Navy Fire and Emergency Services **Protecting Those Who Defend America**

What's Happen

March 2013

Email the Editor:

OMNI CEDO DOMUS

Vol 11 No 3

From the Editor

Getting ready to move our office and stumbled on a couple of interesting quotations; can you guess when these were first published?

The Navy's structural firefighting forces vary at shore activities in accordance with the station's designated fire protection classification, i.e., extent of life hazard involved, values to be protected, and permanency of activity, operational status and strategic importance to the Navy. Even in considering these factors in determining the fire protection classification of an activity, it is not intended nor is it economically feasible that the organized fire fighting forces shall be self sufficient at each activity except in certain isolated areas where reasonable outside aid is not available. Therefore mutual aid is approved and solicited wherever possible.

The Navy carries no fire insurance. Instead of paying tremendous funds into insurance premiums, even if it were possible to underwrite naval risks, the Navy provides its own fire protection at much less cost than insurance. The Navy fire protection program and organization includes the Naval District Fire Officer and the 4,300 civilian and 1,733 military personnel employed in full time fire fighting and fire prevention duty at all principle shore activities in continental United States and overseas.

Sound like they could be passages from the latest revision of our OPNAVINST 11320.23G as the philosophy is pretty accurate although the numbers are a little off; our most recent calculations show Navy F&ES has somewhere around 3,500 civilian, military, host nation, and contract personnel providing F&ES to our shore installations around the world.

The first quote is from the 1953 edition of OPNAVINST 11320.15, Structural Fire-Fighting Manual and the latter quote is from Mr. Orville Emory's opening address at the Symposium on Fire Extinguishment Research and Engineering conducted 16-18 November 1954 at the Naval Civil Engineering Research and Evaluation Laboratory, Port Hueneme, CA.

The more things change the more they stay the same.

Reading these passages it's not hard to see that Navy F&ES leaders of 60 years ago were facing the same kind of pressures we are facing today. Staffing and budget were obviously high on the priority list, just as they are today.



Supporting the Fleet, Fighter, and Family



Ricky.Brockman@navy.mil

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Combs Cartoon



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After looking through these historical documents with a fine tooth comb I could not find any magic answers that might be useful to our current situation. But I did come upon an inspiring monologue from Dr. Richard Tuve (who happens to be our most recent member of the Navy F&ES Hall of Fame) that captures a philosophy that I believe is still in play today despite the challenges.

I look at my task as an important challenge, a challenge which has high stakes for the winning. A challenge I could not turn down in truthfulness. I have been involved in research problems on the subject of firefighting for 16 years. During this time I have formed many ideas, aspirations, and objectives. I have sharpened the sword of my faith in the profession of firefighting on the cold grinding stone of failure, disappointment and discouragement. I have a slight nodding acquaintance with the goddess of success. But I am also incurably imbued with a spirit of determination to achieve progress in methods of fire protection.

Brings to mind an exchange from The Fellowship of the Ring;

"I wish none of this had happened."

"So do all who live to see such times, but that is not for them to decide. All we have to decide is what to do with the time that is given to us."

- Rick



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Last Alarms

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Last Alarms

The USFA reported 13 deaths to date in 2013. The following line of duty deaths were reported since we published our last issue:

George Turner, Jr. ♥ Age: 60 Jericho, NY

Michael Broz Age: 58 St. George, SC <u>2013 Totals</u>

8 (61%) = 1 (7%)
Indicates cardiac related death
Indicates vehicle accident related



TCOoO Update



DEPARTMENT OF DEFENSE FIREFIGHTER SUPPORT

Taking Care of Our Own

Check with your Fire Chief if you wish to make a leave donation. There are currently 19 DoD firefighters in the Taking Care of Own program.

Name	Location	Point of Contact
Joey Tajalle	NAVBASE Guam	Julie.Quinene@fe.navy.mil
Stella Shimabukuro	USAG Presidio of Monterey, CA	Scott.Hudock@us.army.mil
Dana Picard	Westover ARB, MA	Diane.Lessard@us.af.mil
Edward Rust	DES Richmond, VA	Clyde.Hipshire@dla.mil
Billie Edwards	March ARB, CA	Melinda.Miller.2@us.af.mil
Wilson Humphries	USAG Camp Parks, CA	Alexis.A.Rivera8.civ@mail.mil
Stephen Dock	Altus AFB, OK	Nils.Brobjorg@altus.af.mil
Peter Giles	Kirtland AFB, NM	Curtis2.Ray@kirtland.af.mil
Christopher Lumpkin	Fort Belvoir, VA	Joyce.R.Peck.civ@mail.mil
Chris Burke	Fort Wainwright, AK	David.Halbrooks@us.army.mil
Christopher Matthews	Portsmouth NSY, NH	Marc.J.Smith@navy.mil
Annie Sands	Altus AFB, OK	Nils.Brobjorg@altus.af.mil
Mark Davis	JB Langley-Ft Eustis	Dale.E.Hankins.civ@mail.mil
Michael McClure	Niagara Falls, NY	Peter.Stein@us.af.mil
Russell Reynolds	Niagara Falls, NY	Peter.Stein@us.af.mil
Richard Jefferson	Kirtland AFB, NM	Curtis2.Ray@kirtland.af.mil
Thomas Trost	Wright Patterson AFB, OH	David.Warner@wpafb.af.mi
Tyson Bushnell	Navy Region Northwest, WA	Carmen.Morris2@navy.mil
Brian O'Neill	Joint Base McGuire-Dix-Lakehurst	Paul.Presley.1@us.af.mil

Kevan A. Miller



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Hawaii Fire Inspector Succumbs to Cancer



Navy Region Hawaii is saddened to report we lost one of our fellow Fire Inspectors last year to cancer.

Kevan A. Miller passed away on November 16, 2012 at the age of 59. He lived in Waialua Hawaii and was an Army veteran, Federal Fire Department Firefighter and then a Federal Fire Department Fire Inspector. Rest in Peace brother Miller.

Augustus "Gus" Bowling

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Fitness on Facebook



NDW Chief Officer Loses Battle with Cancer



Naval District Washington Regional Assistant Chief for Training, Augustus "Gus" Bowling, passed away on 15 March 2013 after a short battle with cancer. Gus was a well respected training officer and was instrumental in developing Navy-wide F&ES training protocols while serving on the Navy F&ES Training Working Group.

