine your stress as a weighted rucksack being filled with your stressors, a stresspack. You fill it with sand, small rocks, and sometimes big rocks representing your experiences, your traumas, your responsibilities. It doesn’t take long to overload the pack. Eventually, the seams tear, or the weight becomes too much to bear, making it impossible to take another step forward.

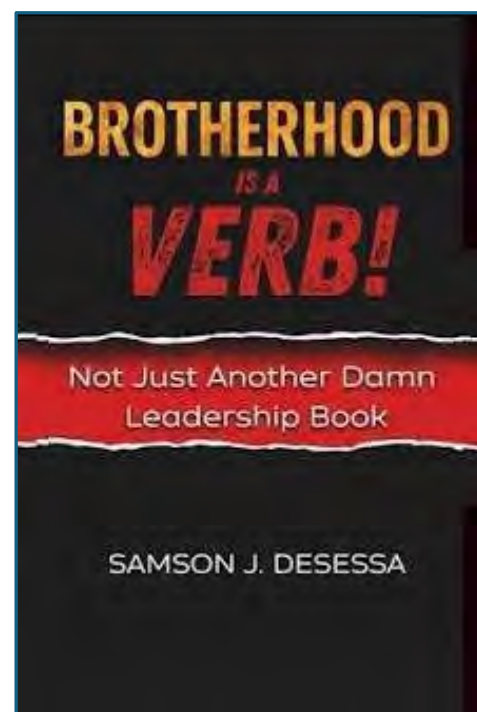




Acknowledgement that you're carrying too much doesn't mean you're weak. It means you've reached your limit, something everyone has. Reaching out is not a sign of weakness, it's an act of wisdom. That's when you need someone, ideally with training and experience, to step in, offer perspective, and help illuminate the path forward. Firefighters often try to carry their stresspicks alone, not realizing that simply unloading those unnecessary burdens can make all the difference.

A clarion call to action

Bottom line: it's time to redefine grit, emphasizing that true strength goes beyond simply pushing forward at cost to self. It's not about showing off how much we can endure. Awareness is the first step—but it's not nearly enough. Problem finding and problem solving are two very different concepts. Our people need to know we truly care about them. We have a responsibility for creating and sustaining a culture where vulnerability is not a liability. This takes buy-in at all levels. We need leaders who speak openly about their own struggles, peers who check-in without judgment, and training scenarios that prepare us for both success and failure. Peer support groups, mental health training during the fire academy, and regular check-ins from leaders are great ways to build a sustainable legacy of buy-in. We need to strive to be more approachable, available and relatable for our people. In a culture where vulnerability is embraced, teams thrive, relationships are enriched, and lives may just be saved. In the fire service, there is no excuse for any of our brothers and sisters to carry their pack alone. They can't. I know, because I personally tried for many years. It almost cost me everything. Then, I made the decision to reach out...



NDW Battalion Chief Retires



Battalion Chief Christopher Scully officially hung up his helmet and retired. For the past 15 years, he has dedicated his career to serving and protecting the community with the Joint Base Anacostia-Bolling Fire Department.

Thank you for your bravery, your sacrifice, and your unwavering commitment to keeping others safe. Enjoy every moment of your well-deserved retirement.



PFAS AND THE FIRE SERVICE



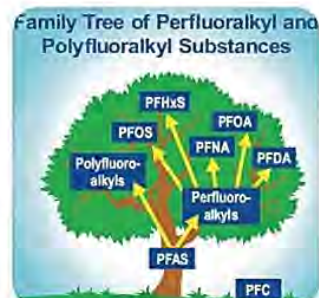
This factsheet was developed by the International Association of Fire Fighters and the Firefighter Cancer Support Network.

WHAT ARE PFAS?

PFAS, or per and polyfluoroalkyl substances, is a large family of manufactured chemicals that have been used in industry and consumer products worldwide since the 1950s. PFAS do not occur naturally and due to its prolific use are found in people, wildlife, and fish all over the world. PFAS are highly persistent and will stay in the body for a long time. PFAS do not breakdown easily in the environment, and are toxic to the environment, animals, and humans.

HOW CAN I BE EXPOSED TO PFAS?

Fire fighters experience occupational exposure to PFAS through firefighting, training, and interactions with flame-suppressing foams (AFFF) and turnout gear.¹ Although some types of PFAS are no longer used, many products may still contain PFAS, including food packaging materials, nonstick cookware, stain-resistant carpet treatments, water-resistant clothing, cleaning products, paints, varnishes and sealants, some cosmetics, as well as AFFF firefighting foam and turnout gear.



HOW IS MY EXPOSURE MEASURED?

Exposures are measured through blood serum levels. PFAS compounds penetrate the skin on both animals and humans.² Dermal exposure may result in local and systemic toxicity. Recent studies show that increases in blood serum levels of PFOA can be measured around six hours post dermal exposure to PFOA (C8),¹ demonstrating that dermal absorption is likely a significant route of exposure.

HOW CAN PFAS AFFECT YOUR HEALTH?

