



**CNIC**  
**Communication**

# What's Happening



*Navy Fire and Emergency Services Newsletter*



*Protecting Those Who Defend America*

November 2010

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Email the Editor:

[Ricky.Brockman@navy.mil](mailto:Ricky.Brockman@navy.mil)

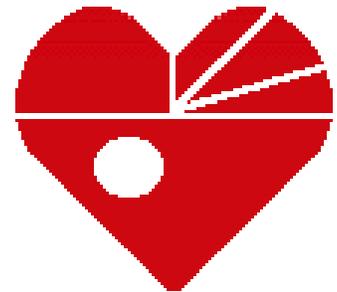
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## *From the Director*

Happy Thanksgiving to our entire DoD extended F&ES family! While the holidays are a great time of the year, it is also a good time to recheck our lifestyles. I have set a personal goal to watch what I eat during the holidays and find time for some exercise to offset all of the holiday meals. We have recently kicked off a small Working Group (WG) to assess Navy F&ES Wellness and Fitness programs. The WG will look at the entire scope of Wellness and Fitness for firefighters to include: mission statements, program goals, alternative approaches, strategic plans, nutrition, stress, marketing, standardized firefighter physicals, and physical fitness programs. The WG consists of CNIC HQ staff, Regional Fire Chiefs, Installation level Chief officers, representatives from AFGE, a CNIC Manpower representative and a BUMED occupational health Doctor. We believe this effort will provide good solid guidance and help standardize our wellness and fitness initiatives across the Navy.

Along the same lines, we are concerned with the high number of lost work days due to on-duty injuries of F&ES personnel. We will start looking into the cause of the injuries to see if we can develop more robust injury reduction programs and improve safety for our personnel. The DSOC has offered assistance by funding an initiative to hire some peer fitness instructors for a small number of fire stations. While this program is different from our Wellness and Fitness initiative the goal is the same. Participating locations are seeking volunteers and we will keep everyone posted on the program and if successful, peer fitness instructors for the fire service could become another option to add to our DoD Wellness and Fitness toolbox.



***Buckle Up/Drive Safe ...***

v/r .....Carl

# Happy Thanksgiving

## *Voice from the Past*

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### *A Thanksgiving Message from the Past*

The year that is drawing toward its close has been filled with the blessings of fruitful fields and healthful skies. To these bounties, which are so constantly enjoyed that we are prone to forget the source from which they come, others have been added, which are of so extraordinary a nature that they cannot fail to penetrate and soften the heart which is habitually insensible to the ever-watchful providence of Almighty God.

In the midst of a civil war of unequalled magnitude and severity, which has sometimes seemed to foreign states to invite and provoke their aggressions, peace has been preserved with all nations, order has been maintained, the laws have been respected and obeyed, and harmony has prevailed everywhere, except in the theater of military conflict; while that theater has been greatly contracted by the advancing armies and navies of the Union.

Needful diversions of wealth and of strength from the fields of peaceful industry to the national defense have not arrested the plow, the shuttle, or the ship; the ax has enlarged the borders of our settlements, and the mines, as well of iron and coal as of the precious metals, have yielded even more abundantly than heretofore. Population has steadily increased, notwithstanding the waste that has been made in the camp, the siege, and the battlefield, and the country, rejoicing in the consciousness of augmented strength and vigor, is permitted to expect continuance of years with large increase of freedom.

No human counsel hath devised, nor hath any mortal hand worked out these great things. They are the gracious gifts of the Most High God, who while dealing with us in anger for our sins, hath nevertheless remembered mercy.

It has seemed to me fit and proper that they should be solemnly, reverently, and gratefully acknowledged as with one heart and one voice by the whole American people. I do, therefore, invite my fellow-citizens in every part of the United States, and also those who are at sea and those who are sojourning in foreign lands, to set apart and observe the last Thursday of November next as a Day of Thanksgiving and Praise to our beneficent Father who dwelleth in the heavens. And I recommend to them that, while offering up the ascriptions justly due to Him for such singular deliverances and blessings, they do also, with humble penitence for our national perverseness and disobedience, commend to His tender care all those who have become widows, orphans, mourners, or sufferers in the lamentable civil strife in which we are unavoidably engaged, and fervently implore the interposition of the Almighty hand to heal the wounds of the nation, and to restore it, as soon as may be consistent with the Divine purposes, to the full enjoyment of peace, harmony, tranquility, and union.

Done at the city of Washington, this third day of October, in the year of our Lord one thousand eight hundred and sixty-three, and of the Independence of the United States the eighty-eighth.

*Abraham Lincoln*  
Abraham Lincoln

## Last Alarms

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## Last Alarms

To date, 76 deaths were reported for 2010. The following line of duty deaths were reported since we published our last issue:

<b>Bruce Bachinsky</b> ♥ Age: 47 Waterbury, CT	<b>Rick Drake</b> ♥ Age: 39 Taylorsville, IN	<b>Chance Zobel</b> Age: 23 Columbia, SC
<b>Kevin Quinn</b> ♥ Age: 52 Dayton, OH	<b>Leonard Murray</b> Age: 53 Nashville, IN	
<b>Gary Cummins</b> ♥ Age: 62 Brocton, IL	<b>James Gumbert</b> ♥ Age: 63 North Irwin, PA	

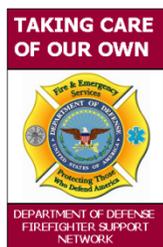
### 2010 Totals

♥ 42 (55%) ⇨ 10 (13%)

♥ Indicates cardiac related death

⇨ Indicates vehicle accident related

## TCOoO Update



## Taking Care of Our Own

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

Name	Location	Point of Contact
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
Jennifer Lindsey	NAS JRB Fort Worth, TX	Jerrel.Paul@navy.mil
Timothy Daniel	NAS JRB New Orleans, LA	Robert.Aliotta@navy.mil

## On the Job – Corpus Christi



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## F&ES Promotions at NAS Corpus Christi



From left to right, Jason Krause - Assistant Chief, Operations, A-Shift; Jonathen Relkin - Engineer, A-Shift; Jeffry Frawley - Lieutenant, B-Shift; and Mark Anderson - Fire Inspector, were pinned following promotion at a ceremony held at NASCC Fire Station One on 10/26/2010.