Gus leaves behind a wife, a young son, and countless friends and coworkers. In lieu of flowers, please contribute to;

Augustus Bowling III Memorial Fund PNC Bank Locations 1-888-PNC-BANK —Acc# 5334224218 Benefit—Joshua Bowling Education Fund

Marine Corps PFT Offers Fitness Page

By Bobby Clark, Firefighter/Paramedic, Peer Fitness Trainer, MCAS Beaufort, SC

The mission: I want to make result yielding exercise simple and convenient for everyone. The best way to accomplish this goal, I found, is to remove the gym and the equipment, decrease the time per workout, and assemble full-body routines that burn calories, increase endurance, and strengthen/build muscle. Body weight exercise is simply one of the best, convenient, diverse, and productive ways to change your physical appearance and ability.

The method: Three exercises per day that works the entire body. In a circuit routine conduct 10 reps of each exercise for a total of 10 rounds. These are the daily 100. Each week there will be a workout that you conduct 30 reps of each exercise for 10 rounds, I call this one the weekly 300. Each workout is conducted for time (without sacrificing form). It will hurt, you will curse me, but in the end, if you stick with it, you will love it.

The madness: Compete with yourself or compete with your friends. You can even compete with friends of friends. Post your times and comments... Just Train!

https://www.facebook.com/home.php?sk=group_110578945696959#!/B.A.fitbody



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Off Duty -Norfolk

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"Hoses" Win Annual Police/Fire Hockey Matchup



The fire department beat the police department at the fifth annual Guns & Hoses charity hockey game January 26th at Norfolk's Scope arena. Hampton Roads (Virginia) area fire and police departments make up the 'Guns' and 'Hoses' teams, and meet for the exhibition game prior to a regular Norfolk Admirals home game each year; admission and souvenir sales benefit the Children's Hospital of the King's Daughters in Norfolk.

Navy Region Mid-Atlantic Fire & Emergency Service's Firefighter-Paramedic

Andy Backowski played center and Firefighter-EMT Kyle Hockensmith played right wing on the 'Hoses' team, which beat the 'Guns' (as is customary for the past four years) 4 to 3 at Scope with Backowski scoring a goal in the second period.

This year's match-up had a special pre-game event: Firefighter-EMT Hockensmith delivered a surprise marriage proposal to longtime girlfriend Amanda Saner on the ice before the gameshe said "yes"!



This year's Guns & Hoses game raised \$14,000 for CHKD. The

Norfolk Admirals went on to shut down the Bridgeport Sound Tigers in the night's regular game, 5-0.

The Norfolk Admirals are an AHL farm team for the Anaheim Ducks.

CoBRA Certified CoBRA WEB Version Receives USAF Certification



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The Air Force Network Integration Center (AFNIC) has certified CoBRA Software's WEB version 4 and placed the CoBRA WEB program on the Air Force Evaluated/Approved Products List (AF E/APL).

The CoBRA WEB tools are used to enhance the already deployed client versions of CoBRA software, which resides on the user's laptop or desktop.

This certification provides a user authorization to install WEB CoBRA, which is now a certified application for installation on Air Force servers.

By expanding CoBRA software usage beyond the stand alone laptop, users can now achieve situational awareness and common operating picture by sharing status updates, resource requests, live chat and ability to quickly and easily create, display and share chemical/radiological plume and explosives hazard zones.

CoBRA clients who have use the collaborative solution connected via server also can expand their capabilities through Sensor Data Fusion, accessing data from mobile and fixed site sensors, and monitoring Sensor Status via WEB Mapping. This data fusion capability can enhance sharing of data to support decision making at multiple levels of leadership

On the Job -Florida

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By LTJG Kevin Wendt & Tony Dawson

Firefighters from the First Coast Navy Fire NAS Jax Division participated in a unique and exciting training environment with the Clay County and Orange Park (FL) Fire Departments.

A local Comfort Inn slated for destruction in the near future served as the perfect area for the three departments to practice their skills of forcible entry, ventilation, and simulated search and rescue. Due to the building's degraded state, the departments

were free to practice as much as they needed to complete their exercises.

"This is great training for us," commented Battalion Chief Scott Bloomer, of the NAS Jax Division. "Since this building is going to be torn down anyway, we have free reign to practice accessing doors, windows, ceilings, and getting accustomed to our new equipment. This is all essential in developing our decision making skills of 'when to do what' with fighting fires."

Navy Firefighters Join Local Counties for Training

The firefighters used axes, crowbars, and saws, to practice forcible entry and proper ventilation of rooms in the Comfort Inn. Although the training was exciting for many of the firefighters, safety and proper procedures were of the utmost importance, and the afternoon saw the practice of a potential real world scenario. By simulating a fire, a smoke filled environment, and rescue victims, the three departments coordinated their efforts to develop superior cooperative and communication skills, with the mindset of potentially having to support each other in the future.

"Normally, when we train with other departments, we use the burn house at NAS Jax. The opportunity we have to simulate exercises out in town today provides us with a unique training scenario and learning experience. All departments have different techniques when faced with various emergency situations, and we learn a lot from each other by training together," Bloomer remarked.

Address Change



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New E-Mail for Certifications

By John P. Smith III, Program Manager DoD FES Training and Certification

In our continuing efforts to streamline the certification process, we have a new email address for submitting certification packages.

The new email is: dodffcert@tyndall.af.mil.

Unfortunately, the old address <u>afcesa.dodcert@tyndall.af.mil</u> had to be removed and is no longer valid.

Thank you for your continued support.



On the Job – Cherry Point

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TSP iPhone App



Wisdom of Age



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ry Cherry Point F&ES Saves Marine

On September 26, Cherry Point F&ES received a call for an unresponsive subject in a vehicle that had left the roadway. While en route, responding units were advised that PMO officers were on the scene and CPR was being performed by bystanders. Units arrived to find a 30 year old male in cardiac arrest. The patient was defibrillated once and after another cycle of CPR, regained a pulse.

Advanced life support was established and the patient was transported to a local hospital with stable vital signs. The patient was subsequently released from the hospital and was expected to make a full recovery.

It was later discovered that the patient was an active duty Marine who had just finished physical training with his daughter. He was driving away from the parking area of the gym when the event occurred, causing the vehicle to travel across several lanes of traffic and down an embankment, coming to rest after striking a tree.

Personnel who were responsible for the successful resuscitation of the patient were: Assistant Chief Nicholas Salter, Firefighter Paramedics Benjamin Leither and Michael Spencer, Firefighters Clayton Turner and Raymond Bane. This incident was submitted for a Life Save Award, which will be awarded by MCICOM. Congratulations to all for a job well done.

