



**CNIC**  
Communication

# What's Happening



Navy Fire and Emergency Services Newsletter



*Protecting Those Who Defend America*

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## *From the Editor*

Russ (not his real name) was a fitness fanatic and a decent firefighter who was totally devoted to his new wife and their four year old boy. He had celebrated his 53<sup>rd</sup> birthday a few weeks before and had just returned from a family trip up north the night before. He was in bed horse playing with his wife and son early that Saturday morning and felt like having a cup of coffee or maybe a glass of milk. His heartburn was acting up; at least that was his complaint to his wife as he headed to the kitchen.

Russ never made it to the coffee pot; the heart attack was so severe the doctors said he was probably gone before he fell.

Russ had undergone his annual physical a few weeks before his birthday and nothing unusual surfaced. He worked out on a regular schedule being sure to cover every muscle group as well as his flexibility and aerobic capacity. He hadn't had a drink in years and, with the exception of a stray cigar every now and then, had quit tobacco long before that. He looked much younger than his years.

And then he was gone.

You probably think this is another of my essays about wellness and fitness which it could easily be, but I want to talk to you about readiness instead. Sometimes a person can do everything according to the book and still lose the battle with Odin. Think Jim Fixx.

As the song says, "no one's getting out of here alive".

This is a cautionary tale based on a true story and each one of you needs to pay close attention.

You see, Russ was unconditionally devoted to his family and he was a journeyman firefighter who performed his job well but was not as "ate up" as some. He sometimes let things slide and sometimes seemed like he had more important things on his mind. Some called him lackadaisical.

Russ was also somewhat estranged from his parents after his most recent marriage. The folks did not endorse his choice and were not shy about letting him and his new bride know how they felt. They did, however, adore their new grandson.

Russ had made his parents his beneficiary shortly after his last marriage ended and was always meaning to change that when he remarried. He would take care of it on his next Kelly Day. Unfortunately for Russ's new wife, he waited for one too many Kelly Days and when he passed away the drama began.

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His parents were the legal beneficiaries and had no intention of sharing any of the assets with the new bride. It was all very ugly and in the end she was equally unyielding and was ultimately left destitute. A very sad story given that everyone knew this was the opposite of what Russ would have wanted.

Do you need to update your beneficiaries? What is the plan for your loved ones when you are gone? Do you have a plan? Do they know what it is? We all know about the Public Safety Officers Benefits program, but do the people who depend on you know?

The best thing you can do to insure your final wishes are carried out and your loved ones are taken care of when you're gone is to be ready - don't get ready. The internet contains tons of estate planning information and I encourage you to do your own search. Here is a checklist of 25 things you can do to get your estate in order from Dallas attorneys Webb and Webb. Take a lesson from my friend Russ and make sure your final wishes are known and those you care about are taken care of when you go.

-Rick

### ESTATE PLANNING

1. **Make or update your will.** A will allows you to determine what happens to your money and possessions when you die, and who becomes the guardian of your minor children. Otherwise, state laws and courts make those decisions for you.
2. **Make a living will.** This document can speak for you by outlining the medical procedures you want taken if you become too ill to state your wishes yourself.
3. **Create durable powers of attorney.** These documents allow you to appoint someone to make decisions on your behalf if you become incapacitated. There are two types: one to deal with your personal, legal and financial affairs, and another to deal with health-care decisions.
4. **Create a letter of instruction.** This document provides a list of instructions for your survivors to follow. For example, it can spell out funeral wishes, people to contact, and where your will and other key papers can be found. It also can provide information about your financial accounts and activities.
5. **Calculate your net worth, including life insurance proceeds.** If you have substantial net worth, consider talking to a tax or financial adviser to determine steps necessary to minimize or eliminate the impact of federal and state estate taxes.
6. **Establish a trust if appropriate.** A trust is a legal entity that holds property designated by you for the benefit of you and your beneficiaries. For example, you might need to set up a trust if you name minor children as your life insurance beneficiaries (legally they are too young to receive proceeds directly).
7. **Consider funeral preplanning.** Preplanning can relieve stress on your survivors and give you control over the ultimate cost of your funeral. If you are a U.S. military veteran, you may want military honors at your service; contact your local funeral home or military installation to check on eligibility and availability.
8. **Make arrangements for the orderly transfer of business assets.** Business owners can predetermine what will happen to assets through legal agreements and life insurance on business partners.
9. **Buy or update your life insurance.** Life insurance provides an immediate source of cash that can be exempt from federal and state income tax (but, in general, not estate taxes). It is important to review your ownership, beneficiary and coverage amount every two or three years to make sure your policies still reflect your needs and wishes.
10. **Consider buying health/medical insurance.** There are three major types of coverage that help protect and stretch your assets: Long-Term Care enables you to cover the cost of long-term health care in your home or at a long-term care facility; Major Medical protects you against the ever-rising cost of medical care; and Disability helps protect your income if you no longer can work.
11. **Review your pension plan's survivor benefits.** This might be a plan offered through your employer or the military's Survivor Benefit Plan (SBP). SBP choices made at retirement can be changed if you divorce or marry. Also, the government periodically offers open enrollment periods that enable the plan owner to make changes.
12. **Review your IRA, 401(k) and other retirement plans** for beneficiary arrangements and benefits.

### ORGANIZING FINANCIAL RECORDS

- NOTE: If you store any of the following information on your computer, make a list of all passwords; indicate where any diskettes are stored and where the information can be found.
13. **Create a list of financial accounts.** List account numbers and pertinent information about your investments, bank accounts, insurance policies (life, disability, homeowners, credit and life) and other financial matters.
  14. **List the location of valuable documents.** Your list might include deeds, car titles, military records, birth and marriage certificates, divorce decrees and estate planning documents.
  15. **List your personal data.** This can include your Social Security number, driver's license number, VA claim number, your date of birth and the names and phone numbers of family members.
  16. **Make arrangements for access to your safe-deposit box.** In many states, safe-deposit boxes are closed upon death and are not opened until probate. Make sure copies of your will and other important documents are available outside of your safe-deposit box.
  17. **List loan payments.** This listing should include information about credit cards, mortgages, consumer loans, and auto and personal loans.
  18. **List other income sources and government benefits.** This includes pensions and Social Security. For information on military benefits, check with the Veteran's Administration or your nearest military installation's casualty assistance office.
  19. **List the location of tax records.**
  20. **Verify account ownership and beneficiary designations.** Check financial accounts and insurance policies to make sure these conform to your estate planning arrangements.
  21. **List all organizations in which you have membership.** They may provide special death benefits and should be noted for your survivors.

### PERSONAL PLANNING

22. **Provide a trusted family member or friend** with the location of confidential or valuable items you may have put away for safekeeping.
23. **Provide a family member or friend** with the location of spare keys and security codes.
24. **Provide easy access to your will and your durable powers of attorney.** Keep signed, original copies in your attorney's office as well as a copy in a fireproof file at home. Also give a signed copy to your executor.
25. **Provide the name of your veterinarian and care instructions for pets,** if appropriate.