## Retired Chief Lectures

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## Retired Navy Chief Discusses Fire Service Careers

By Alicia Doyle, Ventura County Star



J. Paul Houdeshell Jr., retired assistant fire chief and Oxnard College fire technology professor presented *Firefighters: What They Do and How They Serve Us* on October 27 as part of the Literature, Arts & Lecture Series.

“I don’t think that most of us on our main Oxnard College campus really understand what firefighters do,” said Shelley Savren, faculty coordinator for the series, which is sponsored by Oxnard College and the Oxnard College Foundation. “There are a lot of applications in the fire service field, and it’s good for our students to be informed. We have this great program on our campus, so I thought we could all benefit from hearing more about it.”

The fire service career is special for many reasons, said Houdeshell, 57, of Oxnard. “My lecture highlighted some of these unique features of a fire service career.”

The hours firefighters spend at work and away from their families sometimes total days and weeks, Houdeshell said. There is also uncertainty at the beginning of each shift. “What kind of challenges will we face in the next 24 hours?” he said. Then there are the daily routines at a fire station.

“We train, respond, clean, shop, eat and sleep together. The dynamics are very much like a family. We share in the satisfaction of helping a fellow human being, and we share in the heartbreak of others who may have lost a loved one. We serve the public without regard to socioeconomic status, gender, race, sexual preference or religion. We strive to serve those in need to the very best of our ability 100 percent of the time. We watch out for each other, we work in a very stressful atmosphere, and we have to have each other’s back.”

A retired assistant fire chief from the Point Mugu and Naval Base Ventura County Fire Department with 33 years of service, Houdeshell attended the Oxnard College Fire Technology program in the late 1970s. Throughout his career, he worked his way through the ranks, beginning with the firefighter position and later earning promotions to engineer, captain, battalion chief and assistant chief. He spent the majority of his career in operations, which involved being assigned to a 24-hour shift. Currently, he is an associate professor and department chair for the Oxnard College Fire Technology program, which includes the fire technology associate degree program, the fire academy, and the Emergency Medical Technician program.

His lecture began with the history of the fire service in the United States and featured slides of equipment volunteers used in the 1600s and 1700s.

He also discussed the history of women in the fire service, and the opportunities that women have today in a fire service career.

## Retired Chief (Cont.)

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“I pointed out the characteristics we look for in people who seek to become firefighters. I also discussed the various jobs in the fire service, ranging from firefighter, firefighter paramedic, fire inspector, fire investigator, fire dispatcher and more.”

The event was open to the public, but the lecture was geared toward those interested in a fire service career, Houdeshell said.

“The fire service welcomes people from all backgrounds who can qualify and meet certain standards,” he said.

Many people are looking for a job or career that offers excitement, challenges, job satisfaction, opportunities for promotions, stability and security, medical and vacation benefits, and a decent retirement, he added. “The fire service offers all of these and more. We are currently in a major economic turndown. I think this was a very good time to make a presentation about job opportunities.”

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## Uniform Options



### 911 Commemorative Chin Straps Available

By Steve Cohen, President Lighthouse Uniform Company

Things are picking up steam. We just received an order from Green Bay FD for 200 straps (they plan to retrofit their entire department) and



better yet, Green Bays' Chief, Jeff Roemer is the Secretary of the Great Lakes Division of the IAFC and has indicated he would like to be in front of the charge to get Commemorative Chin Straps on the caps of every firefighter in the Great Lakes Division in time for next year's ten year anniversary.

I've also gotten commitments of help from Roy Robichaux, Secretary of the Southwestern Division and Paul Larson, President of the Southeastern Association of Fire Chiefs. The biggest void, strangely enough, is in the Northeast and the DoD.

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The Straps are turning out to be their own best salesmen and from my end, I would be willing to make complimentary Chin Straps available to one person (preferably the Chief) in every department in the DoD. Maybe present the idea as Christmas presents for the troops (this idea is catching on in Ohio).

Also, please take a look at the newest, coolest innovation to come down the dress uniform pike since polyester. We call it a Class A Creator. It enables one to design, build and 'see' a personalized dress uniform and it can be used to maintain an individual or a whole department's dress uniform spec. The Class A Creator is available for everyone to use. Please pass it on.

<http://catalog.lighthouseuniform.com/fire/#top>

## EMS Corner

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## Drug Diversion in EMS

By Lewis J. Moore, CNIC (N30) F&ES SME Contract Support

Drug diversion in EMS is in the headlines again with allegations a Fire Department EMS provider in Minnesota self-injected fentanyl (a strong pain killer) while transporting a patient.

You might think that this is an isolated incident; however the reality is these incidents are happening far too frequently.

The most common reason for drug diversion is self use due to a personal or family member's drug addiction or a condition caused by chronic pain. Other reasons include; stealing the drug in order to sell or exchange it for other drugs, mental illness and there have even been cases where a disgruntled provider used drug diversion as a way to retaliate against another individual and the department.

The misappropriation of narcotics or other controlled medications by EMS providers by theft or diversion has serious implications, not only for the individual provider, but also for the EMS service/department, the EMS medical director and the dispensing pharmacy. The penalties range from a maximum of \$25,000 and 10 years imprisonment in the case of an attempt to tamper, to a maximum of \$100,000 and life imprisonment in cases where death results from the tampering.

In a recent narcotics diversion case the DEA filed a complaint against the medical director, the EMS agency and the paramedic in a case involving the long-term diversion of over 200 vials of fentanyl. The DEA asked for the following fines: \$10,000 per vial against the medical director, \$10,000 per vial against the EMS agency, \$10,000 per vial against the paramedic who stole the medication and \$25,000 for each DEA Form 222 found to be in violation; a potential fine amount of over \$12 million dollars!

Drug diversion is also costly in terms of lost manpower (time). In another case the Fire Department EMS Chief has devoted almost 1,000 man-hours as the lead law enforcement liaison during the investigation. He conducted multiple patient care record (PCR) and record reviews, developed and implemented a new drug packaging system and narcotic policies. As a result of this one DEA investigation, no other EMS administrative activity took place for almost six months in the department.

How can we prevent our drugs from being tampered with? To start with, the goal of the medication control system is to reduce the potential for theft and effectively detect diversions. The ability to rapidly detect diversions is important as it minimizes the risk to patients, reduces staff time spent managing a diversion; help reduce the number of possible suspects and demonstrates responsibility to regulatory authorities and the public. At the same time the medication control system must also be cost effective and achievable within the EMS environment. Effective medication control safeguards vary, but most include: improved storage, reverse distribution, medication tracking, QA/QI reviews, medication record audits and departmental policy and procedures.