TSP Does Not Use Third Party Apps!!!

Warning: Third-Party Mobile Applications — There are a number of mobile applications that reference the Thrift Savings Plan and may prompt you for your TSP account credentials.

These applications are NOT sponsored by the TSP.

The TSP cannot endorse any information or advice provided by third-party applications. More important, providing your TSP account credentials to third-party applications may jeopardize the security of your account.

For more information on keeping your account safe, see the <u>Security Center</u> on the TSP website or contact the ThriftLine at 1-TSP-YOU-FRST (1-877-968-3778)

Pretty Dress

A co-worker returned after lunch carrying a dress from the cleaners.

"Pretty dress," said one of the guys. "Big date tonight?"

"I picked it up for a friend," she replied, adding, "Do you really think I could fit in a tiny thing like this?"

He smiled and said, "Do you really think I've lived this long by answering questions like that?"

On the Job -Okinawa

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Joint Training at Its Best!

By Derrick Walley, Deputy Chief MCIPAC F&ES Japan



Marine Corp Installation Pacific Fire & Emergency Services Japan (MCIPAC FESJ), in conjunction with local Japanese fire departments (Urasoe Fire Department Rescue Team, Nakakita Department Rescue Team and Naha Department Rescue Squad, 11th Regional Coast Guard Headquarters Rescue Squad) have conducted various technical rescue

exercises since July 2012. This training took place at several locations, including the newly built MCIPAC FESJ training site located just outside Camp Hansen.

A mix of emergency responders from all departments recently worked together on training evolutions encompassing every aspect of the technical rescue realm under the watchful eye of MCIPAC FESJ Battalion Chief of Training Junya Miyagi. Our local counterparts have done exceptionally well during all the training sessions, leading up to the technical rescue demonstration held at the Okinawa Fire Academy in Okinawa City.

The various training classes conducted provided a chance to improve mutual aid teamwork, interoperability, collapse rescue, and command and control within a safe approach. Simulated scenarios included gas explosions, destructive weather conditions, and terrorist attacks. These training evolutions prepare the members of this diverse group of firefighters and their departments for real world events that can occur on the Island of Okinawa, Japan.

In recent years, Okinawa Prefectural Fire Departments remained flexible to the changes in society and nature. The increasing complexity of emergency incidents lead all fire departments to the same conclusion; they wanted to incorporate technical rope rescue to



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their pre-existing arsenal. To ensure this decision became a reality, they recruited the assistance of MCIPAC FESJ and incorporated the requirements of National Fire Protection Association (NFPA) 1670, Standard on Operations and Training for Technical Search and Rescue Incidents.

MCIPAC FESJ provided the curriculum of academic and practical training needed to accomplish the task at hand. Utilizing the guidance provided by NFPA 1670, the Okinawan fire departments have encompassed more safety measures into their evolutions and operations. Working together to showcase their new skills, these local first responders assembled a demonstration on March 5, 2013, to an audience of their respective leadership, fellow first responders and the new firefighter recruits in hopes to strengthening the overall response posture islandwide in the event of a natural disaster or terrorist attacks.

On the Job – Kings Bay

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By Freddie Thompson Jr., Fire Chief

On a chilly March morning, fire fighters from the Kings Bay Fire and Emergency Services Department (KBFD) joined forces with the U.S. Forestry Service, Georgia Forestry Department, the City of St Marys Fire-Rescue Department, and NAVFAC/SUBASE Natural Resource Management.

The mission of the day was to ignite and control the first sector of a 1,150 acre prescribed burn. Over the next hour, the USFS would conduct a comprehensive fire ground safety briefing, followed by an emergency response briefing conducted by Kings Bay Assistant Fire Chief Anthony Tripolone. The main objectives were; keep the fires on the ground and out of the trees, control the fires within the prescribed burn area, and most of all, keep all participants safe.

The USFS briefed crews on current and forecasted weather conditions, terrain and topography, expected fire behavior, safety/escape zones, and team assignments. Assistant Chief Tripolone, Incident Commander, briefed the KBFD Wildfire Emergency Operations Plan. In the event a wildfire emergency occurs, the USFS would take the lead in managing the wildfire and the KBFD would manage overall emergency operations under a unified incident command structure. NAVFAC Natural Recourse Manager Paul Schoenfeld approved the burn permit and gave the go ahead to ignite the first sector at 1000 hours.

KBFD firefighters guarded the flanks of the fire and protected base structures and critical infrastructure. Under the watchful eye of the USFS, KBFD personnel also conducted burnout operations to reduce combustible vegetation as fires neared base structures. The entire effort took four days to complete and total of 1,150 acres were burned. The KBFD will keep a watchful eye for the next few



weeks; as stumps will smolder and occasionally flair ups occur within the burned areas.

"By no means was this a KBFD accomplishment, it took a myriad of professionals to safely ignite and control a fire of this size; we were just fortunate it took place on our base and we got the opportunity to participate. We got some valuable training, learned a lot, made some new friends, got the job done, and most of all we nobody got hurt." commented Tripolone.

Accreditation News

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Record Number of DoD F&ES Accredited

The Commission on Fire Accreditation International (CFAI) convened in Henderson, NV March 4-7, 2013. A record six Department of Defense (DoD) F&ES agencies received their Accredited Agency Status.

Fire/EMS representatives received direct and challenging questions from CFAI Commissioners before a vote was taken. "This process embodies a pursuit of excellence within the fire industry; measure each and every aspect of your organization and benchmark your findings towards continuous quality improvement. We are seeing more and more organizations who meet these industry challenges and institutionalize the core values of accreditation into how their agencies are managed, and for that the Commission remains proud to refer to them as internationally accredited fire departments." says Chief Allan Cain (Cary NC), CFAI Chairman.

Accredited Agency Status was approved for the following agencies:

- Naval Support Activity Souda Bay, Crete, Greece
- ↓ Naval Air Station Sigonella, Sicily, Italy
- Ramstein Air Base, Germany
- 4 Marine Corps Air Station Cherry Point, NC
- **4** Marine Corps Air Station Yuma, AZ
- Joint Base McGuire-Fort Dix-Lakehurst, NJ

Congratulations to each of these agencies and their installations!

