



What's Happening

Navy Fire and Emergency Services Newsletter
Protecting Those Who Defend America



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Got Too Much on Your Plate!

By Ronny J. Coleman

I've got too much on my plate. We hear that all the time. However, what we don't know is how big that person's plate is. And we don't know what is piled onto that plate. And besides who put all that stuff on that plate!

The answer is pretty simple. We put the stuff on our plate. Just like going to a buffet and we get a chance to walk down a long line we get a sample of this a little bit of that and we continue stacking things on the plate until it starts falling off the edge and then we blame the cook.



There is an engineering analogy to this. I once heard the question asked what do you call the person who thinks the glass of water is only half full. The answer is they are an optimist. What do you call a person who thinks the glass of water is half-empty? The answer is a pessimist. What do you call a person who thinks the glass is the wrong size? An engineer. What do you call the person who wants to get a bigger glass? An entrepreneur.

One day I was having a humorous conversation with an individual about the preverbal cliché of too much on the plate and she responded by saying "anybody knows that if you want to continue to get more food then trade your plate of a bowl, you can stack it higher."

How many of us out there feel that we do have too much to deal with? It seems to be a common if not outright pervasive feeling among a large number of people.

The more important question is what are we going to do about it. You see this is really a question about prioritization and commitment. If you don't eat anything that is on your plate it will continue to remain full.

I have three suggestions for you as to how to eliminate this problem from your life. They are:

- Learn how to say no
- Finish what you start
- Get a new plate before returning to the buffet



Supporting the Fleet, Fighter, and Family



Clipboard (Cont.)

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Ronny J. Coleman

My first suggestion everybody has heard about. It consists of just saying no. We have told kids to just say no to drugs. It's one of the most difficult things in the world for people to do. Yet it is a simple procedure.

Once you have reached a level of commitment that becomes overwhelming you have to learn to say no. Not no forever but no for now. One way of looking at this is if we continue to pile commitment after commitment upon your hypothetical dinner plate after a while you cannot savor and enjoy the distinctiveness of what you have attempted to consume.

This leads us to point two. Finish what you start. Whenever you make a commitment one of the first things you should be asking yourself is when is this going to be finished. Self-imposed deadlines on commitments. Deadlines and closure are the best ways of assuring that the contents of your plate will not spill over.

The last suggestion is to get a new plate. That doesn't mean that you should throw away the empty one but rather that you should have a planning process that allows you to have a clean plate at least once a year. I have spoken extensively on the whole idea of setting goals and objectives and having some kind of a game plan. That's how you clean your plate off. Periodically you might have to go back and say there are certain things that you committed to do in the past that you are not going to continue with in the future. You can't abandon them but rather you do need to appropriately dispense with them. As a person who has changed jobs several times I can tell you that one of the times to clean your plate is when you change what table you are at. Now remember the lessons that you have learned from things that you have committed to do that became difficult for you to sustain. On the other hand, there are some things that you might have committed to that you want to go back and keep as part of your life. But make it as a conscious choice not as an accident.

So, there you have it. When we express the complaint that we have too much on our plate we ought to remember that the reason we have a full plate is that we have chosen to do many of these things. If we look at the biblical connotation one of the ways in expressing rejoice is to say "my cup runnith over." Both visually have the same concept yet one is negative and one is positive.

If your plate is full rejoice in the fact that you are at a table where a banquet is being served instead of being impoverished. If you always remember to take care of what is on your plate today and don't take second helpings before you have finished the first ones, then perhaps someday you will be able to make the statement "this has been the finest meal of my life!"



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Combs Cartoon

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Raking in the Headaches



On the Job - Northwest



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NAS Whidbey Island Mutual Aid Assist



Last Alarms

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Last Alarms

The USFA reported 83 line of duty deaths in 2018. The USFA has reported no line of duty deaths to date in 2019. The following line of duty deaths were reported since we published our last issue:

John Ostergard ♥
East Olympia, WA

Scott Dannheimer ♥
Coal Township, PA

2018 Totals

♥ 49 (59%) 🚒 16 (19%)

♥ Indicates cardiac related death

🚒 Indicates vehicle accident related death



TCoOO Update



Taking Care of Our Own

There are currently 10 DoD firefighters in the Taking Care of Own program.

Name	Location	Point of Contact
David Able	Fort Wainwright, AK	David.L.Halbrooks.civ@mail.mil
Matthew Noel	MCB Quantico, VA	Charles.B.Sullivan@usmc.mil
Michael Parker	Combat Center 29 Palms, CA	Alvin.Arita@usmc.mil
Michael Kidder	MCMWTC Bridgeport, CA	Shannon.Anderson@usmc.mil
Neil Hogan	Navy Region Southwest HQ, CA	Joyce.Matanane@navy.mil
Walter Taylor	NAS Patuxent River, MD	Jerry.Schenemann@navy.mil
Scott Van Drew	Ellsworth AFB, SD	Michelle.Dicks.1@us.af.mil
Christopher Carneal	Fort Carson, CO	Karen.M.Connors2.civ@mail.mil
Dana Carneal	Fort Carson, CO	Karen.M.Connors2.civ@mail.mil
Abdiel Aponte	Fort Buchanan, PR	James.Syrowski2.civ@mail.mil

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

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

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

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Back in the Day

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Tom Shand

Oshkosh M-1000 ARFF Vehicle

By Tom Shand; photo by Mark Redman

During the early 1970's the U.S. Marine Corps began to investigate designs for ARFF vehicles to replace a number of aging MB-5 model crash trucks. While these vehicles were very maneuverable with an overall length just over twenty-one feet long the



firefighting capabilities were somewhat limited. The unit was equipped with a 400-gallon water tank along with 30 gallons of AFFF foam, roof turret and separate fire pump rated at 100 gpm supplying a booster reel line.

At this time the U.S. Navy placed into service seventy-three Oshkosh MB-1 model ARFF units that carried a 750 gpm pump, 1000-gallon water tank and a 130-gallon foam tank. These trucks were larger than the MB-5 models and were outfitted with twin roof turrets along with a 150-pound dry chemical system. The first group of Oshkosh P-4A ARFF units were acquired shortly thereafter in 1971 which greatly enhanced airfield ARFF protection.