## EMS (Cont.)

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### Improved Storage

The two most common occurrences, theft and tampering can be deterred through the use of physical safeguards. Medication lock boxes or cabinets are built to secure (and in some cases monitor) physical access to the drugs except for times they are needed for patient care. These secure containers usually consist of some type of lock box or cabinet in the ambulance. Security is accomplished by using keys, swipe cards, electronic key-pads that use individual PIN numbers or biometric identification that uses fingerprints. The electronic systems have an added advantage of providing accountability by tracking who has accessed the medications, including alerting a supervisor whenever access is attempted.

Medication tampering can be prevented by using a strong tamper resistant packaging system to protect the drug contents. One method is to place the medications into a strong, transparent, plastic fishing lure type box which is secured with tamper evident tape marked with a serial number. The entire box is then plastic wrapped using a commercial shrink wrap machine. Other methods involve placing metal caps over the lid of the narcotic vials and then the covering the vial with shrink wrap. Medication tampering can also be prevented by using vials or glass ampoules instead of pre-loaded Carpujects syringes.

There is no security system that can provide absolute 100% protection of medication access, security, and accountability - there will always be trade-offs. Remember, locked doors will help deter an honest person, but you can't build a lock that prevents theft by a determined, dishonest individual.

### Reverse Distribution

Reverse distribution is where all narcotic containers and unused medications are returned to a central point (such as a department's headquarters, pharmacy or other central location) for examination by a supervisor or pharmacist. In this system, all parts of the narcotic container are returned for examination such as lids and caps from vials, and the wrappers used to hold the injectable medications. Instead of wasting any unused medication, a random percentage is returned to the pharmacy for chemical analysis. Various testing methods can be used to determine the amount and composition of the active medication contained in a sample. The benefits of testing are that the medication is retained, rather than being discarded and field personnel know a percentage of all returned medications will be analyzed.

### Tracking

From entry to exit into the system each narcotic carried should be individually accounted for by using an assigned serial number, which is tied to the manufacturer's lot number and expiration date in the agency records. This allows for "cradle to grave" accountability and a quick recall if there is a problem. The serial number of the medication should be documented in the PCR to allow further accountability.

## **EMS (Cont.)**

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The FDA is currently working at developing an electronic pedigree (E-Pedigree) system to track drugs from factory to pharmacy using radio frequency identification (RFID). This future technology may eventually prevent the diversion of drugs by allowing pharmacies to determine the identity and dosage of individual products.

In addition to tracking the medications, there has to be a reliable process in place for the handoff of narcotics at each change of shift. The medications should be physically and visually inspected by the provider on the departing shift, and the provider on the starting shift, and verified with a two-signature check-off form.

### **Quality Assurance/Quality Improvement (QA/QI)**

The QA/QI program is another tool for ensuring control over narcotics storage and administration. The PCR review process can be used to verify that the pain medication given to the patient actually works. If a QA review shows that multiple patients are not getting pain relief after narcotic administration, the EMS agency should ask why. It could be for a variety of reasons, such as: the patient is a known drug user, the patient has a low pain tolerance or the medication potency degraded during storage. However, it could be that patients aren't getting pain relief from narcotics because they weren't actually getting any drugs. If a QA/QI focused audit of patient pain relief from narcotics shows that there is a trend of little to no pain reduction, it should trigger a further investigation. A review of the narcotic usage logs, daily narcotic check-off sheets, detailed PCR reviews, medication analysis and looking for evidence of tampering should be conducted. Data from the QA/QI program also provides the ability to constantly monitor providers who are authorized to administer narcotics. This may reveal trends with individual providers ("Bob" gives morphine three times more than any other provider) that warrant closer scrutiny.

### **Audits of Records**

Routine and random audits of narcotic logs and records should take place, as well as supervisor spot inspections of narcotics stored on ambulances. This helps enforce the medication control system and shows management accountability and oversight. The DEA requires absolute accountability by an EMS agency that carries a narcotic or controlled substance for patient care. Medication records must be maintained in accordance with DEA requirements. The DEA also has the authority to inspect and audit the controlled-substance usage by any "entity" (fire department or EMS agency) that maintains an inventory of narcotics or controlled substances.

### **Policy**

A controlled substance policy with specific procedures should be in place. The policy and procedures should address: compliance with DEA regulations for medication ordering and receipt (DEA-222 forms), process for distribution of medications within the agency, medications security and conducting daily inspections of medications.

## EMS (Cont.)

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In addition, resupply of medications should be based on documented usage (where the PCR and narcotic usage resupply logs/forms and medication serial numbers match). An auditing procedure should be in place that includes both routine and random inspections, along with an investigation process in the event of incorrect audits or missing medications.

### Summary

There is certainly no argument that there is a legitimate need to have narcotics or other controlled medications available for treatment of patients by EMS providers. These medications are useful in preventing patient suffering and improving patient care. Despite this, there is always the possibility that narcotics or controlled medications can be tampered with, used or stolen by EMS providers for their own use or potentially for distribution. While there is no system that will guarantee 100% security for these medications, there are steps that can be taken to reduce these possibilities to ensure you are protected and the credibility and reputation of the department remains intact. Many EMS departments and agencies nation-wide have enacted very strong safeguards to protect narcotics from being tampered with or stolen. Most of these departments and agencies developed these measures in response to having thefts or diversions internally. They have learned some very hard lessons from these experiences and do not want a repeat episode. Hopefully, none of our departments will have to re-learn these very same lessons.

## Breast Cancer Awareness Month



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## Navy Firefighters Care Enough to Wear Pink



El Centro (Left)



San Diego Metro (Right)



Lemoore (Left)



San Diego Metro (Right)



San Diego Metro (Left)



Fed Fire Hawaii (Right)



## **FEHB Open Season**

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## **Travel Humor**



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## **Benefits Open Season - Flexible Spending Account**

The Federal Benefits Open Season will run from November 8 through December 13, 2010. During the Open Season you can elect to participate in the Federal Flexible Spending Account Program (FSAFEDS) for 2011.

If you have never elected to participate in FSAFEDS you should take a minute to learn about how it can benefit you. Did you know you can use a Dependent Care Flexible Spending Account to pay for eligible dependent care expenses such as child care for children under age 13 or day care for anyone who you claim as a dependent on your Federal tax return who is physically or mentally incapable of self-care so that you (and your spouse, if you are married) can work, look for work, or attend school full-time?