Newest Ladders







Portsmouth Naval Shipyard

New Trucks



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Back in the Day

Early Navy ARFF Vehicles

By Tom W. Shand, Photo by Shaun P. Ryan

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During the early 1960's the U.S. Navy was engaged with designs and testing of prototype ARFF units to replace their aging fleet. At that time Oshkosh Truck was beginning to develop their fire fighting vehicle line with units that could serve in both military and civilian service. While other branches of the service were working on ARFF designs for airfield use the Navy desired to have

a multi-purpose unit that could serve both on aircraft carriers as well to protect airfields across the globe. Most all of the single axle four wheel drive crash apparatus at that time were based on commercial or military adapted chassis that did not provide the flexibility that Navy fire and crash crews were looking to achieve.

During the mid-1950's several companies including American La France, Ward LaFrance and Walter Motor Truck Company submitted prototype ARFF units for evaluation. These tests were conducted at the Aberdeen Proving Grounds in Maryland to assess the capabilities of these vehicles. As a result of the success of Oshkosh supplying heavy snow plow trucks to the military during 1967 they were awarded a contract to supply 210 MB-5 crash trucks to the U.S. Navy. The following year they received an order for an additional 55 of these units for the Navy which were placed into service at installations around the country.

The MB-5 crash truck was built on a very short 140 inch wheelbase and was designed to carry a maximum crew of four personnel. The short wheelbase and rapid acceleration quickly gained favor with the crews and in later years evolved into a larger MB-1 crash vehicle that was also produced by Oshkosh. The MB-5 was equipped with 1000 gpm pump, 400 gallons of water and 30 gallons of foam that would be disbursed by a single roof mounted turret. Most of these units were produced between 1968 and 1972 with several of these MB-5 units assigned to the Marine Corps.

The Barbers Point Naval Air Station was originally intended as an outlying field for NAS Ford Island at Pearl Harbor and was established as a Naval Air station on April 15, 1942. The airfield was deactivated during 1999 with much of the land turned over to the State of Hawaii with the Coast Guard operating some HH-65 Dolphin helicopters and HC-130H Hercules aircraft from this location.

A 1970 Oshkosh MB-5 crash unit with property number 71-01814 was one of several ARFF units to protect the Barbers Point NAS back in the day. The airfield fire station was also assigned a 1959 Cardox 0-6 crash truck, a 1966 International tractor with a 5000 gallon trailer built by Gibson and a 1950 Grove recovery crane. The crash vehicles of that era were considered to be the state of the art with many innovations that have been carried over to today's modern ARFF fleet.



Tom Shand

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What's Happening

SA Matters!

Firefighting: It's a Whole New Ballgame

By Rich Gasaway, PhD.

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There is little doubt the recent recession has had a significant impact on the nation's fire service. Hardly a day goes by where there's not some news about an organization that had downsized, rightsized or capsized. There are all kinds of terms being attached to what is happening.

One I heard recently was The New Normal. This term seems to be fitting as the fire service faces changes unlike anything most have experienced and it's likely to stay this way for a very long time.

Is this a pessimistic view? Or a realistic view? Many fire service leaders are not confident that fire department budgets or firefighter positions are going to return to their pre-recession levels. If they do return it may be a very slow process. Thus, the situation many fire departments find themselves in is The New Normal or what some might call a "paradigm shift."

Joel Barker, credited as being the person who popularized concept of paradigm shifts, shares a story about Swiss watch makers – renown crafters of some of the finest time pieces in the world. As the story goes, the person who discovered digital watch technology first pitched their idea to Swiss watch makers who shunned the inventor's idea, quipping: Who would ever want a watch that did not use moving parts to ensure precision? The dejected inventor, with his head held low, left Switzerland and traveled to Japan to see if anyone there would embrace his digital watch technology. The rest, as they say, is history. The paradigm for watch wearers changed and the Swiss watch makers found themselves in tough times.

The paradigm for the fire service has also shifted and unless ways are found to improvise, adapt and overcome, there may be consequences. The consequences most concerning are those associated with firefighter safety. The do more with less edict can only go so far. Can fire departments find ways to be more efficient and effective in response to these trying economic times? In many cases the answer is yes. When economic times were good and budgets and staffing were increasing at healthy rates, some organizations were able to capitalize on those opportunities and became resource abundant. However, the economy has dealt many communities some tough cards that now require a tightening of the belt and has created a call to find new or different ways to provide service.

However, there is a limit to how much better an organization can become based on the benefits of becoming more efficient. That point (termed the point of diminishing return for the economics-minded readers) is where each incremental decrease in a budget (or staffing) will result in a corresponding impact on the organization's ability to safely and effectively serve the community. The size and complexity of the organization and the services it provides, coupled with the complexity of the community, means the point of diminishing return can be different for every organization.



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Depending on these factors, the point of diminishing return may come with the reduction of a single line or staff position. In very large organizations the point of diminishing return may not come until a dozen or more positions are reduced. Whatever the size of the organization, however, that point does come. It is at that point that bad things can begin happen if the organization does not fundamentally change the way it does business.

The safety impacts of a budget or staff reduction cannot be evaluated in a vacuum. There are other forces in play. For example, lightweight construction and hydrocarbon-rich contents are contributing to earlier rates of flashover and earlier building collapse – a significant safety concern for firefighters. There are also growing challenges being faced by fire-based EMS organizations as their aging communities increase the demands for medical services. High volume demand for EMS services may reduce the number of firefighters available for a structure fire response – another significant safety concern for firefighters.

The game

Sometimes when looking at an issue that can be as emotionally charged as safety to the community and safety of firefighters, it is beneficial to use an analogy. The analogy chosen here is to compare a fire department to a baseball team. Granted, the consequences of a bad outcome in baseball (the loss of a game) pales in comparison to the potential consequences of a bad outcome (injury or loss of life) at an emergency scene, but follow the analogy through before passing judgment.

On a baseball team, each player fulfils a specific role on the field and performs specific tasks assigned to their position. Each role is so specialized it prohibits the positions from being interchangeable. Further, it is impossible for any one player to effectively fulfill multiple roles on the field at the same time. It is common, however, for two or more players to work in tandem to perform a task or to back each other up. At no time does a baseball team ever operate with less than the prescribed number of players – nine.

Hypothetically, say the team's owner and management have determined the revenues collected were not going to sufficiently cover the team's expenses. The fiscal shortfall facing the team faces can be addressed in essentially two ways – increase revenues or decrease expenses.

To increase revenue, the franchise could take several courses of action or combine several simultaneously. The club could increase ticket prices. While this would increase the revenue per ticket, the overall revenue may decrease if less people buy tickets and come to the games. Less attendance may also impact the revenue from concessions and merchandise. The club could increase the price of concessions and merchandise. Again, this may increase the revenue per hot dog, but the overall revenue may remain constant (or even decline) if less people buy hot dogs.