The Oshkosh M-1000 crash truck was the commercial version of the MB-1 unit and was utilized by both civilian and military agencies with the first models produced rolling off the assembly line during 1972. This vehicle had two diesel engines, one to power the unit and a second to drive the fire pump system. A Caterpillar model 3406 DIT engine rated at 335 horsepower was the prime mover using an Oshkosh Powermatic transmission. The fire pump was powered by a Caterpillar 3208 engine rated at 210 horsepower with the vehicle carrying a 1000-gallon water and 135-gallon foam tanks.

The Marine Corps took delivery of eighteen of these ARFF vehicles during 1977 with another order for twelve placed in 1979. When compared with today's ARFF apparatus the M-1000 was austere in appearance with a single roof turret and seven enclosed body compartments.

Most of the civilian versions of the M-1000 were delivered with a red color paint scheme with the Marine Corps units painted chrome yellow. A few units were painted with a desert camouflage pattern including property number 513663. This vehicle was loaned to the Kaman Aerospace Corporation in Bloomfield, CT. This location produced components for use in several models of helicopters including the HH-43 Huskie. Fox 2 was a 1977 model Oshkosh M-1000 and in later years Kaman Aerospace plant protection operated several U.S. Navy ARFF vehicles including a 1977 Oshkosh P-4A that was rebuilt by Crash Rescue Equipment Services along with a 1985 Oshkosh P-19 that originally saw service at NAS Key West.

ARFF protection is just as critical today to protect military assets as plant and airfield protection is for the companies that build and test the various types of aircraft Back in the Day.

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Gregg Magill

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MCAS Miramar Fire Chief Completes Career



Fire Chief James “Greg” Magill hails from Leominster, MA and began his career in August 1983 when he enlisted in the United States Navy. Following initial training and “A” school at Naval Recruit Training Command, Great Lakes, IL he was assigned to the aircraft carrier USS Constellation (CV-64). While assigned to the “Connie,” he participated in several theater level exercises and deployed to the Western Pacific on two occasions. He was honorably discharged in November 1987.

He became an entry level firefighter with the Navy in San Diego in February 1991. During this time, he worked in several key positions, and learning his craft from the bottom up was his priority. In October of 1997, Chief Magill seized the opportunity to join the newly formed MCAS Miramar Fire Department.

Since joining the Miramar Fire Department, Greg has worked tirelessly to build the reputation and proficiency of the organization. Specifically, in 1999, he deployed with a San Diego strike team to Northern California for 21 days in support of fire mitigation operations. During the historic 2003 San Diego fire, Greg led a fire crew while battling flames in the MCAS Miramar adjacent community of Scripps Ranch. He also led a strike team of engines in support of the 2007 Firestorm.

Under his leadership, Miramar achieved accreditation from the Commission on Fire Accreditation International in 2102 and was reaccredited in 2017. Miramar was awarded the 2008 Department of Defense Fire Department of the Year (Small Category).



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Trailblazer

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USMC Chief Attends LAFD Leadership Academy



Camp Pendleton Deputy Chief Chris Hubmer recently became the first in DoD to have the distinct honor of attending one of the nation's premier leadership academies. The Los Angeles Fire Department Leadership Academy (LAFDLA) was developed from the United States Military Academy at

West Point. It is an extensive graduate level program that explores 28 behavioral science theories and applies them to a "Leader Problem Solving Model." Over the course of four weeks and 160 hours of instruction, participants were challenged with the theories through extensive reading assignments, student journals, written exams, and a 20-page term paper.

"This was truly a surreal experience to attend the LAFDLA. Not only was I able to learn and reeducate myself on the 28 behavior science leadership theories, we were able to learn from the instructors on their application in real-life incidents and events. The instructors have a wealth of knowledge and experience; and were able to tell their stories, all the while tying in their respective leadership theory through application. Some of these instructors had great success stories while some "owned" their mistakes and educated us on their lessons learned," said Chief Hubmer.

On graduation day training cadre held a small class presentation prior to the start of the official graduation. During this presentation, Chief Hubmer was presented the award of "Taking a Chance" from the cadre and staff. While the classes are intended to be a non-rank class, with no uniforms worn, all participants were equal; the cadre knew Chief Hubmer had more to offer. "Receiving this class recognition was totally unexpected and a humbling experience."

"No way I was going to miss my Deputy Chief's graduation day," said Camp Pendleton Fire Chief Thomas Thompson. "Professional development is no stranger to Chief Hubmer, as he has a passion for leadership. Attendees were from all over the United States and it was a privilege witnessing this great event. Preparing our future fire service leaders cannot be overstated, taking their professional development on as your own makes sense, ensuring the success of the individual and for your agency. I am planning on sending another fire officer next year. Congratulations Deputy Chief Hubmer, as the first DoD Fire Officer attending this academy, you have showcased what the Department of Defense Fire and Emergency Services commitment to leadership is, and most importantly your ability to lead from the front."

On the Job – Kings Bay

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EF-3 Tornado Response

By Freddie Thompson Jr., SUBASE Kings Bay Fire Chief



In southeastern Georgia, severe thunder storms, dangerous lightning, flash flooding, and seasonal hurricanes are all part of our environment. The severity of our weather events are often unpredictable. Perhaps the most unpredictable, and arguably the most severe, is the tornado.

Tornados arrive suddenly and are very destructive. Recently the Kings Bay Fire and Emergency Services, responded to such an event.

At 15:23 local, via duty cell phone, the Regional Dispatch Center (RDC) notified Assistant Chief Robert Womble of a natural disaster that had occurred at Kings Bays' Site-6 pier. Seconds later, the RDC alerted all Kings Bay fire stations that a tornado had touched down at the pier and four people were reported blown into the water and unaccounted for. Chief-1303, Engine-1321, Engine-1322, Ladder-1331, Rescue-1368 and Ambulance 1371 immediately responded.

Upon arrival at the scene, Assistant Chief Womble couldn't believe what he was seeing; all trees in the immediate area down and uprooted, light poles snapped off at the base, live electrical lines were exposed throughout the area, several buildings were damaged, a broken fire hydrant was releasing a geyser of water about 30 feet in to the air, numerous vehicles both POV and GOV were badly damaged (2 vehicles were blown off the pier and sank in the harbor), smoke was observed on the deck of USN West Wind, a crane barge was adrift in the channel, a small boat was blown out of the water and on to the pier, and an enormous amount of debris was on the pier and in the water.