Scientists are still learning about the health effects of exposures to mixtures of PFAS. Scientific studies suggest that certain PFAS may affect different systems in the body. Human research studies suggest that high levels of certain PFAS may lead to increased cholesterol levels; changes in liver enzymes; decreased vaccine response in children; increased risk of high blood pressure or preeclampsia in pregnant women; small decreases in infant birth weights; and increased risk of non-Hodgkins lymphoma, kidney, ovarian, prostate, and testicular cancers.

HOW CAN I REDUCE MY EXPOSURE TO PFAS?

In addition to occupational exposures, PFAS are present at low levels in some food products and in the environment (air, water, soil, etc.). While you cannot prevent PFAS exposure altogether, you can take steps to reduce your risk of exposure and support additional research that looks into PFAS chemicals:

PFAS in Turnout Gear

- Turnout gear should **NOT** be taken into firehouse living areas.
- When transporting gear in personal vehicles, it should be in a sealed container or bag, and preferably **NOT** transported in the passenger compartment.
- Apparatus cabs should be cleaned regularly and after every fire.



The Five Step Assertive Statement Process

By Rich Gasaway



You're a firefighter assigned to a roof job. It's a flat metal roof and there's a lot of water on it. (Set aside for a moment all your judgement about why you're on the roof in the first place). Your situational awareness is strong and you're getting a gut feeling that's causing you concern for your safety. And... you can see the same concern in the eyes of your fellow firefighters. But no one's speaking up. No one wants to be the "wuss" as it was described to me by the firefighter who reached out to me for advice. I understand this is a tough position to be in. Your gut (intuition) is telling you get off the roof, but your pride is telling you to stay and be brave. What do you do?

This may be the toughest position a firefighter can find him or herself in. Having a gut feeling that a situation is bad and not knowing how to express those concerns to ranking officers.

In this situation, the command officer is (hopefully) on the ground and unable to see the conditions on the roof. This puts the firefighter in a position of distinct advantage to be able to see things in a way the commander cannot. So how does the firefighter let the commander know he's concerned for his well being without sounding like, as he put it, "a wuss"?

A lesson from aviation

The answer to this question comes from a process used in aviation. It's called the Five Step Assertive Statement Process. It came about because first officers were afraid to speak up to captains who, at the time, were known to have large egos and did not accept advice or criticism very well. Prior to the implementation of Cockpit Resource Management (the precursor to Crew Resource Management), the Captain was King. What the Captain said was the Gospel. No one ever dared to disagree with the Captain or they would be reprimanded and admonished in front of everyone.

The only problem was, there were plenty of instances where the Captain was wrong. Captains were making mistakes and, in some instances, flying perfectly good airplanes into the ground and the first officers were saying nothing to stop it from happening. To help fix the problem, the aviation industry implemented Cockpit Resource Management as a way to get the flight crew to work better together. Know this – the Captains did not embrace the concept. Many dubbed it 'Charm School' and opposed the notion that a first officer could actually tell a Captain he or she was making a mistake.

The Five Step Assertive Statement Process

But, the program prevailed despite all the kicking and fussing from the Captains. One of the outcomes was the Five Step Assertive Statement Process. It's a pre-established, well-communicated process for how concerns are supposed to be articulated in an aircraft. The steps include:

1. Address the person by formal title
2. State: "I have a concern." (This is important and I'll explain why in a moment).
3. Provide details of the concern.
4. State an alternate course of action.
5. Seek the approval to implement the alternate course of action.



In action, it might sound something like this:

“Captain, I have a concern. This is a metal roof with metal trusses under it. There are thousands of pounds of water accumulating up here and this building is under stress. I would like to recommend we remove all personnel from the roof until we can find a way to relieve the water and reduce the weight. Are you ok with that?”

I HAVE A CONCERN...

I have a concern

The statement – I have a concern – is not a casual statement. Rather, it is a ‘trigger statement.’ The use of those four words, by policy, requires that the captain acknowledge and consider the concerns of the crew member. In aviation, failure to do so may lead to the captain to being relieved from commanding the aircraft. This trigger statement is taught to all members of a flight crew and any member of the crew can express their concerns using it. Here’s the catch: They all know it in advance. Everyone’s been trained on it and they all know what it means and what they have to do when it is stated.

Chief Gasaway's Advise



Every fire department should have in place a policy that establishes a Five Step Assertive Statement Process. Then, when anyone on an emergency scene says to someone in authority ‘I have a concern’ it is a trigger statement that requires the concern be given consideration.

Obviously, training on the process and training for how to make the statement and how to receive the statement is critical. Absent the training, a firefighter will not know how to state a concern and will be fearful if one is stated. Likewise, a commander is not likely to be accepting of a statement of concern unless the commander understands and accepts it as part of a formal process that is intended to look out for everyone’s safety. A commander who cannot accept the ‘I have a concern’ statement does not have a healthy ego and has a low self esteem and should not be in a position to lead firefighters into battle.