<http://www.webbwebb.com/estateplanningchecklist.pdf>

## Last Alarms

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## Last Alarms

To date, 46 deaths were reported for 2010. The following line of duty deaths were reported since we published our last issue:

**Steven Crannell** ♥  
Age: 47  
Guthrie Center, IA

**Charles Flintom**  
Age: 61  
Greer, SC

**Richard Springman** 🚗  
Age: 20  
Trout Run, PA

**Frank Fouts, V** ♥  
Age: 37  
Kankakee, IL

**Douglas L. Smith** ♥  
Age: 50  
Williamstown, PA

**Steven Velazquez**  
Age: 40  
Bridgeport, CT

**Thomas Araguz III**  
Age: 30  
Wharton, TX

**Charles Hornberger** ♥  
Age: 60  
Milmont Park, PA

**Michel Baik**  
Age: 49  
Bridgeport, CT

### 2010 Totals

♥ 25 (54%) 🚗 6 (13%)

♥ Indicates cardiac related death

🚗 Indicates vehicle accident related death

## TCOoO Update



## Taking Care of Our Own

Check with your Fire Chief if you wish to make a leave donation.

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

Name	Location	Point of Contact
Christopher Capps	Fort Sill, OK	Ronald.D.Pyle@us.army.mil
Gregory Feagans	NIOC Sugar Grove, WV	Nanette.Kimble@navy.mil
Paul Hartman	NIOC Sugar Grove, WV	Nanette.Kimble@navy.mil
Joey Tajalle	NAVBASE Guam	Julie.Quinene@fe.navy.mil
Kurt McDonald	SUBASE New London, CT	Marc.J.Smith@navy.mil

## HQ Staff News



## John Smithgall Joins CNIC HQ Staff



John Smithgall joins the Navy F&ES staff at HQ CNIC as our new Fire Protection Specialist. He was most recently the Assistant Chief of Training at Guantanamo Bay, Cuba.

John has served at numerous locations including NAS JRB Willow Grove, PA, Navy Region Mid-Atlantic, and Guantanamo Bay. He worked with the implementation of ESAMS from the Safety Program for the Naval Reserve Commands to the current system that includes the Fire & Emergency Services data. He was also involved with all types of live fire training and training props throughout his career. John holds a Bachelor of Science degree in Hospitality Management and will be managing the MAFTD and training device programs.

Welcome aboard John!

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## *On the Job - Indiana*

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## *Confidence and Survival Training at NSA Crane*



Naval Support Activity (NSA) Crane Fire and Emergency Services conducted confidence and survival training using Mid-West Region's Self Contained Breathing Apparatus (SCBA) Trainer. In addition to confined space and general SCBA training, firefighters also receive training on escape measures.

Firefighter Mike Pennington and the staff of Station 2 added additional props to challenge and familiarize firefighters with a variety of hazards that can be encountered during interior operations. They designed a stud wall and entanglement hazards that bolt to existing holes on the interior of the trailer. The stud wall challenges firefighters to work their way through the course and provides the ability to add fire stops for an even more confined means of egress. Other props include numerous entanglement hazards and a significant change in elevation.

Firefighter survival and bailout training was also conducted. Bailouts were performed head first onto a ladder and firefighters were required to work down the ladder and encouraged to try to reach the end both head first and after conducting a mid-ladder spin to upright themselves. Using the same elevated window for an exit, the staff bailed out using a Personal Escape Device (PED) and a halligan tool for an anchor point. This training was a welcome refresher to most of the staff and introduced some new concepts to more recent hires.

The props facilitate additional training scenarios that can be incorporated into the schedule. The diversity of this trailer offers great enhancements to the capabilities of the training program and raises the drive and initiative of NSA Crane firefighters.

NSA Crane Fire and Emergency Services provides fire prevention, protection and suppression support as well as emergency medical services to the tenants of the Naval Support Activity; including Naval Surface Warfare Center Crane Division and Crane Army Ammunition Activity. NSA Crane occupies nearly 64,000 acres in southwestern Indiana and is the third largest Navy installation in the world and second largest in the continental United States.



## *On the Job - Hawaii*

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## *Emergency Medical Services Expand on Oahu*

By Victor Flint, Battalion Chief



Rear Admiral Dixon Smith, Honolulu Mayor Mufi Hanneman, and Navy Region Hawaii Fire Chief Glenn deLaura at signing ceremony.

Honolulu Mayor Mufi Hannemann and Navy Region Hawaii Commander Rear Admiral Dixon Smith signed a memorandum of understanding for the new mutual aid Emergency Medical Services agreement between the Navy Region Hawaii Federal Fire Department and City and County of Honolulu's Emergency Medical Services (EMS) Division. The signing ceremony took place on June 28 in the Mayor's conference room at Honolulu Hale.

“This mutual aid agreement will allow for the City and the Navy to support each other in providing valuable and proficient pre-hospital care to those in need,” said Mayor Mufi Hannemann. “It is partnerships like these that make it possible for the City to continually ensure the health and safety of everyone in our community. “

The mutual aid agreement allows the City and Navy to assist each other to provide coordinated and enhanced emergency care for military and civilian communities.

"I am very proud of the Navy Region Hawaii Federal Fire Department for initiating this mutual aid agreement, and I appreciate the City of Honolulu for joining in this partnership on behalf of our service members, civilians and families," said Rear Admiral Dixon Smith. "We look forward to working with the City in continuing to provide safe, effective and efficient care in time of need."

In accordance with the agreement, City EMS will continue to provide resources and personnel to medical emergencies originating on military installations when requested by the Regional Dispatch Center at Pearl Harbor. City EMS will fulfill the request as long as it does not adversely affect its primary response duties. In turn, the Federal Fire Department agrees to provide EMS services to civilian communities when Navy EMS services are the nearest resources available and when so requested by City EMS as availability of federal assets permit.

The Honolulu Emergency Services Department consists of the Emergency Medical Services Division, which provides emergency ambulance services on Oahu, and the Ocean Safety and Lifeguard Services Division, whose water safety officers protect beachgoers on Oahu's beaches.

The Navy Region Hawaii Federal Fire Department is a multi-service organization that provides comprehensive fire and emergency services to Army, Navy, Air Force, Marine Corps and Coast Guard installations on the island of Oahu.

## On the Job - Mayport

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## Gang Awareness



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## Mayport Fire Supports Marine Corps

On 30 June 2010, Naval Station Mayport Fire Department assisted the Blount Island Naval Depot in reservicing two refurbished US Marine Corps P-19A ARFF vehicles. The vehicles are being outfitted to support the war effort overseas.



The Marines asked the firefighters to recharge the Halon 1211 extinguishing system since it required special reservicing equipment. These two vehicles will now be able to provide fire protection wherever the Corps needs them.

## Gang Awareness for First Responders

According to the *National Gang Threat Assessment* released last year, "gangs pose a serious threat to public safety in many communities throughout the United States." Prepared by the Department of Justice, this assessment states that gang members are progressively moving from urban to suburban areas and are responsible for a growing percentage of crime and violence in countless municipalities. (Note: The 2010 National Gang Threat Assessment is not yet available.)