Assistant Chief Womble took charge as Incident Commander and established the Site 6 Incident Command Post; it was late Sunday afternoon and the normal organizational support was not readily available, he would lead the operation for the next hour with limited base resources. His first action was to split his forces. He directed crews aboard

Engine 1321, Rescue 1368, Ladder 1331, and Ambulance 1371 to search for survivors in the debris field. He directed Engine 1322 crew to assist the Captain of USN West Wind which had been blow free from its mooring and thought to have had a fire on-board. Lt Hartman and his crew found no fire just a flare that had ignited that was not a threat to the ship; Hartman declared the vessel fire safe.

Kings Bay (Cont.)

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During the course of his investigation, he also accounted for one uninjured victim who took shelter aboard the vessel as the tornado approached. The Captain reported that he observed a small watercraft that sank in the harbor, however he did not observe anyone on board.

As injured personnel were extricated from the scene, it became apparent that additional EMS units would be needed. Assistant Chief Womble requested mutual aid from Camden County Fire-Rescue and also placed Kings Bays' reserve ambulance in-service to assist with patient transports. As the incident escalated, Assistant Chief Womble established a Unified Command with the NSF Watch Commander, and he served as the spokesperson. He continued with search and rescue efforts to locate, treat, and transport injured victims until he confirmed 100% accountability of all personnel known to be in the area. Because of this extra effort, no one went missing for a long period nor were there any fatalities. As other base officials arrived on scene, Assistant Chief Womble provided SITREP briefings to CO, XO, Fire Chief, CDOs, TRF, Port Ops, USCG, and other essential responders; and ensured EOC was periodically updated.

Throughout the event, Assistant Chief Womble emphasized safety to essential personnel involved in the recovery operation who entered the debris areas. As additional hazardous weather approached (lightning, torrential rains, and high winds), he ordered the suspension of recovery operations until the weather passed. Afterwards, he requested a Public Works representative to the command post for face-to-face confirmation that all electrical power to Site 6 had been secured, and efforts to shut off the damaged fire hydrant was underway. He initiated coordination efforts with Port Ops to recover the crane barge that was still adrift in the channel, and to address the waterborne hazmat caused by leaking fuel from a small overturned vessel.

Just before dark, Chief Womble terminated emergency operations and transitioned to a base recovery mode. As daylight diminished, he transferred Site 6 Command to the Security Forces Watch Commander. He recommended that recovery operations should be suspended until daylight and only personnel essential to the recovery be allowed back on the pier.

There was little for me to do when I arrived; Chief Womble had the incident well in hand and his performance as the Incident Commander methodically brought order to a catastrophic event. Kings Bay firefighters worked the entire two hours to locate and transport victims, address hazmat spills, and conduct damage assessment. A department can't exactly prepare for a tornado event, but competent incident command skills and capable firefighters will get you through the aftermath.

On the Job - JAX

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Navy and JAX Firefighters Join Forces

By MCSN Marianne Guemo, Navy Public Affairs Support Element, Detachment Southeast

The Arleigh Burke-class guided missile destroyer USS Farragut (DDG 99) integrated with Jacksonville Fire and Rescue Department and Naval Base Mayport Fire and Emergency Service during a graded drill aboard Naval Station Mayport in December. The drill merges shore-based emergency response teams with Navy crews to practice in-port damage control procedure as a team.



“Navy ships and crews are built to be self-sustainable,” said DCC Slavik Verbovskiy, assigned to Farragut’s Damage Control Training Team (DCTT). “In the event that we do have a major fire in port, we need to be able to utilize any available resources we are given.”

Inspectors from Southeast Navy Regional Maintenance Center (SERMC) graded Sailors and supporting response teams on their damage control skills and safety procedure. “These Sailors put their heart and soul into their work,” said Verbovskiy, “Seeing what these guys do on a daily basis makes me proud to be a chief. These Sailors are awesome. They’re loud, they’re proud and they’re great at what they do.”

Sailors, First Coast Navy Fire & Emergency Services, along with Jacksonville Fire and Rescue Department (JFRD) firefighters, responded to a simulated fire in the ship’s smoke-fogged laundry room. They practiced handling a personnel casualty, dewatering and recertifying the space for normal operation under the observation of SERMC drill inspectors.

“This doesn’t happen often,” said Verbovskiy. “It makes you dial back and think. Maybe there are things we could do better? We are getting an opportunity to learn from other expert firefighting entities.” The firefighters established an off-hull incident command alongside Farragut with emergency response vehicles and personnel on standby. Multiple fire parties from both services boarded the ship to provide relief throughout the drill.

“The main objective of this exercise is to show if Farragut had a major fire, we would be able to integrate with other local fire entities to combat the casualty and save the ship,” said DCC Caleb Givens, Farragut’s Damage Control Training Team head coordinator. “We take this seriously because it is a potential reality.”

The crew of Farragut debriefed with the firefighting teams after the drill to evaluate performance and share ideas to improve future team operations.

Skin Cancer Risk

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Firefighters Face Increased Risk

By Rachael Rettner, Senior Writer

(Original article on Live Science. <https://www.livescience.com>)



Firefighters may have a higher risk of skin cancer than the general public, a new study finds. The study analyzed information from about 2,400 firefighters in South Florida. Participants answered questions about whether they had past skin-cancer diagnoses, as well as what kind of sun protection (including sunscreen) they used and whether they had been screened for skin cancer or had other skin cancer risk factors (such as sunburns).

Overall, 109 firefighters (4.5%) reported having a diagnosis of skin cancer at some point, including 17, or 0.7%, who were diagnosed with melanoma. That's higher than the rate of melanoma among Florida adults in the general population, which is only 0.01%, the researchers said. (Melanoma is the deadliest form of skin cancer.)

What's more, firefighters tended to be diagnosed with melanoma at younger ages than adults in the general population: The median age of melanoma diagnosis was 42 years old among firefighters, compared with 64 years old in the general U.S. population.

"It is certainly possible that chemicals encountered by firefighters during the incident response could be increasing their risk for skin cancer," said study co-author Dr. Alberto Caban-Martinez, an assistant professor in the Department of Public Health Sciences at the University of Miami's Miller School of Medicine.

For example, soot produced by the combustion of materials can contain harmful chemical compounds that may increase the risk of cancer, Caban-Martinez told Live Science in an email. "This soot can transfer from the fire to their fire engine/truck, back to their fire station and possibly even home."

In addition, flame retardants that firefighters use to put out fires are also linked with thyroid cancer, Caban-Martinez said. These chemicals may also be found in furniture in homes that firefighters enter.