Action Items

1. Have you ever been in a position where you were concerned for your safety but did not speak up because you were afraid to or did not know how to?
2. Have you ever brought safety concerns to the attention of a supervisor at an emergency scene and been admonished for doing so? If you have, why do you think the supervisor would act that way?
3. Does your department have a formal process in place that uses a ‘trigger statement’ to express safety concerns?



CNRMA Recognizes Lifesavers

Seven of our Fire & Emergency Services personnel were recognized for their actions during a cardiac arrest response.

Captain Justin Scaife, Firefighter/Paramedics Matthew Buesing and Bethany Bott, Firefighter/EMTs David Fox, Kamil Scheaib, and Patrick Holt received Life Saving Awards for their actions during the incident. Through their quick response, teamwork, and lifesaving interventions, the patient was successfully resuscitated.

Firefighter/EMT Matthew Mical received a Significant Achievement Award for his assistance and contributions during the same cardiac arrest response.

Additional members of the team who contributed to this successful outcome received their awards earlier.

Congratulations to all of our personnel recognized for their efforts during this incident. This successful outcome was truly a team effort and reflects the training, professionalism, and dedication our members bring to every response.

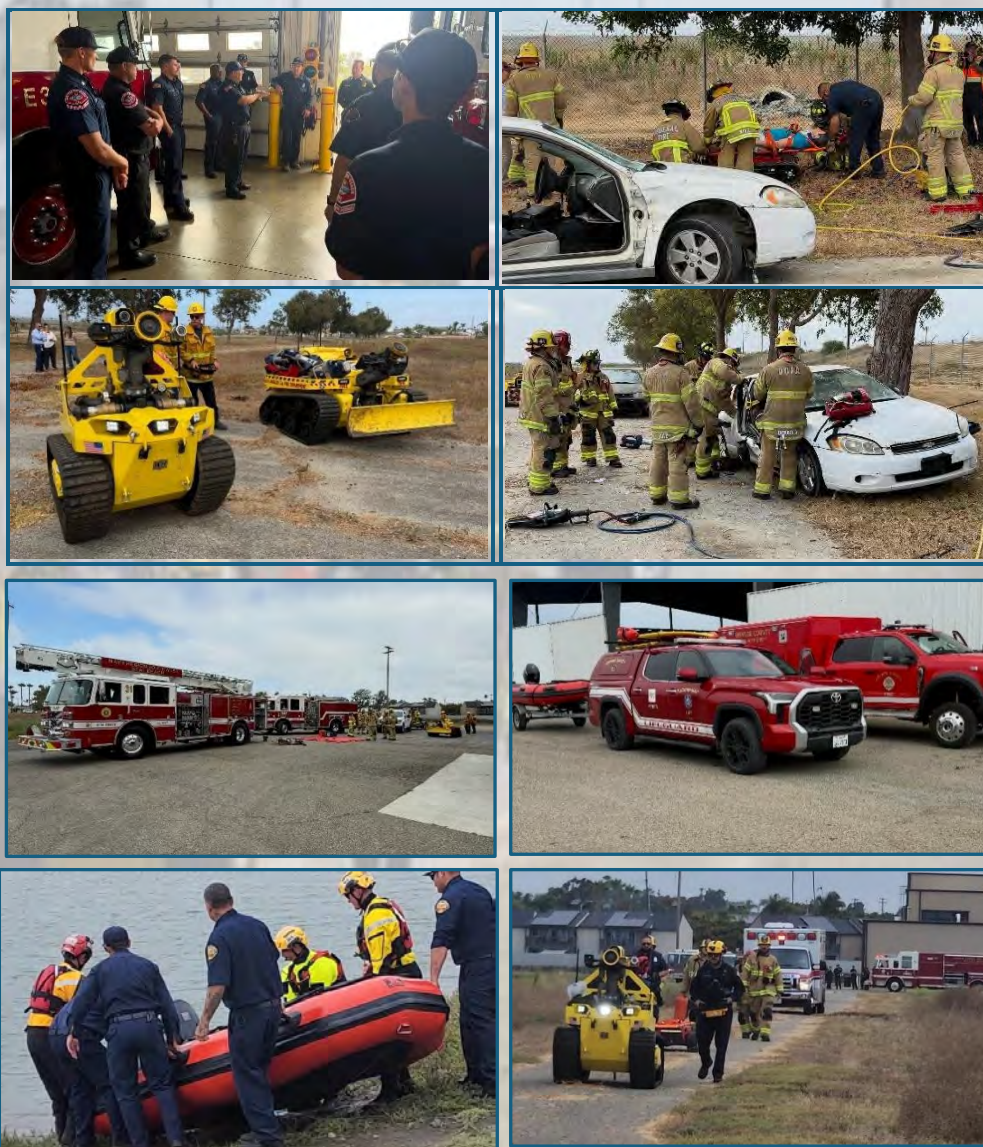




Seal Beach CITADEL RUMBLE Exercise

This year's annual Regional Disaster Exercise simulated a large-scale tsunami, challenging crews with multiple water rescues, vehicle collisions, extrication, and access issues caused by debris and disabled vehicles blocking roadways. The scenario highlighted the importance of innovative solutions, including the use of robotic resources to reach victims when traditional access was limited.