As with the revenue options, to reduce expenses the franchise could take several courses of action or combine several simultaneously. The club could cut operating expenses by controlling utility costs or by reducing the quality (and subsequently the cost) of food, merchandise and supplies.

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They could reduce personnel cost with staff reductions in a variety of areas including administrative staff, ticket sales, concessions, merchandise, field maintenance, parking attendants or reduce the number of baseball players on the team.

I want to focus my discussion on the reduction in the number of baseball players. While reductions in other areas bring their own issues, if a team makes significant cuts in the number of players and subsequently begins to lose games, the core purpose for the existence of the organization begins to erode.

When a team cuts players the decision as to which players get cut may be based on contractual obligations. Therefore it may not be the poorest performing players who are the first to go. Rather it may be the newest players on the team if, say, the contract says cuts are made in reverse seniority order.

If the team cuts players whose performance is marginal or they cut players who see little field time, the impact may not be so significant. However, what happens when the cuts are so deep that the team can no longer play the game with nine players on the field? Maybe the team has to take the field with eight players. Such a short-staffed situation would surely have an impact on the performance of the team.

In some fire departments the cuts have been so significant that core services are being provided with less than adequate staffing – the equivalent of a baseball team taking the field with eight players. This team is not going to be able to perform the same as it did when it had nine players on the field. The vacant position is going to lead to an impact on team performance.



The team is going to have to assess the impact of the loss and determine which position they are going to leave vacant. It is hard to imagine any position on the field that is not vital to team success. Arguably there may be a few positions that are absolutely essential for the team to even be functional. For example, a team without a pitcher would forfeit the game immediately when they took

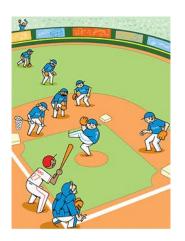
the field. No pitcher = no game. What about a team without a catcher? Under this scenario, every pitch thrown would become an opportunity for runners to pass the bases with no concern of being picked off by the non-existent catcher. Perhaps the team cuts the first base position? If a ground ball were hit to the infield, there'd be no one at first base to receive the throw and runners would most assuredly earn a single. It's easy to see these three positions are absolutely essential to team success. All other positions are up for reduction consideration.

It could be argued that on a fire scene, like on a baseball field, some positions may be more essential than others. For the sake of this analogy, let's say the proverbial field positions (key roles) at a structure fire are command, safety, vent, entry, search, attack, back-up, salvage and overhaul. Isn't it ironic that it's the same number of essential key roles whether it's for baseball or firefighting – nine! The fact there are nine key roles is not saying a fireground can operate with nine people. Each of the key roles identified above requires a team of players, not one individual.



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How many players in each essential team role is the subject of much debate. If each role were staffed with just two people (which is woefully inadequate for all roles except perhaps command and safety), that would set the bogey at 18 firefighters (minimum!).

So which roles on the fireground are the essential ones – tantamount to the pitcher, catcher and first base position in the baseball example above? Again, this could be the basis of much debate and since it is not the point of this article to identify the positions which are essential and which could be eliminated, hypothetically positions of command, search and attack will be identified as the essential ones. All other positions are subject to reduction consideration.

If the baseball team reduced some field positions it could, arguably, make adjustments for the losses. The physical expanse of the field does not afford one player the ability to cover two geographic positions at the same time. It simply is not possible. However, the infield or outfield could shift, physically, to provide coverage for the lost position. The shift, however, would create a hole in the standard line of defense for



however, would create a hole in the standard line of defense for the baseball team - a hole their opponent would surely identify and quickly exploit to their advantage. This scenario makes it relatively easy to predict the team is going to suffer losses.

On the fireground (setting aside the three hypothetically essential roles of command, search and attack) the roles subject to reduction are safety, vent, entry, back-up, salvage and overhaul. Reducing staffing for any of these roles creates holes in the fireground operation the same way as holes are created on a baseball field. Firefighter responsibilities can be shifted to provide coverage for the lost roles. However, as with the baseball example, this shift creates deficiencies in the department's standard line of defense for a firefight, a hole the opponent (in this case, the fire) – will surely identify and quickly exploit to its advantage. As in baseball, it becomes relatively easy to predict there are going to be losses. To think there will be on impact is playing fantasy baseball.

On the baseball diamond when a team loses a game there is little significance to the overall wellbeing of players, fans, owners, or the general citizenry. The sense of loss is only temporary because the impact is so minimal in the big picture. However, on the fireground, the significance of a loss can be very substantial to firefighters, the city, the citizens and the overall community. As a fire department reduces resources that impacts core services, the opportunity for bad outcomes increases exponentially as the opponent (the fire) finds ways to exploit the department's shortcomings.

The strategy

Some organizations may be able to survive a reduction in resources by focusing on reducing non-core services. During abundant times, when organizational budgets and staffing were growing, some departments sought opportunities to start new programs and services and perhaps in the process created new staff positions. Some of those programs and services may not be directly tied to the core mission of the department.

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Now, as times have become lean, organizations may be forced to determine if there are any non-core programs and services that can be shed (perhaps only temporarily). Applied to the baseball analogy, this might be the equivalent of making reductions in concessions.

The first task may be to figure out what the core services are and try to preserve those.

But who gets to make those decisions? This question can raise a host of potential challenges as cities contemplate their priorities. Is planting flowers in the parks more important than a fast paramedic response? Is snow removal on park pathways more important than having police officers on patrol? Unfortunately, in some cities, flower planting and pathway cleaning are higher priorities than public safety. The debate on the fairness of this disparity can rage on but the reality is you have a limited impact on the decision making of elected officials.

Department leaders should try to engage city management and elected officials on this topic. Doing so may result in limited success, however. Some elected officials and politically minded city managers may balk at the notion of having to prioritize the city's services. For them, such a task may be the equivalent of asking a parent to identify which of their children like the most. They're going to be reluctant reveal the answer and divulge which programs are their favorites (with emphasis on favorites versus priorities).

While it may not come as news, it is important to acknowledge that some elected officials and politically minded city managers are single minded. For the electeds, they are focused on doing the things that will ensure they remain popular enough to get re-elected. For some city managers, their focus may be on doing the things that will ensure they remain popular enough with the elected officials to stay employed. It would not be fair to lump all elected officials and all city managers into the category of being narrowly focused on their popularity, so long as it is acknowledged that such persons do exist and they may be the very people you are trying to get to prioritize city services.