When researching the current status of gang violence, particularly how it affects Emergency Services Sector (ESS) personnel, the Emergency Management and Response--Information Sharing and Analysis Center (EMR-ISAC) examined "gang awareness tips for responders" found in an article at EMS1.com. The EMR-ISAC abbreviated and summarized some of the key tips as follows for the consideration of ESS departments and agencies:

- Become knowledgeable about gang culture, mindsets, appearance, operations, and the dangerous settings within respective jurisdictions.
- Observe "condition indicators" and conduct a "scene size up" when arriving at incidents in known or suspected gang areas.
- Make note of the following examples of "condition indicators" upon arrival at the incident: graffiti (color, symbols, letters); clothing (styles, colors, display manner, jersey numbers); jewelry (signs, symbols); and tattoos (placement, symbols, color, style, words, letters).
- Never rely on just one "indicator" when developing a plan of action in a setting where gangs are known or suspected to exist.
- Remain aware that first responders may be targeted because gang members may take exception to lifesaving measures.
- Designate a response team member to perform an active "watch" to ensure the safety of team personnel executing mission-essential tasks.

More information about the gang threat to emergency responders can be seen at the second article in [EMR-ISAC INFOGRAM 16-10](#) (April 22, 2010).

## Special Retirement

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### *AFGE Outlines the Issue*

By Sandra Sue Adams-Choate, Legal Counsel to the AFGE Firefighters Council

Beginning well over a year ago, many DoD firefighters who wanted to retire or who had reached the mandatory retirement age of 57, were being told that they lacked service credit to be eligible to retire under the special firefighter retirement provisions of CSRS and FERS. These firefighters occupied firefighter positions; their PD's indicated they were in "covered" positions; and they had consistently been paying the additional retirement contributions required by those in "covered" positions so it was not readily apparent as to why they were deemed ineligible.

**[Firefighters] were being told that they lacked service credit to be eligible to retire under the special firefighter retirement**

The AFGE Firefighters Council included this item in its Action Plan completed in August 2009 and since that time, it has been diligently working toward a resolution of the problem and we believe that good faith efforts are now being made to address this situation.

#### *What positions qualify a firefighter for retirement under the special retirement provisions of either CSRS or FERS?*

Both retirement systems have special provisions for firefighters. To start with, you must ask "who is a firefighter". The definition is different under each system. Under CSRS, a firefighter is an:

"...employee, the duties of whose position are primarily to perform work directly connected with the control and extinguishment of fires or the maintenance and use of firefighting apparatus and equipment, including an employee engaged in this activity who is transferred to a supervisory or administrative position;..." (5 USC 8331 (21))

Once federal employees were brought under Social Security, a new retirement system needed to be developed for federal employees for the reason that if it were not, then employees hired after SS coverage was mandated would have been forced to contribute approximately 7% to SS and 7% to CSRS while employees hired before 1984 would only be contributing 7% to CSRS.

Clearly this would have been inequitable as well as deemed punitive by employees. So, a new retirement system, FERS, was designed and passed into law. Needless to say, I've been around a long time and I was intimately involved in the design and passage of FERS. At that time, it was clear that the Administration as well as many members of Congress was opposed to the special retirement provisions but we fought hard and prevailed. However, the definition of a firefighter was changed.

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Under FERS, a firefighter is an:

- (A) an employee, the duties of whose position –
  - (I) Are primarily to perform work directly connected with the control and extinguishment of fires; and
  - (II) Are sufficiently rigorous that employment opportunities should be limited to young and physically vigorous individuals, as determined by the Director considering the recommendations of the employing agency; and
- (B) an employee who is transferred directly to a supervisory or administrative position after performing duties described in subparagraph (A) for at least 3 years;...” (5 USC 8401 (14))

Not only does FERS change the definition of a firefighter but it also imposes the additional requirement that in order to be eligible for special retirement, firefighters who move to a supervisory or administrative position must serve a minimum of three years in a position performing rigorous duties and both CSRS and FERS require that the move from what is often referred to as a “primary” or rigorous position to a secondary position must be without a break of more than three days in service.

The rest of this discussion will focus primarily on the FERS provisions applicable to firefighter retirement for the reasons that (1) most firefighters are now under FERS rather than CSRS and (2) it is the more stringent FERS definitions and requirements for eligibility that are at the root of the current problems.

The regulations implementing the FERS statutory provisions further clarify the firefighter special retirement provisions. They are found at 5 CFR Part 842.

First, 5 CFR 842.802 provides various definitions which are key to understanding the so-called firefighter retirement. Under that section, a “Firefighter” is defined as an:

“...employee occupying a rigorous position, whose primary duties are to perform work directly connected with the control and extinguishment of fires, as provided in 5 U.S.C. 8401(14). Also included in this definition is an employee occupying a rigorous firefighter position who moves to a supervisory position and meets the conditions of §842.803(b).”

Review of this definition is in and of itself enlightening with respect to the current debate. The definition refers to a “rigorous position”. However, this is a regulatory definition and cannot override a statutory definition and as cited above, the statutory definition talks about “duties that are sufficiently rigorous” but this contradiction is somewhat mooted by the regulatory definition of “Rigorous position” which is that it:

“...means a position the duties of which are so rigorous that employment opportunities should, as soon as reasonably possible, be limited (through establishment of a maximum entry age and physical qualifications) to young and physically vigorous individuals whose primary duties are – (a) To perform work directly connected with controlling and extinguishing fires;...” (5 CFR §842.802).

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It is also in the definition section that a distinction is made between primary and secondary firefighter positions. A primary position means one where the duties are "...paramount in influence or weight, that is, constitute the basic reason for the existence of the position..." (5 CFR 842.802). This goes hand-in-hand with the manner in which the Position Classification Standard for Fire Protection and Prevention Series, GS-0081 was developed and published by OPM. Specifically, it is stated at page 2 of the standards that "...if the position does not have a primary requirement for firefighting knowledge and skills, the position must be classified using other standards."

Next, again relying on OPM's determinations as set forth in the GS-0081 classification series, all nonsupervisory firefighter positions including the so-called parenthetical positions appear to meet the first part of the definition of a "primary position". This is because (1) the introduction to the GS-0081 series, as pointed out above, requires the primary duties of the position to be firefighting and it recognizes the "arduous" nature of the duties to be performed and (2) each successive nonsupervisory position specifies that the incumbent will perform...in addition to the duties of an entry-level firefighter, etc.

The GS-0081 series makes it clear that work leader positions are considered to be nonsupervisory. This would include lead firefighters. It also makes clear that for other positions where the title might sound as though it is a supervisory position, and hence, a secondary position, it is the duties that clearly define the type of position it is. Again, the definition section of 5 CFR Part 842, provides insight. First-level supervisors are defined as those supervisors "...who have direct and regular contact with the employees they supervise. First-level supervisors do not have subordinate supervisors..." (5 CFR §842.802). This definition encompasses many Crew Chief and Station Captain positions but in order to make a final determination of whether their positions are primary or secondary, the duties performed by individuals occupying those positions have to be examined to insure that their primary duties are the control and extinguishment of fires. If so, then it can be said that they occupy primary positions.

With respect to fire protection/inspection positions, again an examination would have to be made to determine the nature of the duties they are required to perform. While most of these positions would be deemed to be secondary, many could be primary if the duties are primarily the control of fires and are sufficiently rigorous to satisfy the definitional standard.

Secondary positions are defined for firefighter retirement purposes under the FERS regulations as being clearly in the firefighting field and which are either:

"(1) Supervisory, that is, a position whose primary duties are as a first-level supervisor of...firefighters in rigorous positions; or (2) Administrative, that is, an executive, managerial, technical, semiprofessional, or professional position for which experience in rigorous...firefighting position...is a mandatory prerequisite."