Special thanks to all the agencies that participated. We couldn't do it without great partners. Orange County Fire Authority, Los Angeles and Huntington Beach Fire Departments (HBFD) and HBFD Marine Safety Division.





The Emergency Doesn't Ask

By Randy Bruegman

Perhaps leadership should take a page from the first responder playbook. When someone calls 911, one of the first questions they hear is remarkably simple:

“What is your emergency?”

The dispatcher does not ask who you voted for. They do not ask how much money you make, where you worship, what neighborhood you live in, or what personal beliefs you hold.

They ask one question:

What is your emergency?

That question reflects a fundamental principle of public service. Before anything else can happen, we must understand the problem. Once first responders are dispatched, they don't spend time debating whether the person needing help shares their views or comes from a similar background.

They respond.

They assess the situation.

They determine what needs to be done.

Then they work together to solve the problem.

During my more than 40 years in the fire service, I never witnessed a firefighter, paramedic, or police officer refuse to help someone because of their politics, religion, income level, or personal beliefs. None of those things mattered. Someone needed help, and our responsibility was to provide it. There is an important leadership lesson in that. The best leaders understand that leadership is not about them. It is about the people they serve. Whether the responsibility is protecting a community, leading an organization, supporting a team, or guiding a family, the mission remains the same.

Understand the problem.

Focus on the people affected.

Then work toward a solution.



Whether you lead a government agency, a business, a nonprofit organization, a community group, or a family, our first responsibility is not to advance our own agenda. It is to understand the challenge in front of us and serve the people who are depending on us. Unfortunately, too often today we spend more time arguing about who is responsible than focusing on what needs to be done. We become consumed with positioning rather than problem-solving, division rather than service.

The emergency doesn't ask.

It simply demands a response.

Service Before Self

One of the most important things I learned during a career in public service is that leadership is ultimately about serving others. That sounds simple enough, but it is often more difficult in practice. In government, people entrust leaders with resources, authority, and responsibility because they expect problems to be solved and communities to be strengthened.

The position exists to serve the public, not the other way around. That is not to suggest that every elected or appointed official consistently places service above self. During my career, I certainly saw occasions when individuals used their positions to advance personal interests, protect their status, or pursue objectives that appeared to benefit themselves more than the people they were entrusted to serve. Every leadership position comes with influence. The question is what we choose to do with it. Do we use it to advance ourselves? Or do we use it to advance the mission and improve the lives of others?

Leadership is not about what can be gained from a position. It is about what can be given back through it.

The same principle applies in the private sector. The best organizations understand who they serve and never lose sight of that fact. They create value for customers, build trust, and recognize that longterm success depends on meeting the needs of others. When service is replaced by self-interest, trust begins to erode. The focus shifts from solving problems to protecting positions, from serving others to serving ourselves.

People notice. And once trust begins to erode, it is often difficult to rebuild. The best leaders I have known rarely made leadership about themselves. They understood that leadership is a responsibility, not an entitlement. They measured success by the difference they made in the lives of others and the organizations they served. First responders understand this principle well.

When the call comes in, they are not focused on personal gain, political advantage, or public recognition. They are focused on the person who needs help and the problem that must be solved. Perhaps that is a lesson worth remembering. Leadership is at its best when service comes before self.

Leadership Begins with Reality

If service is the foundation of leadership, then reality is where leadership begins.

One of the lessons I learned during my years in the fire service is that problems do not go away simply because we choose not to acknowledge them. When crews arrive on scene, they evaluate the situation. A fire is a fire. A heart attack is a heart attack. A multicar accident is a multi-car



accident. The emergency does not care about opinions, politics, excuses, or wishful thinking. It exists whether we acknowledge it or not.

The reality is that most of the challenges facing our communities, organizations, and nation today are not hidden. People see them every day.

They see roads and bridges that need repair.

They see housing costs making it harder for families to buy a home.

They see businesses struggling to find qualified employees.

They see public safety agencies, schools, and healthcare systems operating under increasing pressure.

Most people do not need a report or a survey to tell them these things are happening. They are living them. The question is not whether the problems exist. The question is whether we are willing to do something about them. That is where leadership becomes difficult.

An elected official may understand what needs to be done but worry that doing so could cost votes or create conflict within their own party.

A CEO may understand the problem but worry about shareholder reaction.

A city manager, department head, nonprofit leader, or business owner may know exactly what needs to be done but understand that criticism and resistance will follow.

Most people are willing to address problems when the solution is easy, inexpensive, and popular

Leadership is tested when the solution is difficult, costly, or controversial.

Solve the Problem in Front of You

One of the things that always impressed me about effective incident commanders was their ability to stay focused.

At a major emergency, there can be dozens of things happening at once. Radios are transmitting. Traffic is backing up. Bystanders are watching. Multiple agencies are responding. Information is coming in from every direction.

Yet the best incident commanders understood something important. Not everything requires the same level of attention. Their job was to identify the most important problem, establish priorities, and keep everyone focused on what mattered most. Leadership often requires the same discipline. Unfortunately, many discussions drift away from the problem itself. Before long, the conversation becomes about politics, personalities, procedures, competing interests, budgets, or who may receive the credit.