Another group of chemicals produced by combustion is called the polycyclic aromatic hydrocarbons, which are known cancer-causing chemicals. One study found that these chemicals can enter people's skin through specific receptors, Caban-Martinez said.

But other factors, such as exposure to sunlight outside of work hours, could also play a role in firefighters' increased risk of skin cancer. Or there may be a synergist effect between exposure to ultraviolet rays from sunlight and chemicals from fighting fires, Caban-Martinez said. For this reason, more research is needed to better understand skin cancer risk among firefighters and to identify possible work-related hazards that may increase the risk, the researchers said in the study.

Skin Cancer Risk (Cont.)

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This isn't the first study to uncover a link between firefighting and cancer risks: Other studies have found that firefighters have an increased risk of a number of cancers, including those of the digestive, oral, respiratory and urinary systems, according to the Centers for Disease Control and Prevention.

The researchers in the recent study also looked at other skin cancer risk factors among firefighters.

The scientists found that a little over one-third (34%) of firefighters in the study said they used sunscreen most of the time or always when they were outdoors. Firefighters with a history of skin cancer were more likely to report sunscreen use than those without a history of skin cancer, the study found.

Only 14% of firefighters in the study, and 12% of those with a history of skin cancer, reported wearing long pants outdoors (which can protect against sun exposure). About 1 in 4 (24%) of firefighters said they had used a tanning bed at some point in their lives. That's lower than the average prevalence of tanning bed use among adults in Western countries, which is around 36%, the study said. (Use of tanning beds is linked with an increased risk of skin cancer.)

Overall, about 50% of firefighters said they had undergone a full-body check for skin cancer. That's higher than the rate of skin cancer screening among the general population of Florida adults, which is 11%.

The new study suggests that doctors who care for firefighters should consider conducting full-body skin checks during regular physicals, Caban-Martinez said. Doctors should also educate patients about what they can do to protect themselves from UV light (such as wearing sunscreen or protective clothing) while working outdoors for extended periods, he said.

The study was published 13 December 2019 in the journal JAMA Dermatology.

Symptoms and Warning Signs

Healthcare professionals advise people to check for signs of skin cancer regularly throughout the year. Early detection improves the outlook of each type of skin cancer.

Basal cell and squamous cell carcinoma are two examples of nonmelanoma skin cancer. The U.S.-based Skin Cancer Foundation says that everyone should examine their whole body, from head to toe, once a month, and take note of any new moles or growths, moles or growths that have grown, moles or growths that have changed significantly in another way, lesions that change, itch, bleed or have not healed.

The most common sign of skin cancer is an abnormal pink or brown spot, patch, or mole. Melanoma is the type most likely to develop in a mole.

At Journey's End *I'm Out!*

By Thomas Callaway, Asst. Fire Chief, NS Mayport

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I am entering the final approach on a journey I started 37 years ago as a firefighter. My graduation from fire school at Chanute AFB was on 17 December 1981, before some of you were born. I will end this glorious profession on 31 December 2018.

I have been asked why I became a firefighter in the first place. I have no honest answer except that I was placed on this path that I feel was the right one for me. I can tell you that as child I fought fires in my childhood home every time I was told to water the plants. I put that house out at least, for what seems like, a thousand times. What little boy doesn't want to be a firefighter?

I didn't know if I would stay in this profession until I fought my first house fire and felt the exhilaration it provided. Once the bug set in, I was hooked. When I left the USAF, and began at NTC Orlando, I truly thought that I would be where I would retire. It was only about three miles from where I grew up and was the place to be, at least I thought so. Well, BRAC and Uncle Sam had different ideas.

I will say that even though I was uprooted and left an area I knew so well, I feel that it was a blessing to come here to NS Mayport. I had risen to the rank of Fire Captain at NTC and came here as a firefighter. Even though I had to start over again, I can say that it has worked out well and I feel that I have attained all I could ask for, because having the respect of the firefighters I have worked with and their confidence in my knowledge, skills, abilities and experience has been the greatest reward for a career I could have asked for.

I have never been a very religious person, but my mother placed a faith in God in me and I have used to guide me. This is where I feel the path I have taken was one that I was meant to take. It also tells me that I have been a part of one of the most blessed professions in existence, firefighting.

Only a firefighter knows the true meaning of why they do what they do. Why they willingly enter a place where others are fleeing to extinguish a fire they did not set? Why they enter a dark hole in search of a trapped worker they never knew existed before that moment? Why they enter a place where an atmosphere that will most assuredly kill them, only a thin barrier of plastic stands in the way to stop that hazard as they work to stop a leaking container. Why they approach an aircraft that is burning to pull a person out they do not know is alive or not? Why they enter traffic to begin to pull away a vehicle from around a family they know nothing about. Only a firefighter knows why they leave their family for 24-48 hours at a stretch to await a call that could be their last.

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Journey's End (Cont.)

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Why, because that is their path. God placed a group of people on this good Earth that are here for one reason only, to help others by placing their lives at risk for theirs. God has provided the firefighter with the ability to gain skills and knowledge to save others, fight fires, rescue the trapped, egress the injured and stop the hazards from reaching others. God made sure that the firefighter would be a person that would willingly risk what others find so precious, life itself.

With all this comes a bond that is forged in that common calling. A bond that, hopefully, will stand the test of time and toil. The bond of the brotherhood of firefighters. This bond is great and is held together by an understanding of things only firefighters will understand. It is forged with pain that comes with having to do things, see things or smell things at times others could never do, or understand. It also is forged by the fun we have with each other.

The pain comes with the things we see and deal with so that others may not have to. It is glued together with the fun we have with one another in those times that some would find it strange. It is this counterbalance that creates the atmosphere we attempt to flourish in. Yet, it seems it is just this bond and atmosphere that others, who will never understand, who are willing to destroy without regard to understanding why it is the way it is.

My mother used to tell me that God answers all prayers. But, as firefighters, we know all too well that sometimes that answer is "No". Do not fret if some of those you have tried to save die. They had a different path to follow. And at times a firefighter may lose their fight to as they try to save others or because of the actions they took to help attacked their bodies. This may come one or two at a time, or, as seen in extreme cases, hundreds. This is because God needs some fresh help to keep heaven protected. Those of us that do not lose the fight persevere so we can carry on the stories of those we lose and make sure that the next generation is ready for the fight.