There can be some risk to engaging elected officials in the discussion of priorities. If they are focused on maintaining their popularity, the programs that are most popular in the community, not the ones that are most essential, may rise to the top of the list. Recently a group of elected officials threw their support behind building a new library while withholding their support for a levy to build a new fire station (even though the fire station was reportedly in much worse condition). Why would this happen? From the standpoint of supporting popular funding options versus essential ones, many more voters are going to use the library each year that use the services of the fire department.

It's always wise to engage your elected officials in these important discussions as they represent the citizens. Just remember the potential risk and do your best to educate them on the potential impacts. Alternatively, the task of determining the core services to be maintained in each department of the city might be left to the professional staff who possess a better understand of the impacts based on an established standard of service and the safety to personnel versus politics and popularity.

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By whatever means it is accomplished, the department should make a list of noncore services that can be shed and prioritize that list based on public and firefighter safety. For example, if the department hosts birthday parties, while nice, shedding this program will have a comparatively low impact on public and firefighter safety. Such programs can be hard to give up though, especially when they have been on-going programs whose success is based on the hard work and dedication of loyal members. Deciding which non-core programs or services to discontinue may be the baseball equivalent of having to decide whether to close the concession stand or souvenir vendors. Both are popular but something has to be cut and status quo is not an option.

After all the non-core service cuts have been identified and implemented, the next task is to determine if the core services can be maintained at the same level with the remaining resources. Strategically, this task addresses how to make cuts while preserving safety. If the next round of cuts involves reducing very resources that provide core services then the service delivery model must change as well. This can be an emotionally charged decision. Anytime fire department has to reduce its core services the loss can hurt – deeply. A loss of this magnitude can also result in members going through a grieving process that entails five stages: Denial, anger, bargaining, depression, and acceptance.

Many fire departments have experienced reductions that impact core services – including staffing reductions that result in less front-line personnel providing services which impacts safety. The cuts have been tangible and department members are grieving. Some are in denial. Others are angry. A few are trying to bargain their way out of their situation and others are depressed.



What there seems to have been far less of (at least to this point) is acceptance of the losses – a curtailment of the anger, bargaining and depression – and an acceptance of the loss. Perhaps members are still working their way through the grieving process. Experts have not agreed on a pre-scripted schedule for how long a person should spend in each step of the grieving process though it is generally accepted among mental health professionals that extended periods of time in any step leading to acceptance can have unhealthy consequences.

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The losses many departments have experienced are not going to be restored. As department members work through the grieving process and get to acceptance, they can begin determining how to adjust to the current situation – their New Normal. This will be a watershed moment for the department and the starting point for a meaningful discussion about how service delivery should change as a result of this new paradigm.

As core services are cut, the mantra of do more with less is not possible. When the cuts are deep, the only possible outcome is do less with less. If reductions mean having one less truck company on the street, having to close (or brown out) a station or reducing the number of firefighters on a company, there is going to be a corresponding reduction in service. Back to the baseball analogy – a team with eight members on the field cannot play the same game, the same way, as when they had nine.

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Rich Gasaway, PhD.

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While firefighters can be shifted and their roles shared, there needs to be strategic decisions made for how to avoid overextending firefighters, how to avoid taking dangerous shortcuts and how to manage the increased risk of loss.

A discussion among operational staff about how to accomplish this is essential. The expectations of members must be adjusted and there should be a healthy dialog that results in an understanding among operational personnel about what the new expectations are and how they impact street performance, the customer and firefighter safety. Expect this to be a difficult discussion.

No firefighter worth the boots he or she wears is going to want to cut street-level service to the customer. But all the pride or denial in the world isn't going put nine players back on the field when the team has been cut to eight. Your fire department did not create the economic issues you are facing and, therefore, you should not feel guilty about managing the impacts in a way that ensures firefighter safety.

If responses to emergencies are going to be slower or entail using less firefighters, there is going to be an operational impact. Discussing the impacts and concerns openly and gaining agreement on what the new expectation should be is an excellent step toward reducing overextension, shortcutting and excessive risk taking.

As your organization engages in these discussions it might be worthwhile to work through some scenarios. One example might be a residential dwelling fire, using the resources the department enjoyed when times were good (i.e., pre-reductions). Chart out how long it took each company to arrive, how many were on each company, what each company did, how long it took to perform each task and what the result of each company's efforts were. Then do the same scenario over again applying the resource levels of your new paradigm.

Realistically, the scenario should change and depending on the degree of reductions your organization has sustained, it may change significantly. Staffing levels and response times are two key factors likely to change. These, in turn, impact the pre-arrival fire progression, the risk profile of savable lives and the stability of the structure. This changes everything – or at least it should.

Resource reductions change the rules of the game and your beloved fire service is facing a whole new ballgame. It is vitally important to the safety of your members to accept your new paradigm and discuss how significant reductions in resources can impact street-level performance and make the changes necessary to protect the safety of your firefighters.

About the author

Dr. Gasaway is a fire service professional with 33 years experience, including 22 years as a chief officer and incident commander. He is considered to be one of the nation's leading authorities on public safety decision making and situational awareness in high-stress, high consequence environments. His programs are noted for providing strong content that are immediately usable by first responders.

If there is anything I can do to help improve your situational awareness or decision making under stress, please contact me at:

Rich@RichGasaway.com

Please consider visiting my websites. They contain a lot of free, high quality, information. And, hey, who doesn't like free stuff, right?

Jaimie Wood

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Navy Region Southwest Fire Chief Retired



Chief Jaimie Wood, Regional Fire Chief for Commander Navy Region Southwest (CNRSW) retired, with an effective date of 31 March 13.

Chief Wood was responsible for an operating budget in excess of \$55M, providing fire & emergency services through 480 personnel assigned to 28 geographical areas and operating a three tier EMS system to one of the largest regions in the Navy.

Jaimie was instrumental to the implementation of Navy

BLS services in San Diego in 1994, ALS in 1998, and the rollout of EMS services region wide in 2008.

Prior to her selection as Regional Fire Chief in 2007, she served in several key positions, including: Regional Deputy Fire Chief 2004-2007, Regional Training Officer 2001-2004, Battalion Chief 1997-2001, Station Captain, 1994-1997, Captain 1992-1994, Engineer 1990-1992, and Firefighter 1988-1990. Her firefighting career began in 1986, when she worked as a firefighter for the Cleveland National Forest, CA.