Meanwhile, the problem remains. I have sat through plenty of meetings over the years where a great deal of discussion took place, but very little progress was made. The danger is that activity can create the illusion of progress.

Meetings are held.

Committees are formed.

Reports are written.

Presentations are delivered.

Meanwhile the problem remains. The best leaders continually bring the conversation back to a few simple questions. What problem are we trying to solve? Who is being affected? What outcome are we trying to achieve? Presentations are delivered.

Meanwhile the problem remains. The best leaders continually bring the conversation back to a few simple questions. What problem are we trying to solve?



Who is being affected? What outcome are we trying to achieve? Those questions have a way of cutting through distractions and bringing people back to what matters. When they remain at the center of the discussion, progress becomes possible. When they are forgotten, activity often replaces action. The emergency scene teaches a valuable lesson.

Stay focused on the problem in front of you

The First Responder Mindset

When I was a young officer, one of the leadership lessons I learned early in my career came from a process that worked exceptionally well on emergency scenes. Over time, I discovered that it worked just as effectively in leadership, organizations, and everyday problem-solving.

When the first officer arrives at the scene of an emergency, one of the first responsibilities is to provide a radio report for the units responding behind them. While the details may vary, the report is generally built around four basic questions:

What do I have?

What do I need?

What am I doing about it?

Who is in charge?

Those four questions create clarity in, what is often, a chaotic environment.

First, we identify the problem.

Second, we determine what resources are needed.

Third, we take action.

Finally, someone must be accountable to manage and lead the event.

As I look at many of the challenges facing organizations, communities, businesses, and government today, it often seems that we struggle with these same four questions.

Sometimes we cannot agree on the problem.

Sometimes we are unwilling to commit the resources necessary to address it.

Sometimes we spend so much time discussing the issue that little action is taken.

And sometimes no one wants to accept responsibility for ensuring that progress is made.

Yet the framework remains remarkably simple.

What do I have?

What do I need?

What am I doing about it?

Who is in charge?

Whether responding to an emergency scene or leading an organization, those four questions have served me well for many years. In my experience, most leadership challenges become a little clearer when those four questions are honestly answered.

Then Go Fix It

As I look back over my fire service career, one thing stands out. Emergencies are not resolved by talking about them. They are resolved by taking action to fix them. When people call 911, they are looking for help. They are not interested in who gets the credit, who is to blame, or who wins the argument.

They have a problem.

They need help.

And they are counting on someone to show up and do something.

In many ways, leadership is no different. The people we serve do not expect perfection. They do expect leadership. They expect leaders to identify the problem, bring the right people together, develop a plan, and move forward.



Will every decision be popular? No. Will every solution work exactly as intended? Certainly not. Will there be criticism? Absolutely.

That comes with leadership.

What should concern all of us is when problems are allowed to continue year after year because no one is willing to take ownership of them.

We study them to death.

We discuss them ad nauseam.

We debate them.

Sometimes we become so focused on discussing the problem that we forget why we started talking about it in the first place.

We push them to the next meeting.



The next budget cycle.

The next election.

And sometimes even the next generation.

Meanwhile, the problem remains.

One of the lessons we can learn from first responders is that emergencies do not solve themselves. Neither do most leadership challenges. At some point, someone has to step forward.

Accept responsibility.

Take action.

Leadership is not about avoiding difficult problems.

Leadership is about solving them.

The emergency doesn't ask. It simply demands a response. Leadership should be no different.

Final Thought

Over the years, I responded to thousands of emergencies. Some were large, some were small, some were resolved quickly, and others took hours, days, or even longer to recover from. What they all had in common was that someone had to show up, assess the situation, take responsibility, and begin the work of moving things forward.

The challenges facing our organizations, communities, businesses, and nation today may not arrive through a 911 call, but they require the same mindset. They require leaders who are willing to face reality, focus on the problem, bring the right people together, and take action.

The longer we wait, the more difficult the challenges become.

The longer we debate, the more opportunities we lose. The emergency doesn't ask. It simply demands a response. Perhaps leadership should do the same.



Leadership Summit Registration Open



Registration is officially open for our first ever event, the [Local Impact Leadership Summit](#). Over the past several years, The Leadership Crucible Foundation has had the privilege of sitting down with extraordinary leaders from across the country. Through hundreds of conversations on [The Leadership Crucible Podcast](#), we've explored the crucibles that shape leaders and the lessons they leave behind.

But through those conversations, and after more than 4 decades of public service, one conviction has become abundantly clear.

The leadership that most directly shapes our lives is found right here at home.

It's found in city halls, county offices, public safety departments, schools, nonprofits, businesses, and community organizations. It's found in the people who show up every day committed to making their communities safer, stronger, and better. Because lasting change doesn't happen from the top down. It begins from the ground up.

That conviction is why we created the [Local Impact Leadership Summit](#).

This **half-day, live online leadership experience** is designed to help local leaders build trust, lead through change, and strengthen the communities they serve.