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What is described above indicates that the duties of a position are paramount in making the determination that a position is (1) a firefighter position and (2) if it is a firefighter position, whether it is a primary or a secondary firefighter position. However, the statutory provisions also require two other factors to be met. The first is that employment opportunities for firefighters must be limited to young individuals. Pursuant to 5 U.S.C. 3307, DoD and most other agencies have established a maximum entry age for firefighters (age 37) so this poses no problems at this time.

The second statutory requirement is that the employment opportunities be limited to “physically vigorous” individuals. We believe this statutory requirement is met by the requirement that applicants for firefighter position must meet medical standards and must continue to meet those standards throughout the time they occupy a position.

Most of the above pertains to “positions” and to applicants for positions. What is important is to be aware that the time an employee occupies a firefighter position may not make that particular individual eligible for retirement under the firefighter provisions. To be eligible under FERS, an individual must have 25 years of service or be at least 50 years of age and have 20 years of service in a firefighter position. In addition, if that individual is in a secondary position, he/she must have completed at least 3 years of continuous service in a primary position and then moved to a secondary position without a break of more than 3 days. (5 CFR §842.803).

### ***How is approval for coverage under the firefighter provisions obtained?***

OPM has the statutory authority to make the determination that a position is a “covered” position but it has delegated this responsibility to the Agencies. 5 CFR §842.803 provides in pertinent part:

“Agency head means, for the executive branch, the head of an executive agency as defined in 5 U.S.C. 105;....For the purpose of an approval of coverage under this subpart, agency head is also deemed to include the designated representative of the head” who “...for provisions dealing with ...firefighters, ...must be a department headquarters-level official who reports directly to the executive department head, or to the deputy department head, and who is the sole such representative for the entire department. For the purpose of a denial [of] coverage under this subpart, agency head is also deemed to include the designated representative of the agency head, as defined in the first sentence of this definition, at any level within the agency.”

5 U.S.C. 105 refers to “Executive Departments” which means retirement coverage determinations for firefighter positions is delegated to DOD and not to the service components.

### ***What is the cause of the current problem?***

In a nutshell, for years position descriptions for various firefighter positions were routinely submitted through the chain of command for approval as being “covered” for firefighter retirement eligibility. There was no standardized

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methodology for determinations and no one seemed to pay particular attention to what duties were actually being performed by firefighters. After OPM amended the GS-081 series to recognize that the performance of certain HazMat and EMS duties was grade controlling which it did by creating the so-called “parenthetical” job titles, e.g. Firefighter (Haz/Mat Technician), most of the service components issued new PD’s for their firefighter positions. They coded by PD’s and SF-50’s indicating that the positions were “covered” positions and the incumbents continued to pay the additional retirement contributions required for firefighter retirement eligibility. However, few of these positions had ever been officially approved by DoD’s designated agent (DoD General Counsel) as either firefighter primary or secondary positions.

A few years later and after the change in top DoD personnel, the problem came to the fore. Firefighters who had reached the mandatory retirement age or who wanted to retire voluntarily believing they had sufficient service credit, were being told that they were ineligible to retire because they had not occupied a position approved for firefighter retirement coverage for the past few years. At first the problem seemed to be mostly an Army problem but it soon became apparent that some firefighters employed by the other service components also were being told that lacked service credit. The Army problem was more widespread simply because in the past, they had attempted to obtain coverage approval for positions based on grades rather than on the duties of the position.

### ***What is being done to correct the problem?***

By January of 2010, it appeared that there were perhaps over 1,000 firefighter positions affected and as more and more firefighters either faced retirement, wanted to retire, or simply became aware of the problem, the number of affected positions seemed to grow daily. And, as the numbers grew, so did the number of individuals and groups who wanted to solve the problem.

Unfortunately, many of those neither understood the statutory and regulatory provisions pertaining to the firefighter retirement provisions nor did they understand the duties performed by firefighters or the organizational chart for fire departments. This led to Congressional inquiries, threatened enforcement actions and other actions all of which neither solved the problem nor sped up resolution.

The AFGE Firefighters Council’s Executive Committee discussed this problem in August 2009 and included it in its action plan. Since that time, it has diligently pursued resolution. Most recently, it prepared a background paper for the DoD F&ESWG for use by the F&ES Program Managers. That paper clearly defined the problem, set forth the statutory and regulatory requirements to be met for position coverage approval and suggested a course of action to be taken.

Next, at the AFGE Firefighters Council’s urging, the DoD F&ESWG met with representatives from CPMS. Approval for coverage must be submitted from the service components to CPMS who reviews and recommends and then forwards to PPS for final review and then to DoD’s General Counsel for final approval. CPMS has prepared and issued to each service component explicit

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“Guidelines for Requesting Special Retirement Coverage for a Firefighter (FF) Position”. It has put together a team of 15 or so individuals to deal with the current back-log and it has prioritized the pending cases. Those who are facing mandatory retirement are moved to the top of the list followed by those who have indicated they desire to retire followed by all other cases. Once a package is submitted to CPMS, the processing time is about 30 days before it is sent to PPS and then to the General Counsel—the whole process taking 30-60 days. In addition, the DoD General Counsel has approved an extension of time for those facing mandatory retirement coverage.

### *What next and what can or should you do?*

CPMS has requested the service components (Manpower) to identify priority cases, e.g. those facing mandatory retirement followed by those who have indicated their desire to retire. CPMS also requested that the service components not send any totally new position descriptions for approval until such time as the current back-log is well under control.

The AFGE Firefighter Council will continue its work with the DoD F&ESWG in resolving this problem. It recognizes that there are some issues that are raised by the current actions being taken and it will endeavor to insure that those issues are properly and promptly resolved. This is not a problem that will be permanently fixed and it will require the Council’s constant attention and action.

The F&ES Program Managers are currently tasked with developing a career roadmap for firefighters. They will coordinate their efforts so that there will not be significant differences between the service components. Once that is done, the AFGE Firefighters’ Council will work toward F&ESWG’s development of position templates that can be utilized at every installation so that all firefighter position descriptions will resemble one another and contain the elements necessary to obtain approval for firefighter retirement coverage. It is envisioned that such templates will set forth the basic duties of a position and indicate where installation mission-specific duties should be set forth.

Every firefighter should determine whether the position they currently occupy as well as all former positions occupied have been approved for coverage under the firefighter retirement provisions. This can be done by contacting your local HR who can assist you. The coding on personnel actions and on PD’s is not sufficient. There must be an approval letter. If your position has been approved, then no problems should arise unless your PD is changed. If any position you occupied was not approved, then you must work with your HR to move an approval request up through the chain of command.

If you are waiting for approval and want to know where your package is, then you should start with your HR who should be able to find out if your package has been forwarded to CPMS. If it has, then final action should be taken and notification received within 30-60 days.

Unfortunately, the Firefighter Council website is down (a problem we are currently working on) so if you have further questions, you can email: Tina Bryant: [tina.bryant77@live.com](mailto:tina.bryant77@live.com); Jeff Hartley: [jHartley62@hotmail.com](mailto:jHartley62@hotmail.com); or Sandy Choate: [sandychoate@comcast.net](mailto:sandychoate@comcast.net).