You can use a Health Care Flexible Spending Account to pay for qualified medical costs and health care expenses that are not paid by your FEHB plan or any other insurance. Some of the expenses potentially eligible for reimbursement are co-pays on prescriptions and doctors visits. A list of reimbursable expenses is available at <https://www.fsafeds.com/fsafeds/eligibleexpenses.asp>.

By using pre-tax dollars to pay for eligible health care and dependent care expenses, FSAFEDS gives you an immediate discount on these expenses that equals the taxes you would otherwise pay on that money. In other words, with a flexible spending account, you can both reduce your taxes and get more for your money by saving from 20% to more than 40% you would normally pay for out-of-pocket health care and dependent care expenses with after-tax (as opposed to taxed) dollars.

Benefits Bulletin 2010-10, Federal Benefits Open Season - Federal Flexible Spending Account provides additional information about FSAFEDS. The bulletin is available at <http://www.public.navy.mil/donhr/Benefits/resources/Pages/Default.aspx>.

If you have questions about the FSAFEDS you should call SHPS at 877-372-3337 from 9 a.m. to 9 p.m. Eastern Time, Monday through Friday to speak to a Customer Service Representative. The TTY number for the deaf and hard of hearing is 800-952-0450. You may also email SHPS at [FSAFEDS@shps.com](mailto:FSAFEDS@shps.com).

## **Clueless Passengers**

On a jet flying over Arizona on a clear day, the copilot was providing passengers a running commentary about landmarks they were flying over.

"Coming up on the right, you can see the Meteor Crater, formed when a lump of nickel and iron struck the earth 50,000 years ago, scattering white-hot debris for miles in every direction. It measures nearly a mile across and 570 feet deep."

The passenger next to me exclaimed: "Wow, look! It just missed the highway!"

## Near Miss Report

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### *Are You Prepared for the Armed Patient?*

From <http://www.firefighternearmiss.com/googlemini2/h10-0001020.html>

Fire departments are finding themselves involved more and more with calls for service beyond a structure fire. In fact, many departments are more "all hazards" departments than "fire" departments. Ensuring no incident is taken lightly is not only good advice; it is an essential mantra to live by.

"We were dispatched on an EMS call and, upon arrival, found approximately six police cars and six officers around a handcuffed individual who had been tazed. We learned that we had two patients, the individual in custody (Patient One) and a police officer who had suffered some minor injuries. Patient One had been involved in a spoiled criminal act and was tazed after reaching for his gun. The patient received some minor injuries as a result of the fall. The ambulance arrived and treated the police officer while fire personnel treated Patient One. Approximately 10 minutes after our arrival, it was inquired as to whether or not the suspect had been searched. The two police officers standing near us could not answer the question. As the fire officer on scene, I requested a police officer to search the patient. During the search the police officer immediately found a second loaded gun along with additional ammunition, both of which were easily accessible to the patient. The firearm was secured and then the scene was safe."

Crime scenes take firefighters and EMS workers into environs that range from mundane to high risk. The aftermath of violence brings our industry into risk arenas that are not as easily confined, controlled or predictable as structure fires. We study fire behavior, read smoke, and make predictions about real fire travel based on the flammability of contents. However, many of those principles are useless when it comes to predicting the human element. Once you have read the entire account of 10-1020 (follow link on By line) , and the related reports, consider the following:

1. What procedures do you follow to ensure scene safety when you arrive at a crime scene?
2. How familiar are you with the law enforcement counterparts in your response area?
3. Where does your agency fit into the law enforcement incident command system at a scene where a violent patient is in custody?
4. Do you have any knowledge of or familiarity with handgun safety?
5. If the handgun falls from the patient's pocket, should you pick it up?

Have you found yourself involved in a near miss with a violent, or potentially violent, person? Submit your report to [www.firefighternearmiss.com](http://www.firefighternearmiss.com) today so everyone goes home tomorrow.

Note: The questions posed by the reviewers are designed to generate discussion and thought in the name of promoting firefighter safety. They are not intended to pass judgment on the actions and performance of individuals in the reports.

## *FPW in SoTex*

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## *FPW and Life Safety Achievement Award*

By John Morris, Fire Chief, NAS Corpus Christi

During this year's Fire Prevention week activities NASCC firefighters and Fire Prevention staff proudly volunteered to take the message to a number of off-base educational venues, exhibiting unwavering pride and professionalism as the face of NAS Corpus Christi in the promotion of Fire Safety. Their positive efforts reached 300 children at Flour Bluff Elementary School, 150 children at Dawson Elementary, 250 children at the Sea Shore Learning Center on the Island and 149 children at the Early Childhood Development Center at Texas A&M. These children represent a high risk group if not afforded this educational opportunity, so these visits were potentially lifesaving. Though the demographic analysis is incomplete, it is clear that many of these children are in some way affiliated with someone who works onboard NAS Corpus Christi, so again members of the NASCC Fire and Emergency Services truly supported the Fleet, Fighter and Family and as always represent the Navy Fire Service's creed of "Protecting Those Who Defend America".

On base the Fire Department had numerous events planned, that included Home Safety Surveys, fire station tours, and other public education outreach efforts.



Personnel conducting neighborhood tours stopped at each housing unit throughout the base and offered a home fire safety survey that resulted in 236 homes receiving this valuable service. Where no one

was found at home personnel left a complimentary "Fire Safety" handout package for the resident. Other educational opportunities included a visit by children from MWR's Child Development Center to the Fire Station where an age appropriate fire safety message was conveyed. At the NEX numerous patrons perused available fire safety materials at a booth inside the store, where a fire prevention professional was also available to answer questions and concerns.

The success of Fire Prevention Week is but one element of a diversified strategy to ensure a fire safe community. The NAS Corpus Christi Fire Prevention Division headed by Assistant Chief Mark Weil ensures an optimized safety culture through fire prevention inspections that ensure code compliance through aggressive identification and follow-up on deficiencies; issuance of nearly 1000 hot works permits each year; plans review of all construction projects; near daily interaction with personnel from our local Public Works, as well as NAVFAC SE Fire Protection Engineers; training of "Fire Wardens"; and other public education outreach efforts.

# FPW (Cont.)

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Mark is well known in the Navy Fire Prevention world, as he also serves as the chairman of the CNIC Fire Prevention Working Group, and is often sought out by his peers within the DoD Fire Prevention community.