It isn't another policy conference or technical training. It's about making the shift from **knowing the job** to **effectively leading people**.

If you're carrying more responsibility than ever before, trying to accomplish more with fewer resources, developing the next generation of leaders, or simply looking to become a better leader for your organization and community, **this Summit was built with you in mind.**

Because there's no playbook for building trust, navigating change, shaping culture, and leading people through uncertainty. That's why we're bringing together practical leadership insights you can immediately apply where you live and serve.

Join us on Thursday, November 5 at 10am CST for this live online experience and become the leader your community can count on.


Join us on
NOVEMBER 5
10am-2pm • CST
[REGISTER NOW](#)

**Who Should Attend**

- ✓ City & County Managers
- ✓ Fire Service, EMS, & Law Enforcement Leaders
- ✓ Elected Officials & Civic Leaders
- ✓ Executive Team Directors
- ✓ Department Heads
- ✓ Public Works Leaders
- ✓ Community Development Leaders
- ✓ School & Higher Education Leaders
- ✓ Nonprofit Executives
- ✓ Business & Industry Leaders
- ✓ Healthcare Leaders
- ✓ Division Managers & Supervisors
- ✓ Emerging Community Leaders



CNRMA District 3 Fire Chief Retires

Congratulations and farewell to Fire Chief Cedric Patterson as he begins his next chapter.

Chief Patterson, thank you for your leadership, your service, and the time you dedicated to our firefighters and the communities we serve. Your contributions have made a lasting impact, and we are grateful for all you have done.

We wish you nothing but success and happiness in what comes next.

Please join us in thanking Chief Patterson for his service and wishing him the very best.





Around Navy F&ES

Naval Air Station Key West



NAS Key West F&ES participated in National Night Out, a nationwide event dedicated to strengthening the partnership between first responders and the communities we serve!

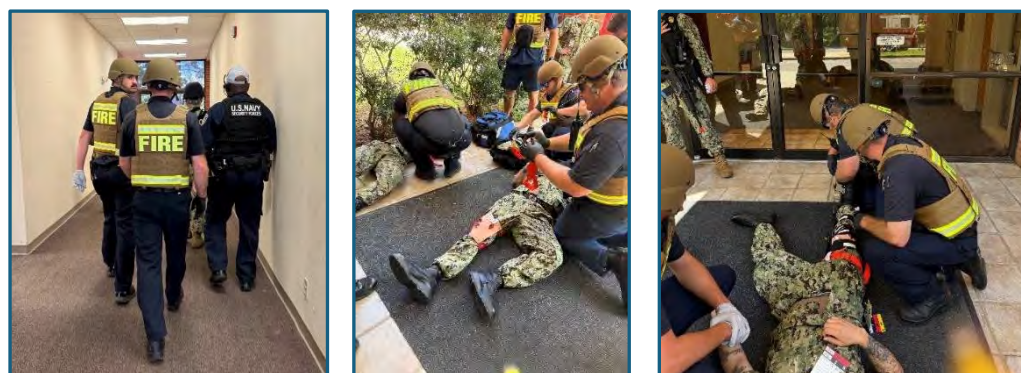
Naval Air Station Joint Reserve Base Fort Worth



Our team participated in an outstanding training class covering field delivery procedures, emergency interventions, and critical patient care. The hands-on portion provided valuable experience and practical skills that our firefighters and EMS personnel can apply in the field.

A huge thank you to the Texas Health Resources team for sharing their expertise and helping us continue to strengthen our emergency response capabilities!

Naval Air Station Meridian



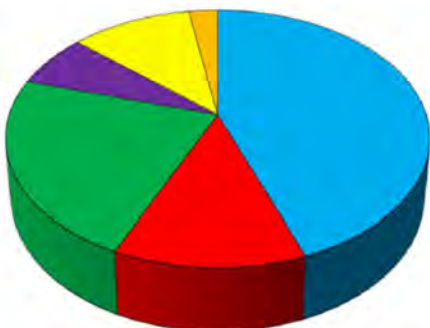
F&ES responders at Active Shooter Hostile Event exercise during the Final Evaluation Problem Assessment



ESAMS Update

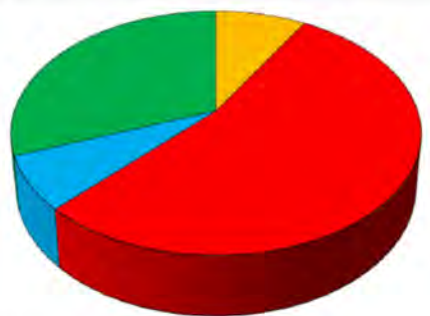
CY 2026 Statistics (01 January – 31 July)