It was lucky I had to come to Mayport when I did. Why? Because, as I look at my family, I realize I would never have the family I have now if I had stayed in Orlando. Hell, I have my own Engine Company of grandsons, and soon they will have a little sister and cousin, I guess we can make it a Robust Engine company.

As for the others that God blessed, they are the families of the firefighters. The ones who put up with us. Sometimes they are angry that we willingly place ourselves in danger for people we do not know. They fear for us when they call the station and no one answers the phone, knowing we have been called out on a run. They won't say it, but they cherish our voices when we do call back.

But they stick with us and reinforce us in believing we made the right decision as we followed that path set for us so long ago. They provide us with a stable foundation to return to and a bond greater than anything, even the bond of the brotherhood. This is because God blessed them with the hardest job of all, the family of a firefighter.

SA Matters!

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Nine Dangerous Mindsets – Part 5: The Stubborn

By Rich Gasaway, PhD.

Welcome to the fifth of the nine-part series on dangerous mindsets that can impact situational awareness and, subsequently, the safety of your team. In this article I am going to address the stubborn team member. This individual can be described as one set in their ways, closed minded and perhaps even defiant. Their narrowed view can impact relationships and, more importantly, their situational awareness. Ironically, we use a mule as a visual depiction of stubborn and terms like “Stubborn Ass.” The fact is, the Stubborn supervisor may be acting like a mule.



Defining stubborn

I think most of us know what a stubborn person acts like but as I gave this article thought, I was challenged to come up with a good definition. So, as I often do for some inspiration, I turned to Google. The definition offered there fit my needs for this discussion perfectly:

Stubborn (adjective): Having or showing dogged determination not to change one's attitude or position on something, esp. in spite of good arguments or reasons...Difficult to move, remove, or cure.

There's no doubt a stubborn person can be challenging to work with. I'm sure my co-workers would, on occasion, have labeled me as a stubborn person. I think the more training and life experience we gain, and the more we may perceive ourselves as having expert knowledge on a subject matter, the more we may be susceptible to appearing to be stubborn in the defense of our beliefs of what is right or wrong. Stubborn is not always a bad quality. For example, a training officer who is stubborn about not taking shortcuts in how recruits are trained, despite what may appear to be good arguments for doing so, is an organizational asset, not a liability.

The downside of stubborn

It can be challenging to open the mind of someone who is stubborn. Why does a person act stubborn? Perhaps they are so used to seeing their point of view as correct that they cannot image any other person's perspective as being right. I once had a first responder describe the challenges with his stubborn supervisor this way: When I went to work for this officer, I knew his last name was 'Wright.' I just didn't realize his first name was 'Always.' When the stubborn supervisor instills this type of feelings among subordinates the underlings are not going to be very willing to tell the stubborn supervisor when they are making a mistake, even if the mistake may result in a grave consequence.

If, by chance, the subordinate would tell the stubborn supervisor of the error, the supervisor, because of their stubborn nature, won't welcome the feedback and won't admit there may be an alternate point of view.

SA Matters (Cont.)

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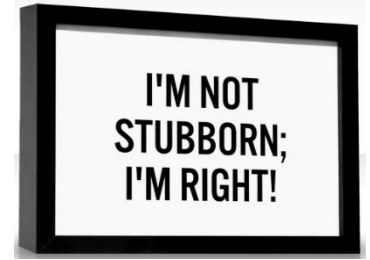


Rich Gasaway, PhD.

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Habits

Another cause of stubborn behavior comes from being set in your ways. We are creatures of habit and we can gain comfort in doing things a certain way. Any recommendation to do things outside the zone of comfort may be met with resistance or refusal. For the stubborn, the mantra may be: Why change? What I'm doing is working well for me.



Comfort

The stubborn nature of a supervisor may come with feeling comfortable with doing things a certain way. Suggesting a change can cause a degree of discomfort. Fear of change and fear of consequences from failure are powerful motivators toward resisting new ideas.

Dr. Gasaway's Advice

One of the best ways to reach a stubborn supervisor is to employ a principle I learned from Stephen Covey in his book *Seven Habits of Highly Effective People*: Seek first to understand, then to be understood. This principle has worked very well for me in understanding human behavior. Prior to using this principle, I was quick to judge and quick to do my best to make sure the other person understood my perspective. I wasn't very interested in understanding WHY they were stubborn. I just wanted the behavior to end. The truth is, until we understand why a person behaves the way they do we can do little to influence a change in the undesired behavior.

Oh, so it's as simple as approaching the person and saying: "Why are you so stubborn?" Well, not exactly. I mean you can take that approach but it's very likely to put the stubborn person on the defensive and your hopes of making any headway is going to die right there. You cannot have productive communications with a person who is defensive. I would recommend avoiding such a direct approach.

Alternatively, ask general open ended questions that allow you to understand the stubborn person's point of view and why they feel the way they do. If they are hesitant to open up, don't pry them open. That will only lead to frustration and distrust. If they're not ready to talk, give it a little time and try approaching it a different way.

As you seek to understand, versus to be understood, you may learn a great deal about what drives the stubborn person to be so resistive to other ideas. If they open up, you may find that sometime in their past they have suffered some consequence (i.e., a bad outcome or an embarrassing outcome) from being open-minded and open to change. If that were revealed, you'd begin to understand the core of the issue is they are wounded and hurting. That hurt can last for years, even decades. It can be from something that happened on the job or it could be something from their childhood. You never know what you'll find out when you seek to understand.

Three LODDs

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The Impact On You

By Billy Goldfeder

NIOSH released the findings in the Line of Duty deaths of Wilmington (DE) Capt. Chris Leach, Lt. Jerry Fickes and Lt. Ardythe Hope in November of 2018. The fire claimed their lives on September 24, 2016. So



now what and how does that impact you as a probie, a Firefighter, a Company Officer and especially as a Chief Officer?

How does this impact YOUR FIRE DEPARTMENT?

Here are some thoughts and resources:

Once again, this is an opportunity for every one of us to compare the circumstances and the findings at that fire to the way our own departments operate daily...as there is no better way to honor their tragic deaths.

WHAT DID THE REPORT FIND?

Among several areas of concern, it identifies the following contributing factors that lead to their deaths:

- Lack on an established continuous and uninterrupted water supply.
- Lack of scene size-up and risk assessment.
- Lack of a 360 as part of the initial size up.
- Lack of incident management.
- Lack of command safety role.
- Lack of an incident action plan.
- Inappropriate fireground tactics for basement (below grade) fires.
- Lack of company/crew integrity.
- Lack of a personnel accountability system.
- Lack of rapid intervention crew(s) .
- Ineffective fireground communications.
- Lack of continuous professional development for Fire Officers and Firefighters.