These efforts have resulted in a multi-year trend of incidence of fires being well below the national average. Whereas nationwide, there are 5.28 fires per 1000 population; NAS Corpus Christi experiences 1.67

fires per 1000 population. Nationwide average fire loss per fire (all types) is \$9,086; whereas the three-year average fire loss per fire (all types) involving properties aboard NASCC is \$3,154. The low incidence of fires is attributed predominately to these robust fire prevention efforts; while the very low per-incident loss rate is attributed to the more visible presence of a robust, highly trained and well equipped fire suppression force that rapidly responds to fires on base, as well as through an automatic aid agreement with the City of Corpus Christi.

This multi-faceted team’s combined efforts have been recognized as NASCC Fire and Emergency Services was once again awarded the 2009 Operation Life Safety “Life Safety Achievement Award” that recognizes fire departments for fire prevention efforts that resulted in zero fire deaths in residential structures in CY2009.



Although residential fires in the U.S. account for only 20 percent of all fires, they result in 80 percent of all fire deaths. The RFSI is committed to reducing that number. “Experience tells us that fire prevention activity and public education can significantly reduce life and property loss from residential fires”, the Residential Fire Safety Institute said. Prevention and education are very cost effective compared to the traditional approach of relying on fire suppression. The Life Safety Achievement Award recognizes fire departments for their fire prevention efforts and encourages them to continually improve those efforts.”

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Individual commitment to a group effort -- that is what makes a team work, a company work, a society work, a civilization work.



## *Innovative Partnership*

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## *A Partnership in Prevention*

By Freddy Howell, Fire Chief NAVSUBASE Kings Bay

“A Partnership in Prevention” was the theme for the 39<sup>th</sup> Annual Georgia Fire Safety Symposium held at the Georgia Public Safety Training Center in July of this year. In September that theme seemed to be taking hold in Camden County, Georgia. Then in October, it turned to reality when the area fire departments joined together to teach fire safety throughout the local communities.

Actually the reality started sometime in early August via an email concerning the upcoming fall fire safety blitz being held in the state. For those who live outside the state, let me explain the history of a fire safety blitz.

Some years ago, the Georgia State Fire Marshal’s office and the Georgia Public Safety Educators Association (GPSEA) noticed several communities that had a large fire fatality rate. Georgia was ranking high in number of fire fatalities each year, at one time the 8<sup>th</sup> worst in the nation. In an effort to reverse those trends they got volunteers from all over the state to come together as a team and blitz the community by going to all the schools, daycares and even Wal-Mart parking lots to teach fire safety in those high ranking communities. Those volunteers consisted of fire safety educators, firefighter, fire chiefs, puppeteers, robot operators and fire clowns with the use of fire safety houses. These volunteers traveled around the state every couple months or so teaching fire safety and were able to cover the majority of the state. Soon the State of Georgia started to see a reduction in fire fatalities and fire loss. After a year or so of doing this, the Georgia Firefighter Burn Foundation joined in to lend even more assistance with this project. This project has been focused to twice a year, one in the fall and one in the spring, one in North Georgia and one in South Georgia. This is what we now refer to as the Georgia Community Fire Safety Blitz.

Now back to the email that started this Camden County Partnership in Prevention. I had received the e-mail about the upcoming fall blitz and thought it would be nice to have another in Camden County as they did years ago when the community was much smaller. With this thought in mind, I emailed the local fire chiefs asking if they agreed. Chief Horton from the St. Mary’s Fire Department responded;

Chief Howell,

I agree with you completely but something to ponder: We have a huge amount of the resources needed to conduct a blitz right here in our community. The amount of talent and expertise is almost limitless. Why can't we conduct our own blitz as the Fire Service of Camden? I believe that we need to showcase what is here, if you will. By taking the same approach that we have for many years of losing the shirts of individual Departments and becoming one and the same. You and I both have been a part of these blitzes and we know what will work and how to make it happen. But as always, I will respect the opinion of all who are involved. Thank you for your drive and compassion for education.

Robby Horton, Fire Chief  
St. Mary’s Fire Department

## Partnership (Cont.)

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What a wonderful idea! He was absolutely right. This was a way to bring our community together and showcase the local resources of that community in one location. The next week we set up a meeting with all the local fire chiefs and laid out a game plan.



The first item of the game plan was to get some new firefighters interested in teaching fire prevention. To get new firefighters interested we offered a three- day clown class. The class would cover some basics about fire prevention clowning to see if any of them would be interested. Five students,

including Chief Horton, attended the class where we covered the basics and then we ran through a little puppet manipulation and set up a puppet stage. Then we put together a show from everyone's ideas and ran through it a couple times.

Next a representative from each city and the county contacted the schools and daycares in their areas and set up dates for us to visit and perform our show.

During the first three weeks of October, almost every morning you could find what looked like a parade of fire vehicles from Camden County, St. Mary's, Kingsland and Kings Bay Navy Base pulling into a local school. The area fire trucks and the Camden County Fire Safety House would set up outside as the clowns went inside and hammed it up performing their fire safety show with the kids. By the time the month was over, what started out as the Camden County Fire Safety blitz ended up in the neighboring counties of Charlton County and Brantley County. A total of approximately 7,000 kids got the opportunity to see and hear fire prevention lessons from a group of clowns that included two fire chiefs, two assistant fire chiefs, a Fire Marshal, two firefighters and several other firefighters assisting.

Why is this so important? If we can form a partnership in this community and go out and teach fire safety and prevention to all the area schools and daycares what can you do in your community? Since we were asked and went into Charlton and Brantley County this year, couldn't we make it an area wide blitz next year? Why can't we get with the other area fire departments and local schools and form a larger partnership and have a larger blitz? The more departments we get involved the more resources we gain!

Although this article is about what we have done in Camden County, it's a good illustration of how we need to be TOGETHER in every aspect of the fire service, especially fire safety and prevention and the future of our kids. Henry Ford said it best: "Coming together is a beginning. Keeping together is progress. Working together is success." TOGETHER WE CAN REDUCE FIRES AND FIRE FATILITES!