Operations



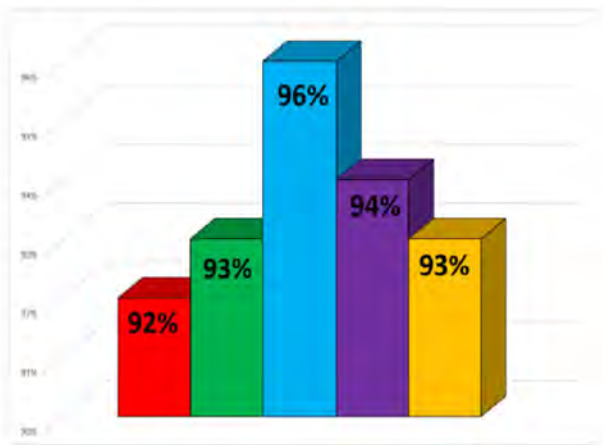
Rescue & EMS	14,468
Hazardous	4,046
False Alarm	7,450
Service Calls	2,228
Good Intent	3,587
Fires	857
Total	32,636

Prevention



Fire Public Ed Classes	1,966
Hot Work Permits	14,934
Inspections**	8,583
Building Evacuation Drills	2,366
Total	27,849

Training



EMS	96%
Proficiency	92%
Emergency Management	93%
Safety	94%
DoD Certification	93%

**Inspection data is through June 18th, the last date that users could enter inspections into ESAMS

ESAMS
POWERED BY **HGV**
& Associates



Navy F&ES Legacy

NAVY FIRE & EMERGENCY SERVICES FALLEN FIREFIGHTERS

IN THE LINE OF DUTY

Date	Location	Name	Date	Location	Name
27 May 2024	Portsmouth Naval Hospital, VA	Anthony "Tony" McVey	9 August 1982	NAVSTA Adak, AK	Perry Wallace
21 August 2023	NAS JRB New Orleans, LA	Thomas "TJ" Maury	12 July 1981	NAS Whidbey Island, WA	John Schmidt
27 June 2023	NAS Patuxent River, MD	Brice Trossbach	4 March 1981	NAS Norfolk, VA	William Travis
21 August 2021	NAWS China Lake, CA	Mikel Lowe	19 October 1973	NAVSTA San Diego, CA	Brian Lindsey
09 August 2021	NAVSTA Great Lakes, IL	Jeffery Peters	19 October 1973	NAVSTA San Diego, CA	Stanley Hertel
1 January 2021	NSF Indian Head, MD	Bryan "Hammy" Hamilton	1 October 1973	NALF San Clemente Island, CA	Stephen Stifner
6 November 2019	NAS Pensacola, FL	Dwain Bradshaw	24 January 1964	NSY Puget Sound, WA	Vernon Fletcher
5 February 2018	NAVSTA Norfolk, VA	Stephen Bement	20 March 1962	NAVSTA Annapolis, MD	Herbert Walls
30 May 2014	JB Anacostia-Bolling, DC	John "Mac" McDonald	22 January 1961	NAS Midway Island, Atoll	AM3 Ronald Blakeman
13 January 2012	NSA Naples, Italy	Luigi Rullo	22 January 1961	NAS Midway Island, Atoll	AB3 Gordon Blatchley
13 August 2011	NSA Naples, Italy	Roberto Nocera	22 January 1961	NAS Midway Island, Atoll	AN Robert Razey
25 November 2005	NSY Philadelphia, PA	Robert Staepel	15 April 1954	NSF Dahlgren, VA	Warren Marsh Sr.
31 December 2003	SUBASE New London, CT	Kenneth Jeffery	17 September 1943	NAS/NOB Norfolk, VA	Gurney Edwards
27 September 1988	NAB Little Creek, VA	Robert "Bobby" Hoeflein	07 December 1941	NAVSTA Pearl Harbor/Hickam Field, HI	Names Unknown
7 July 1983	NAS Pensacola, FL	ABH2 David Manetzk			



In Memoriam



UNITED STATES NAVY FIRE & EMERGENCY SERVICES

HALL OF FAME

001 William Killen, 2004
002 James Manser, 2005
003 Clarence Rout, 2006
004 David Butler, 2006
005 Alvah Cuthriell, 2007
006 George McGuigan, 2007
007 Waverly Sykes, 2007
008 Hank Vescovi, 2007
009 William Albrittain, 2007
010 Daniel Marshall, 2007
011 Nicanor Benavidez, 2008
012 Haraldur Stefansson, 2008
013 William Beniker, 2008
014 William Thomann, 2009
015 Harry Tagen, 2009
016 Francis Brannigan, 2010
017 Lewis Meyer, 2010

018 Roy Grubbs, 2010
019 Orville Emory, 2011
020 Charles Peters, 2011
021 Douglas Thomas, 2011
022 Charles Gindele, 2012
023 John Wentzel, 2012
024 Leroy Ellis, 2013
025 Dr. Richard Tuve, 2013
026 John Arruda, 2014
027 Augustus Bowling, 2014
028 Robert Darwin, 2015
029 James Meagher, 2016
030 Frederick Seibel III, 2017
031 Gerald Makowski, 2017
032 Gelacio Rodriguez, 2017
033 John McDonald, 2017
034 Dudley King, 2018