## *Get Involved*

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## *IAFC Committees and NFPA Representative*

The IAFC is now taking applications from IAFC members interested in serving in the following roles.

### **IAFC Committee Members**

The IAFC seeks members to serve on the Human Relations, Program Planning and Hazardous Materials Committees. Applicants must demonstrate background/expertise pertinent to the work of the committee as detailed below. The committee chair will review all candidates before passing his/her recommendations to IAFC President Jeff Johnson and 1st Vice President Jack Parow, who will approve the final appointments. It is the IAFC's intent, to the extent possible, to balance all committees geographically and ensure diversity of representation.

### **Human Relations Committee**

The Human Relations Committee promotes, enhances and improves value-centered human relationships within the IAFC. It identifies human relations and diversity issues and develops and promotes solutions to help the fire and emergency service achieve a diverse work force. The vision of the committee is that the fire service will actively embrace an open, respectful, diverse workforce that is responsive to the needs of a changing environment. The committee works toward a goal of fostering inclusiveness, respect, integrity, courage, fairness, equity, ethics, empathy and honesty in the fire service.

### **Program Planning Committee**

The IAFC Program Planning Committee develops a comprehensive, entertaining and informative educational program for the annual Fire-Rescue International conference. Each year, the committee develops a call for papers and then evaluates presentation proposals to determine applicability to the conference audience, as well as quality and level of material submitted. The committee searches for and reviews proposals for the keynote and educational keynote speakers and makes speaker recommendations to the IAFC president.

### **Hazardous Materials Committee**

The IAFC Hazardous Materials Committee

- serves as the IAFC subject matter experts regarding hazardous materials and dangerous goods.
- monitors and identifies trends in the fire and emergency response community and industry with regard to emergency response to hazmat incidents both nationally and internationally.
- monitors and provides recommendations with regard to development of new equipment and associated training and tactics.
- develops lessons learned from major incidents.
- advises the IAFC board on policy issues relating to hazmat response.
- works closely with Congress and executive-branch federal agencies to ensure that federal law, regulations and policies are written and implemented to meet the needs of the IAFC and chief fire officers.

## ***Involved (Cont.)***

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The Hazardous Materials Committee also plays a major role in the planning of the annual International Hazardous Materials Response Teams Conference.

To apply: Each applicant should submit a resume and a letter of interest containing complete contact information and the name of the committee to which you are applying to [jfishkin@iafc.org](mailto:jfishkin@iafc.org). Your resume should provide details demonstrating how you are qualified to serve on that committee.

Applicants must submit the requested paperwork no later than Friday, July 16. New committee members will be expected to take their seats at FRI 2010 in Chicago.

### **IAFC Representatives to NFPA**

You don't need to have past experience on an NFPA committee to represent the IAFC, but you do need to document appropriate experience related to the two committees below:

*NFPA 402 - Aircraft Rescue and Fire-Fighting Operations* The IAFC is looking for an alternate representative for NFPA 402: Guide for Aircraft Rescue and Fire-Fighting Operations to provide back up for our principal representative, Chief Robert G. Lindstrom, Jr. Read the scope of the committee document.

*NFPA 1221: Public Emergency Service Communication: Standard for the Installation, Maintenance, and Use of Emergency Services Communications Systems* The IAFC is looking for a principal and an alternate representative for this committee. This committee has primary responsibility for documents relating to the operation, installation and maintenance of public emergency-services communications systems.

To apply: If you wish to be considered for either NFPA appointment, send your resume and letter of interest with your contact information to [jfishkin@iafc.org](mailto:jfishkin@iafc.org) by July 31.

Find ongoing information online on the IAFC Committees webpage.

## ***New Trainer***



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## ***New Structural Trainer at Mayport***



## ALS Alert

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## Epinephrine Syringes Recalled

An FDA Alert was recently issued regarding a shortage of Epinephrine 0.1 mg/mL, emergency pre-filled syringes (Abboject Syringes) that are used to treat cardiac arrest patients and patients suffering from anaphylactic shock. This shortage affects the Epinephrine 0.1 mg/mL, 10 mL, LifeShield Abboject pre-filled syringe with 1.5 inch, 21-gauge needle (NDC 00409-4921-34). The concern is that the lack of availability of the Epinephrine pre-filled syringes can cause serious or fatal medication dosage errors. There have been reports of a number of fatal events due to dosage miscalculations.

Hospira (the sole manufacturer of emergency syringes) has Epinephrine 0.1 mg/mL Abboject emergency pre-filled syringes on back order and is working to increase production in an effort to respond to the increased demand. The company expects the shortage to be resolved later this summer. There are no alternative manufacturers of Epinephrine 0.1 mg/mL emergency pre-filled syringes.

The shortage of pre-filled Epinephrine emergency syringes may cause some F&ES EMS Advanced Life Support (ALS) units to be supplied with either intracardiac pre-filled syringes that have 3.5 inch needles attached or Epinephrine ampules or vials that contain a more concentrated amount of Epinephrine. Based on FDA review, these products may not be safe alternatives in emergency vehicles, for the reasons that follow:

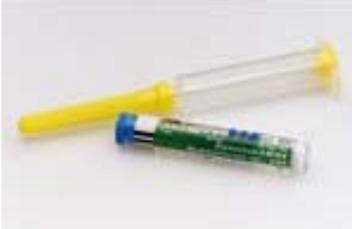
- Misuse of syringe with intracardiac needle: Epinephrine 0.1 mg/mL in 10 mL pre-filled syringes that have a 3.5 inch needle for intracardiac use, which is not removable and is not compatible with needleless IV tubing/systems. There are no adaptors to make Abboject intracardiac pre-filled syringes compatible with needleless IV access systems. Attempting to use this product for intravenous or endotracheal administration with the needle attached or attempting to remove the needle may result in injury to both patient and caregiver.
- Dose miscalculations: EMS providers may not recognize or understand the difference between 1:1,000 (1 mg/mL) and 1:10,000 (0.1 mg/mL) strengths and may miscalculate the medication dosage.
- Product concentration confusion with 30 mL multiple dose vials: The 30 mL vial more easily facilitates an accidental overdose by providing enough volume of drug to allow 10-fold overdoses.

There is a possibility that your Region may be affected. It is recommended that each Region and Installation review their inventory of Epinephrine 0.1 mg/mL Emergency Syringes 10 mL LifeShield Abboject syringe with 1.5 inch, 21-gauge needle (NDC 00409-4921-34) and consider taking the following actions:

1. Communicate information about the shortage to your staff and medical directors, and review for consideration recommended substitute products and implement with medical director approval.

## Syringes (Cont.)

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2. Provide dose conversion charts reflecting available Epinephrine concentrations for drug boxes and post in areas (i.e., back of ambulance) that Epinephrine is frequently used.
3. If using 1 mg/1 mL ampules or vials in lieu of emergency pre-filled syringes, package the vial, diluent, and syringe in a clear plastic bag prominently labeled with the drug name and strength. Include instructions on preparing a dilution equivalent to a prefilled 1 mg/10 mL emergency syringe (i.e., Epinephrine 1 mg - dilute in 9 mL of sodium chloride 0.9%).
4. Place auxiliary labels on intracardiac Epinephrine that warn against intravenous and endotracheal use, and caution practitioners about the danger of injury with attempted removal of the fixed needle.