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## ***On the Job – Panama City***

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## ***Malware Caution***



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## ***Panama City Confined Space Rescue Training***

By Samuel A. Turner, Assistant Fire Chief, NSA Panama City F&ES



Naval Support Activity Panama City, Fire & Emergency Services recently hosted: Confined Space Rescue (CSR) Training. The course was informative and labor intensive. Personnel received instruction on Rope Rescue, as well as CSR. Predominantly a “hands-on” format, participants enjoyed an invaluable educational experience. Upon successful completion, students received Department of Defense CSR certification. (Photo: Commander Jessica M. Pfefferkorn, NSA

PC Commanding Officer tried her hand at rappelling.)

## ***Malware May Soon Steal Behavioral Patterns***

Examples of malware which steals personal information are all around us, sometimes for the purpose of making it public and at other times for profit. Details such as names, addresses, and e-mails are hugely valuable for companies wanting to market their wares.

Technology Review reports that there is another class of information associated with networks that is potentially much more valuable: the pattern of links between individuals and their behavior in the network — how often they e-mail or call each other, how information spreads between them, and so on. Why is this more valuable? An e-mail address associated with an individual who is at the hub of a vibrant social network is clearly more valuable to a marketing company than an e-mail address at the edge of the network.

Patterns of contact can also reveal how people are linked, whether they are in a relationship for example, whether they are students or executives, or whether they prefer celebrity gossip to tech news.

This information would allow a determined attacker to build a remarkably detailed picture of the lifestyle of any individual, a picture that would be far more useful than the basic demographic information that marketers use today that consists of little more than sex, age, and social grouping.

Technology Review notes that what is more, once this information is released, it is more or less impossible to contain — how would you ensure that every copy had been deleted?

The prospects for avoiding this new threat look bleak. As Altshuler and colleagues point out: “History has shown that whenever something has a tangible value associated with it, there will always be those who try to malevolently ‘game’ the system for profit.”

## Leadership

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## The Weight of the Gold Badge

By Janet Wilmoth, Editorial Director

Last month, the Globe and Mail featured a profile of Chelsea Kuzman, the fire chief of a 12-person volunteer fire department on Vancouver Island, B.C. The article made note of the educational opportunities she's pursued and the training and certificates she's earned to better serve her firefighters and her community's 300 residents



But that's not why Kuzman newsworthy. Nor is it because she is a female head of a department. What's newsworthy is that this chief is 20 years old.

Like many firefighters, Kuzman joined the fire department in part because she is a self-described "adrenalin junkie." When the chief's position opened up, she quickly volunteered to assume the responsibility.

Is anyone really prepared for the weight of responsibility that comes with a new gold badge? Where does a new chief turn for help during that career transition? The answer may depend on how position became available — through a retirement, a move or if the previous chief was fired.

Regardless, fire chiefs — current and aspiring — need all the help and resources they can find to effectively lead their organizations. And the IAFC is aiming to give these new chiefs such help. The association will host its first *New Chief Leadership Symposium* January 18-19, 2011, in Phoenix.

"The single most influential impact on my career as a fire chief was networking with other fire chiefs," Stafford County (VA) Chief Rob Brown said. "The New Chief Leadership Symposium is a great way for new chiefs to learn from those who have faced the many challenges of 'chiefdom.' This forum puts emerging leaders with seasoned professionals — turbo-networking, if you will."

The role of the fire chief has evolved more in the past five years than in the past 20. "Anyone who wants current insight on executive fire service trends should attend the symposium," Kahn said. "Over the last two years, these dynamics have dramatically changed and there are new rules of engagement."

And the dynamics will continue to change as infrastructures are rebuilt in this economy. FIRE CHIEF is proud to support this symposium as one of the IAFC's media partners. Together, we will work to educate and develop new generations of emergency-service leaders. That is our mission.

Kuzman might be both exceptional and an exception to the rule. But her passion isn't worth less because she is only 20 years old. Her gold badge weighs just as much.

Help her and others like her carry it.

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## *Fed Pay Debate*

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**GOVEXEC.COM**

### *Federal Workers' Pay Soars, Analysis Finds*

By Emily Long [elong@govexec.com](mailto:elong@govexec.com)

Twice as many federal employees are earning \$150,000 than just two years ago, according to a new analysis from USA Today. The report found that the number of highly paid federal employees has increased tenfold in five years and doubled during President Obama's term. Nearly 4 percent of the government workforce currently earns more than \$150,000, compared to just 0.4 percent in 2005.

According to the report, based on data from OPM, highly-paid staff increased at every agency. The DoD has 994 workers currently earning at least \$170,000 compared to just nine in 2005. Salaries for employees who have 15 to 24 years of federal service have risen 25 percent, and government physicians earned an average of \$111,000 in 2005 but make \$179,500 today, the analysis found.

OPM Administrator John Berry noted in a statement that only 3 percent of federal employees make more than \$150,000. "The clear majority of high earners are highly specialized experts in their fields and many of them hold positions where lives are on the line," he said. "These include doctors who are treating our wounded veterans, scientists who are researching cures for diseases, and counterterrorism experts who are protecting the American people every day. And, in almost all cases, they earn less than their counterparts in the private sector."

The findings come as Republicans prepare to take over the House. GOP lawmakers have pledged to cut spending on the federal workforce through measures like pay and hiring freezes.

Rep. Jason Chaffetz, R-Utah, said a key Republican priority is capping spending on the federal workforce. "I feel like we're paying too many people too much money," Chaffetz said. "We're going to have to figure out how to do more with less."

According to Bill Bransford, general counsel for the Senior Executives Association, the number of Defense employees receiving top pay is small and applies to people who would be making far more money in comparable private sector jobs. Jessica Klement, government affairs director for the Federal Managers Association, said if government continues to underpay physicians and lawyers who would receive higher pay in the private sector, agencies will no longer be able to retain top talent.

"The Employment Cost Index, the measure of non-federal workforce wages, rose 1.4 percent last year. That is the modest pay raise amount the president proposed, and it should be implemented," National Treasury Employees Union President Colleen Kelley said.

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## Apparatus Design Trends

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### *A Weighty Responsibility*

By Janet Wilmoth, Editorial Director

Have behemoth fire trucks reached the ceiling and now the trend is to smaller, multifunctional high-tech emergency response vehicles? It appears the answer is "yes."

In Germany, the city of Berlin's fire brigade has replaced all first-response apparatus with multipurpose trucks, much smaller than a typical U.S. large-city pumper. Efficiency, maneuverability and response to a wide range of incidents have replaced the large — for Europe — fire apparatus.