Brief Discussion & Resource Links related to the above factors include:

The first due battalion chief brought the accountability board to the scene and hung it on a fence in front of the house to keep track of personnel. But no one was assigned to manage and update it.

Three LODDs (Cont.)

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(What's the policy at your FD for "genuine" no BS "it really works" fireground accountability - and what are the expected roles of the companies to insure command knows what they are doing? What's the policy?)

Throughout the incident, Command was not completely aware of what resources from what agencies were in the structure conducting firefighting operations. (With more and more auto-mutual aid, and mutual aid, companies must display the strictest of discipline so they the "right hand knows what the left hand is doing"-and that those in command/accountability are fully aware. This CAN be done with minimal radio traffic when policies and discipline are in place).

The situation was made worse when the first floor of the building collapsed and radio communications "became quickly overwhelmed"

(Radio discipline policy that is repetitively trained on regularly and used daily along with staffing at the command level can minimize this)

Command did not know the actual number of firefighters that had fallen into the basement or their location. (See above)

Command was not aware of fireground operations on (the rear of the house).

(Assigning arriving command level officers solves that problem. If your on duty staffing doesn't provide for that, come up with an off duty response policy for box alarms (for all those take home car folks) or institute auto-mutual aid command level responses on the initial alarm...but when you do that-they must all have the same policies and an equal level of training...which is easily done when we want it done)

The department had no standard operating procedure for tackling basement fires.

(HERE ya go: <https://www.youtube.com/watch?v=f4JCsKef9DE>)

The traditional procedure for any structure fire was to go through the front door. This was the case despite knowing there was a possibility of basement fires (See above)

The incident commander lacked a Mayday checklist.

(HERE are 2 excellent samples you can use TODAY:

NASSAU COUNTY NY:

[file:///C:/Users/Owner/Downloads/MAYDAY%20Checklist%20-%202018%20\(002\).pdf](file:///C:/Users/Owner/Downloads/MAYDAY%20Checklist%20-%202018%20(002).pdf)

NORTHERN VIRGINIA:

http://www.novaregion.org/DocumentCenter/View/1928/mayday_command_checklist?bidId=

Due to issues with radio communications and the urgency to locate the missing fire fighters, the incident commander was quickly overwhelmed.

(Radio use and discipline is often "assumed"-but that won't work. Drills based upon policy using radios to practice over and over what to say, how to say it and when to say it... is a big deal. Less is more but insuring the message is clear is equally important).

Three LODDs (Cont.)

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Billy Goldfeder

There were no additional resources on-scene to designate as another RIC team (The initial RIT or "On Deck" crew is in place-and hopefully is automatic on your first alarm assignment, but what's next? How many Firefighters do you have "on the bench" or in "ready staging" if the RIT team is assigned?)

The fire department lacked annual proficiency training and evaluation.

(Are we good? How good? How do we know? With the mantra from Gordon Graham of "Everyday is a training day" we cannot miss the opportunity to mandate regularly scheduled, policy based training to show ourselves how good we actually are)

HERE is the report.

<https://www.cdc.gov/niosh/fire/pdfs/face201618.pdf>

Honestly, we are pleading with you to take this information and genuinely evaluate yours and each of our departments.

RIP Capt. Chris Leach, Lt. Jerry Fickes and Lt. Ardythe Hope and a hope of peace to all those WFD members and other agencies involved with and surviving this fire.

Dezome-shiki



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Sasebo City Firefighters' New Year Parade

By Hans K. Christian Asst. Chief of Fire Prevention, CFA Sasebo



On 6 January 2019, Sasebo City conducted its New Year's Fire Review. Approximately 1,200 personnel from Sasebo City Fire Bureaus and local volunteer firefighting brigades participated in the event. Local citizens including Sasebo City Mayor Norio Tomonaga and the Executive Officer of U.S. Navy Sasebo Base observed the fire engine parade and fire bureau march. CNRJ Fleet Activities Sasebo Fire & Emergency Services traditionally participates in this annual event. After the ceremony, children were able to get acquainted with fire crews and fire engines thus having a better understanding of firefighters' jobs.

How Can I Improve?

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Self-Improvement for the Modern Day Firefighter

By Assistant Chief Nicholas Christensen, CFO, FO

In today's ever-changing fire service, it is important more than ever before to stay engaged in progressive changes and career development. Today's modern day firefighter needs to have a hunger for additional job knowledge and to never stop improving themselves. My professional opinion is that everyone should attend an educational course or complete a fire service certification of some kind each year at a minimum, regardless of position or time in service. Even if you don't have plans to promote and are happy in your current position, I would pose the question; why not continue to grow as a fire service professional and continue your self-improvement?

I am often asked what can I do to improve? Here are a few responses I share:

1. **Certifications:** Meeting the minimum certification requirements for a position is simply that, meeting the minimum. But how are you going above and beyond the minimum? Are you getting in the books to make yourself better and master your craft? Completing courses and certifications above and beyond your position to set yourself up for success? It is imperative to constantly strive to make yourself better and never too late to start.
2. **Experience:** It goes without saying that experience is a critical component of our job and goes back to the old argument of "Certified" versus "Qualified". Someone can be the most certified person in the world on paper, but without solid experience to back that up, it doesn't go too far. On the opposite end, having the mindset that you've been doing this job for so long you don't need to learn new ways. A mixture of certified and qualified has to exist together, and that is done with experience through training and real-world responses as well as consistent professional development.
3. **Education:** Taking the time to accomplish a degree speaks volumes. I highly encourage you to earn a degree of some sort, especially one related to our career field. The discipline you will learn is priceless.
4. **Professional Credentialing:** Professional credentialing not only highlights your professional growth, but demonstrates your commitment to life-long learning, job related skills development, and your dedication to continue to be a professional that is proficient in your craft. Much like the Accreditation model seeks to improve a department, credentialing seeks to improve you as an individual. Opportunities exist at the Company Officer level and above through the Center for Public Safety Excellence.

Overall as leaders we want to see our personnel be successful in accomplishing their goals. The use of Individual Development Plans (IDP's) are an excellent way for managers to track and assist their personnel with accomplishing what they are setting their sights on. At the end of the day, you will never know what you don't know until you attend that next class or go out for that next training exercise. In doing this, you will not only improve yourself, but in-turn will improve the services you provide to your community.