Additional information concerning the shortage of pre-filled Epinephrine emergency syringes is available from

[www.fda.gov/Drugs/DrugSafety/DrugShortages](http://www.fda.gov/Drugs/DrugSafety/DrugShortages)

We encourage you to work with your BUMED logistic support elements and Medical Directors to address any shortages you may have, or operational impacts due to the shortage.

## Extinguisher Failure



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### Catastrophic Failure of Extinguisher

<http://www6.jsc.nasa.gov/safety/Alert/main.asp>

A non- NASA facility experienced a fire extinguisher cylinder failure. This particular fire extinguisher had been mounted on mobile equipment.

The investigation identified areas of abnormal wear and fatigue on the fire extinguishers. This may have been caused by bracket hardware that was used to mount the extinguisher to the mobile equipment.



Fire extinguishers on vehicles, forklifts, and anything outdoors or mobile are subject to more wear and fatigue than fire extinguishers in buildings. For this reason, vehicle-mounted extinguishers need to be inspected for rust or damage on a regular basis.

Check for proper mounting of fire extinguishers where bolts or hinges can possibly rub on the extinguisher, creating a weak point. Check also for corrosion on the extinguisher. Fire extinguishers are under pressure and must be maintained properly to prevent a failure.

## Health Care

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## Health Care Reform

The U.S. Office of Personnel Management has been preparing to implement the Affordable Care Act since the day it was signed into law. OPM wants Federal employees, retirees, and their families to enjoy the benefits of this landmark legislation as soon as possible, and is working on this with their partners in the White House, Congress, HHS, and other agencies every day.

Under the Affordable Care Act, adult children up to age 26 will be eligible for health insurance coverage. The effective date of this provision is the first day of the plan year that is six months following enactment of the law. For the Federal Employees Health Benefits (FEHB) Program, that means January 1, 2011.

Though OPM is eager to provide coverage to young adults prior to January 1, the current law governing the FEHB Program specifically prohibits them from doing so. Specifically, sections 8903(1) and 8901(5) of the US Code, dictate to whom plans can provide coverage. The first section allows OPM to contract with plans to provide health services to employees and members of their families. The second defines family members to include "an unmarried dependent child under age 22." Unfortunately, this does not allow flexibility for FEHB plans to provide coverage to other adult children until the provision in the Affordable Care Act becomes effective.

OPM is working diligently with the Congress to address this matter. In the meantime, for children turning 22 there is an automatic 31-day temporary extension of coverage. During this time, families can decide to continue FEHB coverage for their adult child for up to 36 months through the Temporary Continuation of Coverage (TCC) program. Under TCC, adult children can continue their coverage by enrolling as an individual in any FEHB plan. Though there is no Federal contribution toward the premium, the coverage policy is not subject to underwriting or pre-existing condition exclusions. Information about TCC is available at <http://www.opm.gov/insure/health/faq/tcc.asp>.

If you have a child turning age 22 and want to continue FEHB coverage under TCC contact the Benefits Line at 888-320-2917 for counseling.

If you are currently enrolled in a self and family plan and your only dependent was a child who turned age 22, you must make an election to a self-only enrollment using the Employee Benefits Information System (EBIS). The change is not automatic.

If you have questions about health insurance, life insurance, Thrift Savings Plan or retirement call the Benefits Line at 888-320-2917 and select menu option #4 to speak with a Customer Service Representative (CSR). CSRs are available from 7:30 a.m. until 7:30 p.m., Eastern Time, Monday through Friday, except on Federal holidays. The TTY number for the deaf and hard of hearing is 866-328-9889.

## Safety, Health, and Survival Section Rules of Engagement Poster

Read the story about the creation of the poster on the FRI Blog: <http://fri.iafc.org/>

# I WANT YOU

## To Stay SAFE & SURVIVE

### RULES OF ENGAGEMENT FOR FIREFIGHTER SURVIVAL

1. Size up your tactical area of operation.
2. Determine the occupant survival profile.
3. DO NOT risk your life for lives or property that cannot be saved.
4. Extend LIMITED risk to protect SAVABLE property.
5. Extend VIGILANT and MEASURED risk to protect and rescue SAVABLE lives.
6. Go in together, stay together, come out together.
7. Maintain continuous awareness of your air supply, situation, location and fire conditions.
8. Constantly monitor fireground communications for critical radio reports.
9. You are required to report unsafe practices or conditions that can harm you. Stop, evaluate and decide.
10. You are required to abandon your position and retreat before deteriorating conditions can harm you.
11. Declare a Mayday as soon as you THINK you are in danger.

### THE INCIDENT COMMANDER'S RULES OF ENGAGEMENT FOR FIREFIGHTER SAFETY

1. Rapidly conduct, or obtain, a 360-degree situational size-up of the incident.
2. Determine the occupant survival profile.
3. Conduct an initial risk assessment and implement a SAFE ACTION PLAN.
4. If you do not have the resources to safely support and protect firefighters, seriously consider a defensive strategy.
5. DO NOT risk firefighter lives for lives or property that cannot be saved. Seriously consider a defensive strategy.
6. Extend LIMITED risk to protect SAVABLE property.
7. Extend VIGILANT and MEASURED risk to protect and rescue SAVABLE lives.
8. Act upon reported unsafe practices and conditions that can harm firefighters. Stop, evaluate and decide.
9. Maintain frequent two-way communications, and keep interior crews informed of changing conditions.
10. Obtain frequent progress reports and revise the action plan.
11. Ensure accurate accountability of every firefighter's location and status.
12. If after completing the primary search, little or no progress toward fire control has been achieved, seriously consider a defensive strategy.
13. Always have a rapid intervention team in place at all working fires.
14. Always have firefighter rehab services in place at all working fires.

Sponsored by Honeywell First Responder Products In The Interest Of All Firefighters Returning To Quarters Safely ...After Every Run


[www.iafc-safety.org](http://www.iafc-safety.org)








## Wellness and Fitness

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### ***Kidney Disease: Are You At Risk?***

Chronic kidney disease – called kidney disease here for short – is a condition in which the small blood vessels in the kidneys are damaged, making the kidneys unable to do their job. Waste then builds up in the blood, harming the body.

#### **Kidney disease is most often caused by diabetes or high blood pressure**

Diabetes and high blood pressure damage the blood vessels in the kidneys, so the kidneys are not able to filter the blood as well as they used to. Usually this damage happens slowly, over many years. As more and more blood vessels are damaged, the kidneys eventually stop working.

Other risk factors for kidney disease are cardiovascular (heart) disease and a family history of kidney failure. If you have any of these risk factors, you should get tested for kidney disease.

#### **Early kidney disease has no symptoms**

That means you can't feel that you have it. In fact, you might feel just fine until your kidneys have almost stopped working. Don't wait for symptoms. Blood and urine tests are the only way to know if you have kidney disease. A blood test measures your GFR and a urine test checks for protein. Learn more about tests for kidney disease.

#### **Kidney disease can be treated if detected early**

The right treatment can help prevent further kidney damage and slow down kidney disease. The earlier kidney disease is found, the sooner you can take medications, called ACE inhibitors or ARBs, and other steps that can keep your kidneys healthy longer. Learn more about how to keep your kidneys healthy.