035 Eugene Carmody, 2018
036 Robert Williams, 2018
037 Jerry Sack, 2019
038 William Hennessey, 2019
039 Robert Tofson, 2020
040 Michael Jones, 2020
041 George Kennett, 2021
042 Glenn DeLaura, 2021
043 Joseph Thompson, 2022
044 Stuart Cook, 2022
045 Kenneth Jeffery, 2022
046 Andrew Arndt, 2023
047 Mark Hendley, 2023
048 Joseph Duke Sr., 2023
049 Charles Miedzinski, 2024
050 Bennie Williams Jr., 2024
051 Mark Weil, 2024

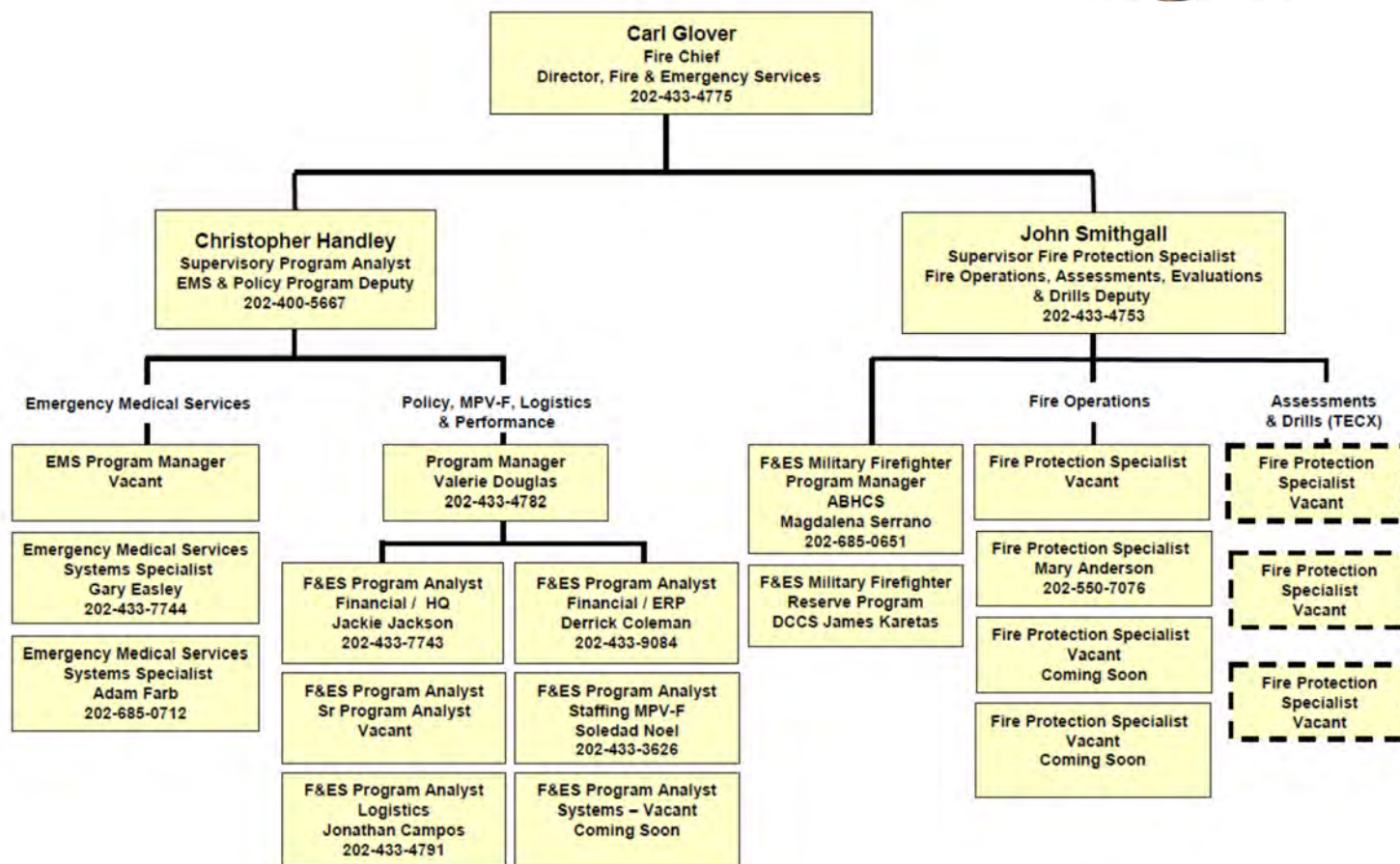
052 Ira Simmons, 2024
053 Ricky Brockman, 2024
054 John Morris, 2025
055 Jaimie Wood, 2025
056 Janice Lozoya, 2025
057 Frank Montone, 2025
058 Mark Chaney, 2025
059 Russell Tarver, 2025
060 Ruben Perez, 2026
061 Edward Stillwell, 2026
062 David Inman, 2026
063 William Casey, 2026
064 Kenneth Snyder, 2026
065 Jack Woodard, 2026

HALL OF FAME



Navy Fire & Emergency Services

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

To submit stories and photos to *What's Happening*, send an e-mail to carl.b.glover.civ@us.navy.mil



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