According to several U.S. fire chiefs, current budgetary restrictions are forcing departments across the country to do more with less. Consequently, chiefs and apparatus-specification committees are challenged not only in terms of increasing equipment space for all-hazards incidents, but also in terms of adhering to NFPA standards and in leveraging the significant advantages of smart technology.

For many fire chiefs, the current budgetary environment has thwarted plans to replace apparatus and has limited the equipment that can be added to a rig.

Equipment that once was common on apparatus is now individually scrutinized based on cost. The trend toward a more-sustainable fire service also is causing many apparatus committees to evaluate needs versus wants — with an emphasis on determining what really is used on an apparatus.

"Once upon a time our personnel designed a Cadillac. As the fire chief, we would argue a little bit with our board and end up with a Cadillac — with a few extra luxuries," said Shane Ray, chief of the Pleasant View (TN) Volunteer Fire Department. "I'm not sure we're not going to even get a Chevrolet today."

How can a chief anticipate the future demands and design fire apparatus for the next 15 or 20 years? According to Ray, 94% of Pleasant View's calls can be answered with four personnel or less, and with equipment carried in two compartments. "Only 7% of our total calls require water and probably over half of the 7% can be handled with one handline," he said.

A multipurpose vehicle was the goal of the Glendale (AZ) Fire Department when it recently purchased a utility truck that will provide not only light and air, but also serve as a repair station for SCBA and radios. In addition, the vehicle will provide an air-conditioned rehabilitation area for fireground crews.

"These are tasks that would require the response of three trucks," Glendale Deputy Chief Wayne Smith said.

Matt McGrew, deputy chief of Winter Garden (FL) Fire Rescue, predicted that more departments will turn to quick-attack vehicles, tender units in lieu of aerials on non-commercial fires, and smaller multifunctional units. "Just in the past few weeks, since our replacement engine was cut from the budget, we find ourselves redesigning a smaller pumper, with a standard cab and less customization," McGrew said.

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There was a consensus among the chiefs interviewed for this article that affordable, compressed-air foam systems are must-haves for the future. "It is embarrassing that I was a college student over 20 years [ago] working with apparatus that had CAFS — and it still isn't the norm today," Ray said.

In Wyoming, Ohio, near Cincinnati, Chief Robert Rielage said that each of his department's apparatus is designed for the hazards that are endemic to the city and surrounding communities. "We have 67 trains a day crossing through our city, which carry over 1,600 hazardous-materials rail cars. Our new rescue truck is designed to help handle both standard rescue and our potential derailments, yet fit in the same space as the truck we're replacing," Rielage said.

The evolution of technology is helping incident commanders make better decisions based on timely data. Not only are today's apparatus more fuel efficient, more maneuverable and cheaper to maintain, they also are equipped with advanced electronics and diagnostics. The benefits of such systems include quick diagnosis and the ability to reprogram or restore a problem.

Pleasant Valley's Ray believes that training young personnel on how to use such technology not only is the key to unleashing the full potential of these systems, but also to solving a growing problem.

"The new generation of kids seems to be more technologically competent than those of us coming up that resisted," Ray said. "We have an opportunity to train them as EVT's, so that regionalization of apparatus maintenance can occur. I say this because it is harder and harder to find someone who can work on our apparatus that we trust and that we can afford."

Standardization of apparatus and technology is the strategy being used by the fire department in Frisco, Texas, to achieve more efficient and effective operations. According to Chief Mack Borchardt, the department has standardized not only the cab design, but also the major components inside the cab. The use of stock parts results in less downtime and makes fleet technicians more efficient, he said.

Rielage supports the use technology that has been developed outside of North America. "Whenever I travel abroad, I see some very interesting trends in Europe, Japan and Australia that are now being incorporated in the United States," he said.

Advanced technologies are on fire chiefs' wish lists, especially those related to safety, infection control, environmental impact and fuel efficiency.

For instance, the recent changes in emission standards have caused arguably the biggest dilemma right now in apparatus specification. New engines require more room resulting in a reduction in compartment space; consequently, engines are being moved forward compared with the previous mid-engine configurations.

## *Apparatus (Cont.)*

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Reduced or disappearing budgets have caused apparatus committees to seek alternatives in technology and electronics. The ubiquity of Internet access helps in this regard, by making it easy to find product information and reviews. In order to achieve the maximum value from a new apparatus, many fire chiefs have established programs that will extend the longevity of the vehicle, as well as fulfill long-term goals. Among the tactics are stringent preventive maintenance programs, driver-operation programs and the purchase of specialty products from respected manufacturers that support their products.

Along this line, Frisco's Borchardt believes in the empowerment of officers, in order to make them accountable for overall apparatus condition over the lifespan of the vehicle.

Apparatus specification committees always must be mindful of firefighter safety, as well as the current and future needs of the community. It is a weighty responsibility that is evolving as conditions are changing. As such, the thinking of such committees must evolve as well, according to Ray.

"Doing the right thing in the future is going to be more important than how much money we can spend," Ray said. "I watched a video of a fire chief seeking an important position in our business and one of the many things he bragged about was how much his ladder truck cost — those days are about gone."

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## *Looking Ahead*



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## *Is This the Future Command Post?*



## Accreditation Tips

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## *Achieve Excellence Without Breaking the Bank*

By Richard Fagan, Technical Advisor Program Manager

Fire and rescue service customers want quick and dependable emergency response performance with well-trained and equipped personnel at a reasonable cost. This is a true statement whether there is a solid or shaky economy. In most places in North America, current revenue resources are shrinking, demand for services are increasing, and accountability for quality service (let alone continuous improvement) with fiscal restraint as the norm.

The components of the CFAI Accreditation Model (Strategic Plan, Risk Assessment/Standards of Cover, and Self Assessment) provide for a custom description and appraisal of all parameters of the local fire rescue service, an accurate description of community hazards and risks, the local “quality” standard for emergency response and coverage, and the fire rescue service’s plan (with goals, objectives and performance measures) for improvement by addressing critical issues and service gaps.

This all-encompassing model, if applied, provides well-planned, cost-effective continuous improvement in services. The local fire and rescue service, if accredited by CFAI, has had a third party quality endorsement on the agency’s service, assuring high quality performance for the tax dollars provided by its customers.

Because the application of the CFAI model requires significant work at accomplishing the required criteria for accreditation, agencies may turn to consulting firms for assistance, particularly in establishing the Strategic Plan and Standards of Cover documents. Some agencies have found that it may be easier to hire a consulting firm to complete these documents as a project, rather than assigning inexperienced personnel to do this work.