Awards and accolades followed Chief Wood wherever she worked, although she would never tell you about them! In addition to countless (20+) special act awards, Chief Wood received four Meritorious Civil Service Awards (!), San Diego Woman of the Year (1994), Navy Fire Officer of the Year (2005), and Navy Fire Chief of the Year (2008).

She also led her team to awards. The CNRSW Fire Prevention Program was selected as the Navy Fire Prevention Program of the Year (2005), and the Navy and DoD Large Fire Department of the Year in 2008 and 2009.

Jaimie and her husband, "Woody" divide their time between their two homes in California and Arizona, and enjoy hunting and fishing.

College Humor



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Letter Home

Dear folks,

I feel miserable because I have to keep writing for money. I feel ashamed and unhappy. I have to ask for another hundred, but every cell in my body rebels. I beg on bended knee that you forgive me.

Your son,

Marvin.

P.S. I felt so terrible I ran after the mailman who picked this up in the box at the corner. I wanted to take this letter and burn it. I prayed to God that I could get it back. But I was too late.

A few days later he received a letter from his father. It said, "Your prayers were answered. Your letter never came!"

Leadership Corner

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Nine Ways to be a Great Team Leader

By Jon Gordon

It occurred to me that deep down inside we all know we can't do it alone. We know that Super Bowls are not won by individuals. They are won by a collection of individuals who make a great team. It's the same with work and life. We are better together when we are surrounded by great team members. In this spirit I want to share 9 ways to be a great team member.

1. Set the Example - Instead of worrying about the lack of performance, productivity and commitment of others you simply decide to set the example and show your team members what hard work, passion and commitment looks like. Focus on being your best every day. When you do this you'll raise the standards and performance of everyone around you.

2. Use Your Strengths to Help the Team - The most powerful way you can contribute to your team is to use your gifts and talents to contribute to the team's vision and goals. Without your effort, focus, talent and growth the team won't accomplish its mission. This means you have an obligation to improve so you can improve your team. You are meant to develop your strengths to make a stronger team. Be selfish by developing you and unselfish by making sure your strengths serve the team.

3. Share Positive Contagious Energy - Research shows emotions are contagious and each day you are infecting your team with either positive energy or negative energy. You can be a germ or a big dose a Vitamin C. When you share positive energy you infectiously enhance the mood, morale and performance of your team. Remember, negativity is toxic. Energy Vampires sabotage teams and complaining is like vomiting. Afterwards you feel better but everyone around you feels sick.

4. Know and Live the Magic Ratio - High performing teams have more positive interactions than negative interactions. 3:1 is the ratio to remember. Teams that experience interactions at a ratio equal or greater than 3:1 are more productive and higher performing than those with a ratio of less than 3:1. Teams that have a ratio of 2:1, 1:1 or more negative interactions than positive interactions become stagnant and unproductive. This means you can be a great team member by being a 3 to 1'er. Create more positive interactions. Praise more. Encourage more. Appreciate more. Smile more. High-five more. Recognize more. Energize more. Read more about this at <u>www.FeedthePositiveDog.com</u>

5. Put the Team First - Great team players always put the team first. They work hard for the team. They develop themselves for the team. They serve the team. Their motto is whatever it takes to make the team better. They don't take credit. They give credit to the team. To be a great team member your ego must be subservient to the mission and purpose of the team. It's a challenge to keep our ego in check. It's something most of us struggle with because we have our own goals and desires. But if we monitor our ego and put the team first we'll make the team better and our servant approach will make us better.

Leadership (Cont.)

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Jon Gordon

6. Build Relationships - Relationships are the foundation upon which winning teams are built and great team members take the time to connect, communicate and care to build strong bonds and relationships with all their team members. You can be the smartest person in the room but if you don't connect with others you will fail as a team member. It's important to take the time to get to know your team members. Listen to them. Eat with them. Learn about them. Know what inspires them and show them you care about them.

7. Trust and Be Trusted - You can't have a strong team without strong relationships. And you can't have strong relationships without trust. Great team members trust their teammates and most of all their team members trust them. Trust is earned through integrity, consistency, honesty, transparency, vulnerability and dependability. If you can't be trusted you can't be a great team member. Trust is everything.

8. Hold Them Accountable - Sometimes our team members fall short of the team's expectations. Sometimes they make mistakes. Sometimes they need a little tough love. Great team members hold each other accountable. They push, challenge and stretch each other to be their best. Don't be afraid to hold your team members accountable. But remember to be effective you must built trust and a relationship with your team members. If they know you care about them, they will allow you to challenge them and hold them accountable. Tough love works when love comes first. Love tough.

9. Be Humble - Great team members are humble. They are willing to learn, improve and get better. They are open to their team member's feedback and suggestions and don't let their ego get in the way of their growth or the team's growth. I learned the power of being humble in my marriage. My wife had some criticism for me one day and instead of being defensive and prideful, I simply said, "Make me better. I'm open. Tell me how I can improve." Saying this diffused the tension and the conversation was a game changer. If we're not humble we won't allow ourselves to be held accountable. We won't grow. We won't build strong relationships and we won't put the team first. There's tremendous power in humility that makes us and our team better.

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New KME Brush Truck for NWS Yorktown



What's Happening

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More New Rigs

Navy Fire & Emergency Services Newsletter

Wellness Tips

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When you get a diagnosis of cervical cancer, it's natural to wonder what may have caused the disease. Doctors usually can't explain why one woman develops cervical cancer and another doesn't.

However, we do know that a woman with certain risk factors may be more likely than other women to develop cervical cancer. A risk factor is something that may increase the chance of developing a disease.

Studies have found that infection with the virus called HPV is the cause of almost all cervical cancers. Most adults have been infected with HPV at some time in their lives, but most infections clear up on their own. An HPV infection that doesn't go away can cause cervical cancer in some women. The NCI fact sheet HPV and Cancer has more information.

Other risk factors, such as smoking, can act to increase the risk of cervical cancer among women infected with HPV even more. The NCI booklet Understanding Cervical Changes describes other risk factors for cervical cancer.

A woman's risk of cervical cancer can be reduced by getting regular cervical cancer screening tests. If abnormal cervical cell changes are found early, cancer can be prevented by removing or killing the changed cells before they become cancer cells.

Another way a woman can reduce her risk of cervical cancer is by getting an HPV vaccine before becoming sexually active (between the ages of 9 and 26). Even women who get an HPV vaccine need regular cervical cancer screening tests.