TSP

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Taking Stock of Your TSP

By Tammy Flanagan

Have you peeked at your Thrift Savings Plan balance lately? It's been a rocky time in the financial markets over the past few months, so you may be seeing a lot of red ink and feeling a little uneasy.

At times like this, you may need to step back and take a broader look at managing your retirement savings. Saving for retirement is a long-term process. I'm not a financial adviser, but since the TSP is one of your federal retirement benefits, it pays to understand the investment performance aspect of this important piece of your overall retirement plan.

In the recent past, the overall picture in the TSP core funds hasn't been great. Here are the returns of the five core TSP funds over the past 12 months (numbers in parentheses indicate negative returns):

G Fund: 2.91%

F Fund: 0.15%

C Fund: (4.41%)

S Fund: (9.26%)

I Fund: (13.43%)

Not a pretty picture. But the long-term view is better. Here's what \$100 invested in these funds at their inception would be worth at the end of 2018:

G Fund since Jan. 1, 1987: \$474

F Fund since Jan. 1, 1987: \$615

C Fund since Jan. 1, 1987: \$1,927

S Fund since May 1, 2001: \$402

I Fund since May 1, 2001: \$202

All of the funds have gained significantly in value, especially those that have been around since 1987.

So what's a federal employee investor to do? Some immediately react to market swings. According to the minutes of the November TSP Board meeting, during the latter part of November 2018, transfer activity picked up significantly between the TSP funds—mostly into the G Fund from other funds.

That doesn't mean this was the right move for everybody. The practice of buying low and selling high requires you to know when the high and low points in the market will be. Even financial professionals can't do that with consistent accuracy.

Remember, retirement investments should be designed to weather the ups and downs of the market over the long haul. You shouldn't be overly fixated on the performance of the TSP at any particular moment.

TSP (Cont.)

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It's no fun to see your hard-earned savings lose value (temporarily), especially if you're one of those employees who have been furloughed or forced to work without pay during one of the longest government shutdowns in history. But keep in mind that five years from now, this all will be a distant memory.

If managing your investments seems complicated and, let's face it, a little depressing, you can always seek the help of a financial adviser. Or you can essentially put your investments on autopilot by placing your money in the professionally managed lifecycle (L) Funds. The L Funds invest in a mix of the G, F, C, S, and I Funds based on your target retirement date. As that date approaches, the investment mix gets more conservative. This strategy assumes that the further you are from retirement the more risk you're willing to tolerate in your investments in the hopes of getting better returns.

The L funds are rebalanced on a daily basis and reallocated on a quarterly basis. This year, the TSP is making adjustments to the funds in an effort to improve overall investment performance.

If you're a current employee, one key to increasing your retirement security is to strive to invest more in the TSP than you did last year. The elective deferral limit—or maximum amount you can contribute—has increased to \$19,000 for 2019. Those over age 50 can make an additional \$6,000 in catch-up contributions. Then just stay the course with your long-term investment strategy.

If you're already retired, one of the most important things you can do is to keep your home address current with the TSP. If you don't, you risk becoming a "lost participant," and potentially missing out on notices of important changes to the TSP and deadlines you need to be aware of—such as the requirement that you take minimum distribution payments from your account once you are retired and over age 70 ½ to avoid a severe tax penalty.

If you need more education to help you understand how to invest in the TSP, a great place to start is the TSP website, which includes lots of resources to help you manage your retirement savings.

Calendar Year Returns

	L Income	L 2020	L 2030	L 2040	L 2050	G Fund	F Fund	C Fund	S Fund	I Fund
2014	3.77%	5.06%	5.74%	6.22%	6.37%	2.31%	6.73%	13.78%	7.80%	(5.27%)
2015	1.85%	1.35%	1.04%	0.73%	0.45%	2.04%	0.91%	1.46%	(2.92%)	(0.51%)
2016	3.58%	5.47%	7.07%	7.90%	8.65%	1.82%	2.91%	12.01%	16.35%	2.10%
2017	6.19%	9.86%	14.54%	16.77%	18.81%	2.33%	3.82%	21.82%	18.22%	25.42%
2018	0.71%	(0.36%)	(3.58%)	(4.89%)	(6.02%)	2.91%	0.15%	(4.41%)	(9.26%)	(13.43%)
YTD	0.71%	(0.36%)	(3.58%)	(4.89%)	(6.02%)	2.91%	0.15%	(4.41%)	(9.26%)	(13.43%)

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Health & Wellness

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Six Tips to Being a Fit Firefighter in 2019

By Aaron Zamzow, www.firehouse.com



The health and wellness of fire service members has been at the forefront of many conference sessions, magazine articles and department trainings. Yet cancer diagnoses continue to rise, musculoskeletal injuries are high, heart attacks and strokes continue to kill us, and suicide rates are higher than ever. With all this attention and talk, why are we not seeing the results?

The added attention to improving firefighter health is still in its infancy. Although there is significant research being developed and more and more departments are crafting standard operating guidelines (SOGs) geared toward improving our health, it's too early to decipher their true applications and effectiveness. Another issue: Many fire service leaders are more likely to talk about improving health than actually provide resources and funding to make it happen.

This then leads to a major point that every firefighter must take to heart: Regardless of research, leadership and funding, your health and wellness are mainly determined by your actions. You have the power to not only make positive changes in your health but also to help make positive changes in the fire service. How? Lead by example to be the healthy and fit firefighter on your crew. Here are six actions to get you started.

1. Stay hydrated

Around most firehouses, the day and the shift usually start with some coffee. We all need a pick-me-up from time to time, but before you reach for that second cup, have some water. Water is the center of all metabolic processes, so the more hydrated you are, the better you will perform.

Progressive dehydration from exercise (or fireground operations) impairs performance, mental capacity and perception of effort, and it can be life-threatening. With as little as a 2 percent body water shortage, the ability to perform a high-intensity activity can be greatly impaired. On the fireground, reduced performance can lead to death or injury to you or a crewmember.

Try to drink at least 64 ounces of water per day. Carry a water bottle around the station and on the rig to help ensure that you are getting enough. Others may follow suit.

2. Eat like an athlete

Firefighters, EMTs and paramedics are fire-rescue athletes. We need to fuel our bodies just like we do our trucks and equipment. As such, it's important to ensure that fuel is quality fuel.