#### **Kidney disease is progressive**

Kidney disease does not go away. Instead, it usually gets worse over time. Kidney disease can turn into kidney failure, at which point dialysis or a kidney transplant is needed. Kidney disease can also lead to heart disease. Learn more about what happens if your kidneys fail.

#### **Take the first step**

If you are at risk, get your blood and urine checked for kidney disease.

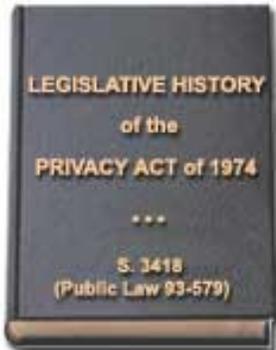
*Reprinted courtesy of the National Kidney Disease Education Program. For more information, please visit [www.nkdep.nih.gov](http://www.nkdep.nih.gov).*

You can set yourself up to be sick, or you can choose to stay well.  
-Wayne Dyer

## *Privacy Concerns* **Protecting Personal Identifying Information**

By CNIC Privacy Act Team

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When a Department of the Navy activity reports a personally identifiable information breach, it must include lessons learned in an after-action report. Lessons learned are an important feedback mechanism and are used to shape future DON privacy policy. The following information is a compilation of the most frequently reported lessons learned.

### **1. Support And Involvement From Senior Leadership Is Key.**

The Under Secretary of the Navy signed the memo: "Safeguarding Personally Identifiable Information," dated 12 Feb 2010, to underscore the importance of safeguarding PII as well as detail the actions being put in place to eradicate the loss and compromise of PII. As a result, key DON leadership took immediate action at subordinate levels to reinforce their support and need to improve privacy safeguards across their respective areas of responsibility.

### **2. Aggressive PII Compliance Spot Checks With Corrective Action Taken Are Very Effective.**

Spot checks to ensure PII compliance must be performed and documented twice a year with corrective actions taken by all DON commands. To assist them in this effort, commands may adapt the DON Spot Check tool for their use.

### **3. Eliminate/Reduce The Use, Display And Storage Of All PII.**

While many of the Department's business processes require the legitimate use of sensitive PII, including Social Security numbers, there are significant and unacceptable cases where sensitive PII should not be used, maintained or collected. Convenience is not a valid excuse for the use of sensitive PII. Also, DON policy prohibits storage of PII on any personal electronic storage device, including laptops and cell phones/personal digital assistants.

### **4. Mark All Documents Containing PII With FOUO Privacy Sensitive Warning.**

As simple as this is, it is an effective tool in preventing accidental transmission and disclosure of PII to individuals without a need to know. A best practice is to attach a Privacy Act cover sheet to hard copy documents containing PII.

### **5. Ensure Shared Drive Access Permissions Are Established And Routinely Checked.**

Shared drives and web portals are useful tools to store and share information. However, each command shared drive must be properly managed to ensure personnel understand that indiscriminate posting of PII is not authorized. When there is a need to post PII to a shared drive, access to those files must be strictly controlled and routinely monitored for compliance. Problems often occur when network maintenance causes the removal of access controls.

### **6. Special Care Must Be Taken When Moving, Closing Or Consolidating Offices That Handle PII.**

There continue to be more non-electronic breaches than electronic ones. Moving or closing offices present challenges in the safeguarding of PII. A move plan must include privacy considerations that prevent losses or compromise of PII.

## Privacy (Cont.)

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### 7. Closely Scrutinize Employees/Contractors Who Have Access To PII.

Insider threat is the most difficult breach to detect and prevent. While it represents a small number of DON breaches, it appears to be a growing problem. Managers must be vigilant and aware of the potential for this kind of activity. Problems have occurred when disgruntled or fired employees continue to have network access when the situation warrants an immediate suspension or revocation.

### 8. Paper Documents And Hard Drive Disposal Methods Must Be Better Defined And Tightly Controlled.

Problem areas include dumping paper documents containing PII in trash receptacles, improperly disposing of paper in recycle containers and using shredders that do not adequately reduce documents to an unrecognizable form. Many personnel are not aware that many copiers and printers contain hard drives that store significant data. Before those pieces of equipment are returned to the vendor they must be properly sanitized. Or, if they are owned by the government, they must be physically destroyed.

### 9. A Command Records Management Program With A Records Disposal Schedule Is An Effective Tool For Reducing PII Breaches.

A good records management program removes the unnecessary collection of PII when it is no longer needed. This is an underutilized program that pays big dividends in the safeguarding of PII.

### 10. Campaign Continuously To Increase PII Awareness.

The importance of the proper handling and safeguarding of PII cannot be overstated. The message must be championed by leadership and all those who safeguard privacy information.

## Public Education Only on Guam



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## Health News

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## Useless Information

### **MRSA Occurrences Higher in Firehouses**

By Mary Rose Roberts

A University of Arizona study found high levels of Methicillin-resistant Staphylococcus aureus (MRSA) bacteria in Tucson Fire Department stations, said Kelly Reynolds, associate professor of environmental health sciences at the university's Zuckerman College of Public Health. MRSA is a potentially deadly infection that shows up as a rash and is caused by a strain of staph bacteria that can become resistant to antibiotics.

"Ten percent of the sites in the firehouse were positive for MRSA," she said. "That is much higher than what we see in office buildings and individual homes."

Researchers took 500 samples from nine Tucson firehouses, testing different surfaces inside stations, training sites and offices of emergency medical responders. Reynolds said sites were sampled every five days for a total of 10 times over a period of two months. They found the highest prevalence of MRSA bacteria on the couches, classroom desks and commonly touched office surfaces, she said.

Reynolds said it is unknown why there is a higher incident of MRSA in firehouses, but it may be because firefighters come in contact with patient populations that are common carriers of MRSA, such as the elderly, prisoners and the homeless. To reduce the spread of infection, she said fire departments need to put into place preventative measure, such as having hand sanitizers available at the firehouse, encouraging hand-washing after runs and regularly disinfecting surfaces.

"Firefighters need to make sure when they come back from calls that they don't bring their contaminated equipment — such as shoes and clipboards — into the station house," Reynolds said. "They also should designate clean and dirty areas, clean being the areas where they sleep and eat. That's the area where you really don't want to have dirty clothes, dirty shoes and dirty equipment."

The research, published in the American Journal of Infection Control, is the only published study to date on MRSA contamination in fire stations, she said.



### **What Song Is This From?**

"Nowhere you can be that isn't where you're meant to be."

This is beginning to take on a life of its own. We had another 13 guesses to last month's lyric and nearly half correctly guessed *Last* by Nine Inch Nails. There were some interesting guesses, many from the Transformers soundtrack. This month should be extremely easy for any Baby Boomer.

## USFA News

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## Cochran Speaks About His Return to Atlanta

By Janet Wilmoth



June 17 was Kelvin Cochran's last day as U.S. Fire Administrator. He returned to Atlanta on June 21 to again serve as that city's fire chief. Cochran left his prestigious national position after only 10 months.

"My initial expectation was to finish the month here at the USFA, but given the activities and meetings the administrator is assigned to on a real-time basis, the acting fire administrator would be able to be involved when they are making decisions," Cochran said in an exclusive FIRE CHIEF interview. "So we thought it was best to process out as quickly as possible and there are a couple items that I can take care of in the next week."