Symptoms

Early cervical cancers usually don't cause symptoms. When the cancer grows larger, women may notice abnormal vaginal bleeding:

- Bleeding that occurs between regular menstrual periods
- Bleeding after sexual intercourse, douching, or a pelvic exam
- Menstrual periods that last longer and are heavier than before
- Bleeding after going through menopause

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- Increased vaginal discharge
- Pelvic pain
- Pain during sex

Cervical cancer, infections, or other health problems may cause these symptoms. A woman with any of these symptoms should tell her doctor so that problems can be diagnosed and treated as early as possible.

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New Hose Standard

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By Janet Wilmoth in Mutual Aid

The NFPA recently revised its standard on fire hose. The newest edition requires that hose manufactured before July 1987 be removed from service. This makes sense given all the changes in materials and technology over the past 25 years. But that's just one of many significant changes to the standard, first created in 1936 and called NFPA 198, *Care of Fire Hose*.

The 2013 standard, NFPA 1962, *Care, Use, Inspection, Service Testing, and Replacement of Fire Hose, Couplings, Nozzles, and Fire Hose Appliances*, includes for the first time the word "replacement" in the title and now covers formal replacement of hose and couplings.

According to Jim Glatts, a member of the NFPA committee on fire hose, the purpose of NFPA 1962 is to provide a reasonable level of safety for users of fire hose and a reasonable degree of assurance that the hose, coupling assemblies, appliances and nozzles will perform as designed. This applies to the care of all types of fire hose, coupling assemblies, appliances and nozzles while in service, in use and after use, including inspecting and service testing.

Other significant updates include:

- Fire hose users and the authority having jurisdiction shall establish a replacement schedule for their fire hose, which takes into consideration the use, age and testing results.
- Attack fire hose shall be service tested to a minimum of 300 psi. Supply fire hose shall be service tested to a minimum of 200 psi. Testing can be done on a fire department's own fire apparatus.
- All non-threaded hose connections shall be provided with locks to ensure against unintentional disconnection.

The standard also covers:

- **Nozzle service-testing.** This should be done at least as frequently as the hose to which it is attached.
- **System tests.** Each pre-connected line or any attack line used for interior firefighting operations on a fire apparatus, together with the nozzle or hose connected appliance it supplies, shall be flow tested as a system at least annually.

The 2013 edition of NFPA 1962 also provides guidelines to consider when purchasing new hose in its Annex B. It includes a chart that lists quality and characteristics needed for fire hose, with items ranging from abrasion resistance to friction loss to weight. It encourages end users to rank items in importance when considering new hose.

Fire hose is the most important and relied-upon tool a firefighter carries. NFPA 1962 updates will ensure it's the right tool for the job.

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More Wellness

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Planning Ahead For Spring Break

No doubt, like many families, you may be exploring your "spring break" options. If the plan is to stay close to home this year, here are several ways to provide your kids an enjoyable and affordable experience during their time off:

Visit the public library. Look for books that can help your children explore a new hobby or discover a new part of the world. You can also borrow family-friendly movies to watch as a family during "movie nights". If the weather during spring break is dreary, consider a day-long movie marathon.

Go to a museum. Regardless of your town's size, there is likely a museum or historic site nearby that you've never visited. Have your kids research what's in the area. Then decide which ones would be the most fun to visit. Don't limit yourself to your surrounding communities. Think about taking a day-trip as a way to get out, see new sites and spend some enjoyable family-time together.

Bake up a storm. Most children enjoy decorating cookies, cakes and other treats. Find simple, inexpensive recipes online that your kids will enjoy making and eating. Have them join you at the grocery store to shop for the ingredients then spend the afternoon creating delicious goodies. Make extra to share.

Have a scrapbooking party. Just about every family has photos stashed away in boxes, drawers or files that have never made it into a photo album. Pick up some inexpensive scrapbooking materials, or create your own from old magazines and newspapers. Help your kids make their own album that they can cherish forever.

Play ball! Hope springs eternal this time of year. The Cactus League and Grapefruit League are in full swing. If you live close enough, visit the ballpark and watch baseball's elite and rising stars prepare for the upcoming season.

Take a hike. Have your kids research nearby parks with trails, and then plan a hike. Have them help prepare the water bottles and pack a picnic lunch or snack. Discover nature by spending a spring afternoon exploring the great outdoors.

Learn origami. Older children might enjoy learning the ancient Japanese art of paper folding. Get books at the library or do a search for websites that offer techniques for turning a flat sheet of paper into a beautiful sculpture such as a paper crane.

Volunteer. Take the opportunity to teach your children the importance of giving back. In the weeks before spring break, research volunteer opportunities at local food banks, homeless shelters, soup kitchens or religious organizations. Then, arrange to spend a morning or afternoon volunteering.

Plan a scavenger hunt. When was the last time you went on a good old-fashioned scavenger hunt? Have your kids invite their friends and then pick teams. Give them a list of fun things to find or tasks to complete. See who can finish the scavenger hunt first.

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What's Happening

ESAMS Update

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date ESAMS Corner By Clarence Settle, ESAMS Fire Technical Support

Total Incidents - 5,612

Rescue & EMS – 1,662 Hazardous – 1,643

Service Call – 385 Good Intent – 359

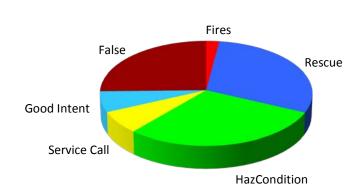
False Alarm – 1,414

Fire Inspections Completed – 2,504 Hot Work Permits Issued – 2,062 Building Evacuation Drills – 487 Public Education Contacts – 4,178

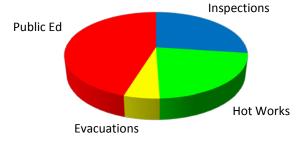
Fires - 118

February 2013 Statistics

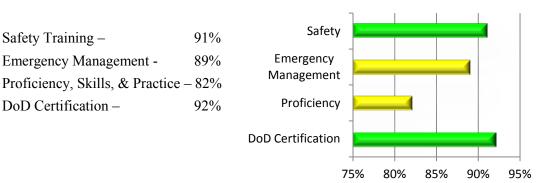
Operations



Prevention



Training



F&ES On Duty Mishaps Report

Mishaps Reported – 27 Total Lost Work Days – 79



What's Happening



News Distribution

Job Links

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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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To receive this newsletter automatically, e-mail <u>ricky.brockman@navy.mil</u> to be added to the *What's Happening* distribution list.

Interested in becoming a DoD firefighter? Visit https://www.usajobs.gov/