Try to consume whole foods that lack artificial sweeteners and preservatives. Create habits to consume lean proteins like fish and chicken, eat leafy vegetables that have good fiber, and avoid foods that are high in sugars.

Health & Wellness (Cont.)

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Prepare healthy meals and keep the processed cakes and cookies out of the kitchen to avoid those late-night temptations. If you're the cook in your firehouse, always have healthy alternatives available like a salad and vegetables. I know cooking is difficult for a group of hungry first responders. Let's be honest, you're going to get criticism regardless of what you cook; you might as well make it healthy.

Additionally, always have some healthy snacks on hand. Health snacks like bananas and nuts will help you avoid the sugary temptations while staying fueled during busy shifts. The right food will give you the proper energy to tackle whatever challenges may come your way.

3. Get moving

Fire and rescue scenes are very physically demanding. A well-rounded and consistent fitness program can help you meet the demands of the job physical and mentally. Consistent workouts that incorporate mobility, core strength and cardiovascular exercises can reduce the chances of injury and help maintain a healthy weight, and the endorphins released can rid the body of toxins and help manage stress.

Aim to work out at least three to four times (at a minimum) per week and create a plan to schedule time to exercise around shifts and other responsibilities. If you are concerned about exhausting your energy with a workout on shift, consider working on some light cardiovascular activity and focus on improving your mobility with some stretching, yoga and foam rolling.

4. Manage your stress

Firefighting is one of the most stressful occupations. Unmanaged stress can have serious long-term detrimental effects on health. Chronic stress that's left unchecked can contribute to mental health problems, such as anxiety and depression, as well as physical health problems, such as high blood pressure and a weakened immune system. Chronic stress has also been shown to lead to job dissatisfaction and subsequent burnout.

It is vital to find ways to manage stress. Some common, yet flawed, ways we deal with stress include alcohol, drugs, overeating and even sarcasm. There are healthier alternatives. Learn to identify your triggers and find ways to deal with these triggers in a positive manner.

Some positive ways to deal with stress include meditation, relaxation and yoga. You may hesitate, but yoga has a long list of benefits to help the body physically unwind. Another way to cope is to make sure you are getting a quality night's rest whenever possible. I know this is sometimes difficult while on shift, but do not let yourself go too long without getting rest. Find ways to recover while off shift. Some tips to help your mind and body relax: Stay away from caffeine and other stimulants before going to bed, and create a cool, calm and dark sleeping environment.

Health & Wellness (Cont.)

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5. Clean your gear regularly and wear your SCBA

Many firefighters still take pride in wearing heavily soiled and well-worn personal protective clothing. Don't be that person. Science and research have proven that contaminated turnout gear will off-gas toxic, cancer-causing materials that can be inhaled or absorbed through the skin. Keeping clothing clean and properly maintained is not only a way to extend the life of the gear but that of yourself and your crew.

Make sure you follow the NFPA and manufacturer's instructions for gear cleaning and care. Do routine cleanings after any emergency response where soiling has occurred. And, most importantly, wear your SCBA during any and all calls where smoke is visible. This includes overhaul and especially during dumpster and automobile fires. Out of everything that we wear, the SCBA provides the highest level of protection—unless we don't use it.

6. Change the culture!

If you have been a member of the fire service for some time, you have probably heard and witnessed firsthand the expression that the fire service is 150 years of tradition, unimpeded by progress. While this may be humorous, it also has some amount of truth associated with it.



One of the things that is impairing our progress in firefighter health and wellness is our culture. Most firehouses have donut spreads that would make police officers jealous and fully equipped gyms that are underutilized. We all play a role in changing the culture. Some small actions can go a long way to make positive change.

Focus on changing your own health, and invite and challenge others to do the same. Create some workouts for you and your crew, develop field trainings that require a component of fitness, and make sure to provide healthy nutritional options around the firehouse. If you are a chief or in a position of rank, hold yourself accountable and set the example. Then, hold others accountable for their health. Most importantly, we all need to start devoting some of our time and resources to educating each other about health-related issues.

In sum

Be the change you wish to see in the fire service. Change your own health by staying hydrated, eating like an athlete, working out regularly, always wearing your SCBA and having clean gear, and learning how to manage your stress in more healthy manners. When we make a significant and lasting change in what we do, we tend to change our attitudes to match our actions. Be the positive example, and encourage others to do the same. I love the fire service, and if you are reading this, I imagine you do, too. Remember, our fire service culture is not determined by our "talk"; it's displayed in our actions.

Navy F&ES POCs

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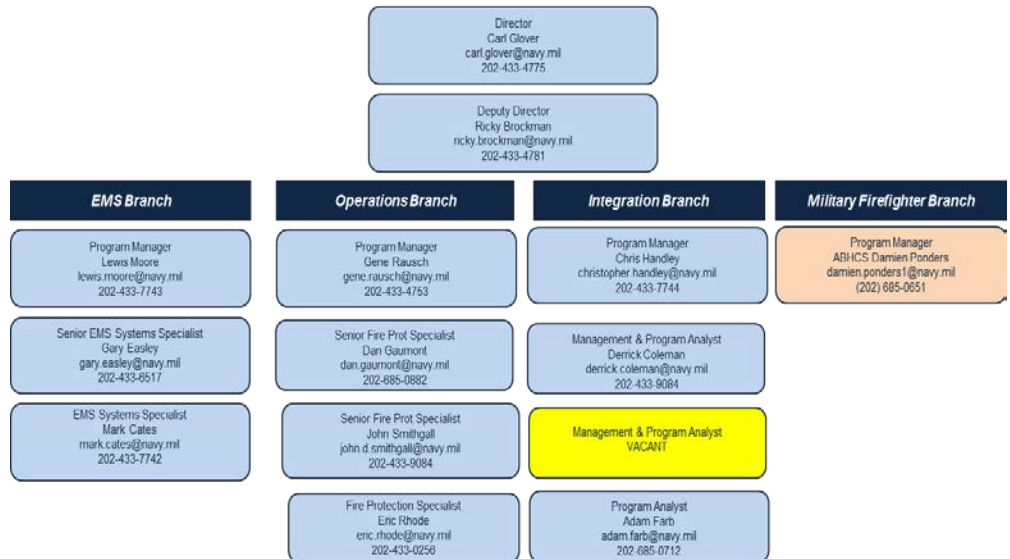
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