Cochran said that when he came to the USFA last August, he was committed to serve as long as the president was in office, whether one or two terms, and had the support from DHS Secretary Janet Napolitano and FEMA Director Craig Fugate. Cochran believes his 10 months have been fruitful and several projects established, including completion of the USFA's eight strategic initiatives.

The opportunity to return to Atlanta as fire chief was presented to Cochran when he saw Atlanta's Mayor Kassim Reed at the Council of Mayors. "I never thought about going back [to Atlanta] until the mayor suggested the possibility," Cochran said. "The mayor's vision for public safety in Atlanta was so attractive to an old fire chief. [I'm excited] to be going back and being part of it. Plus, it was the right thing to do for my family."

Of course, rumors have been spreading that bureaucratic frustration prompted Cochran's sudden departure from the USFA. "Absolutely no," Cochran said, saying that while several individuals cautioned him about the bureaucratic process, he had not gotten to that point in 10 short months.

"The support I had from Secretary Napolitano, FEMA, the USFA and the energy that kept building one stakeholder to the next ... I never became frustrated," Cochran said. "The things that the administration is working on are long-term. It's my responsibility to empower the deputy director and the staff to continue. We established that synergy to be carried on."

Cochran was instrumental in the USFA and NFFF in developing a model Vulnerability Assessment project that would give fire departments a self-assessment tool to evaluate its risk profile and suggest risk reduction steps. Cochran said he spoke with the NFFF, and the USFA is committed to be actively involved in the project. He added that he expected to be able to continue to be involved as a metro chief in supporting the assessment project. And going back to the local level does not mean the national fire service has seen the last of Cochran.

## *Cochran (Cont.)*

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## *Office Humor*



"I'm not going away and become inactive serving at the local level. In some cases, [being the Atlanta fire chief] will let me become more involved, and I'm going to maintain my relationships with the IAFC and the metropolitan chiefs and others to help achieve the vision of the USFA."

Cochran has seen many job changes in the last three years: he left his post in Shreveport for Atlanta, simultaneously leaving his position as the IAFC's first vice president. And less than two years later, he left Atlanta for Washington, D.C. The last didn't necessarily sit well at home.

"In the city of Atlanta, there is a perception that I abandoned the department for higher ground or greener pastures. In fact, the Atlanta mayor under whom I served had two years and a new election was taking place in six months, at which time I was going to be unemployed under the new mayor. So the [USFA fire administrator] opportunity came along when I was concerned about job security," Cochran said. "I think the truth will overcome that I was still trying to get a job commitment. I think that will be overcome with time and with an example of what took place."

Cochran knows that many of his supporters are disappointed that he is leaving the USFA, but emphasizes that the path he was on as fire administrator will continue to be followed.

"My colleagues are disappointed because of achievement of our strategic plans, how we built the relationships with our stakeholders and really put a face on the USFA on a federal level, but this has not been about 'Kelvin Cochran,'" he said. "The USFA will be in place years and the strategic plan will be the responsibility of the next fire administrator. The hard work of the men and women of the USFA put into that strategic plan will be that that plan does not change with the succession and it will have a life after. ... [Acting Administrator] Glenn Gaines is wholeheartedly committed to the USFA's strategic plan."

The IAFC is coming up with a list of candidates for the fire administrator position.

Fire Chief. Reprinted by permission of Penton Media, Inc. Copyright 2007. All rights reserved.

**Chief Cochran will discuss Succession Planning during the Navy-Marine Corps Combined Session at the DoD Fire Training Conference in Chicago on 26 August.**

## *Business Answering Machine*

In a small business office they have an answering machine that instructs callers to leave their name and address, and to spell any difficult words.

Early one Monday the secretary was reviewing the weekend messages and she heard an enthusiastic young woman recite her name and address and then confidently offer:

"My difficult word is reconciliation. R-E-C-O-N-C-I-L-I-A-T-I-O-N."

**ESAMS Corner**

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**ESAMS Corner**

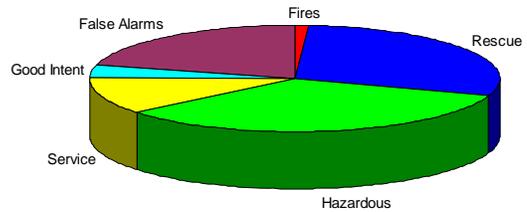
By Clarence Settle, ESAMS Fire Technical Support

**June 2010 Statistics**

**Operations**

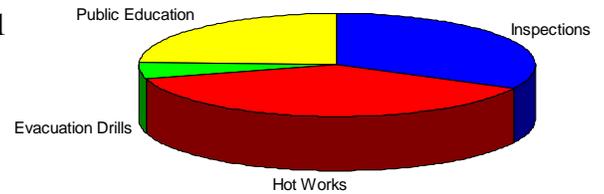
Total Incidents – 5,782

- ❖ Fires - 63
- ❖ Rescue & EMS – 1,687
- ❖ Hazardous – 1,931
- ❖ Service Call - 653
- ❖ Good Intent – 224
- ❖ False Alarm – 1,198



**Prevention**

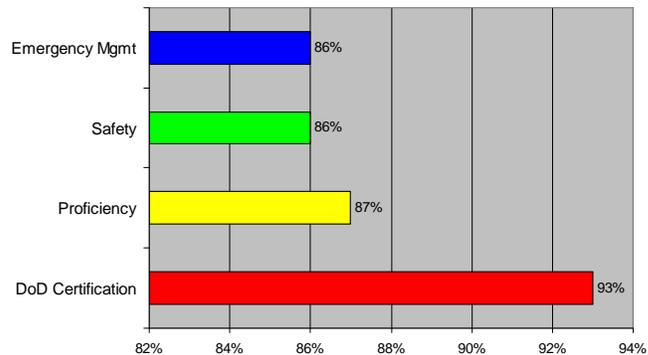
- Fire Inspection Completed – 3,051
- Hot Works Permits Issues – 3,572
- Building Evacuation Drills – 485
- Public Education – 2,278



**Training**

Fire Training Report Card:

	Percent Compliance
DoD Certification	93 %
Proficiency, Skills, and Practice	87%
Safety Training	86 %
Emergency Management	86 %



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**F&ES On Duty Mishaps Report**

Mishaps Reported - 19  
Total Lost Work Days – 476

## *Navy F&ES POCs*

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## *News Distribution*

## *Job Links*

## *Navy Fire & Emergency Services (N30)*

Commander, Navy Installations Command  
716 Sicard Street, SE, Suite 1000  
Washington Navy Yard, DC 20374-5140  
<https://cnicgateway.cnic.navy.mil/HQ/N3/N30/default.aspx>  
DSN 288

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## *Job Links*

Interested in becoming a DoD firefighter? Follow these links;

OPM: <http://www.usajobs.opm.gov>

Army: <http://www.cpol.army.mil>

Navy: <http://www.donhr.navy.mil>

Marines: <http://www.usmc.mil/>

Air Force: <https://ww2.afpc.randolph.af.mil/resweb/>

We will not publish an August 2010 edition of *What's Happening* as we prepare to co-host the DoD Fire Training Conference with the U.S. Marine Corps next month in Chicago. We will return to your in box with our September 2010 issue. Hope to see many of you in Chicago! Stay safe,

Rick