In 2005, the CPSE Board of Directors determined that it might serve agencies well, and also change the accreditation work in these areas from “project work” to “process work”, if facilitation and support were made available as an option for a price to train, coach and guide agencies through the accreditation process and document requirements.

It was believed that CFAI Peer Assessors and Team Leaders well indoctrinated and experienced with the CFAI Accreditation Model, and who had the proper credentials to work as CPSE Technical Advisors in specialty areas such as Strategic Planning, Standards of Cover and Self Assessment, could facilitate this agency work at a reasonable cost. The new Technical Advisor Program facilitation option would allow agencies to accomplish their accreditation study and documentation requirements while learning the process with quality leadership, coaching and mentorship aligned in the Accreditation Model, and in a cost-effective way.

Since that time, the CPSE Technical Advisor Program has served to assist numerous agencies in their journey to accreditation. The program is able to put technical advisors who have had “best practices” exposure in our industry from the accreditation review processes into agencies to facilitate their Strategic

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Planning, to instruct and coach them through their community Hazard and Risk Assessment, to guide and lead them through their Standards of Cover development, and to review and comment on the agency's Self Assessment document. The CPSE facilitation program is provided through both on-site activity and regularly scheduled Web conferencing for process guidance and the maintenance of the model.

To briefly explain the Technical Advisor Program process work currently available, the following are three program services offered:

### **Community-Driven Strategic Planning Facilitation.**

Experienced CPSE Technical Advisors facilitate a five year Strategic Plan driven by input from the community's external stakeholders. It includes a CPSE facilitated external stakeholder meeting (or meetings, if the agency requests) which provides necessary structured feedback to the agency identifying community expectations, concerns and priorities.

CPSE Technical Advisors then facilitate an agency three day internal stakeholder work session to place the community feedback into their mission, vision and values, and also into their analysis of organizational strengths, weaknesses, opportunities and threats to determine the organization's critical issues and service gaps. This work then drives solution statements which are transitioned into goals, objectives, critical tasks and performance measures.

This work is performed in line with the latest edition of the Fire and Emergency Services Self Assessment Manual published by CPSE/CFAI. All work is tied to the accreditation model and typically takes approximately three months to accomplish.

### **Standards of Cover Facilitation.**

Highly experienced CPSE Technical Advisors provide three days of detailed instruction from the latest edition of the CFAI Standards of Cover published by CPSE/CFAI. Facilitation is provided assisting the agency with such things as the methodology in documenting community hazards and risks, and coaching is provided with design layout and material content with GIS mapping and data analysis. Additionally, a determination is made of the necessary fire station distribution relative to the unique community hazards, risks, population densities and event demand.

The concentration of forces is established along with call type critical tasking, the necessary equipment needs, as well as baseline and benchmark emergency response performance measurement.

Standards of Cover facilitation typically takes between six to twelve months to complete, depending on the organization.

### **Full Self-Assessment Facilitation.**

This facilitation work is a complete self assessment facilitation with a team of six to nine technical advisors providing the facilitation of a Strategic Plan, a Standards of Cover document (including Hazards and Risk Assessment), and the necessary instruction, coaching and review of the agency's writing to the

## Accreditation (Cont.)

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CFAI categories, criterion, core competencies and performance indicators necessary of the Self Assessment Manual (SAM). The agency is coached on putting its accreditation team in place. The process includes a detailed review by Technical Advisors of the SAM content and required relative exhibits. The facilitation work closes with a multi-day mock accreditation review site visit and report. The full self assessment facilitation takes between twelve and eighteen months to complete. It is expected that the agency receiving this facilitation process in its entirety is ready to go into "Candidate" status for accreditation.

Technical Advisor Program Facilitation has been provided to all types and sizes of Fire Rescue services across the United States and Canada. Municipal city, township and county, as well as special districts have utilized our services.

Whether metro sized population bases or small rural communities, our experience has been that our programs have had a positive impact on improving their organizations.

## Travel Humor II



### Airline Ticket Counter

Working at an airline ticket counter, I pulled up a passenger's reservation that showed his name as "Cole, Pheven."

"I'd like to be certain our information is correct," I said to him.

"What is your first name?"

"It's Stephen," he replied. "I hope the reservation agent got it right. I told him it's spelled with a ph."

## Useless Knowledge



### What Song Is This from?

Okay, so there were at least 38 readers who are 1) fans of Lou Reed or 2) users of Google who all correctly guessed the lyrics from last month were from the classic *Hangin' Around* from the 1972 album *Transformer*. Gotta tell you, that whole Velvet Underground thing scared the senses out of my superiors back in the olden days! Good times.

Let's see if we can make it a little tougher this month. Try this;

*Dive into the center of fate. Walk right in the sight of a gun. Look into the new future's face.*

This time let us know if have the song in your collection, I'll make it a cappuccino next time we meet if you own the music; Google users will still get a cup of coffee from me just because they took the trouble to look.

I'll keep this going as long as you keep playing along.

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**ESAMS Corner**

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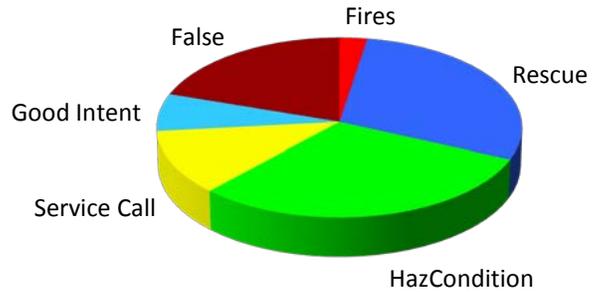
**ESAMS Corner**

By Clarence Settle, ESAMS Fire Technical Support

**October 2010 Statistics**

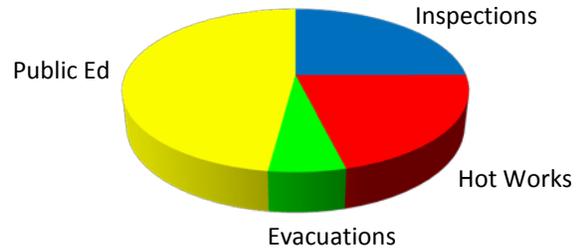
**Operations**

- Total Incidents – 6,246
- Fires – 162
- Rescue & EMS – 1,810
- Hazardous – 1,877
- Service Call – 713
- Good Intent – 420
- False Alarm – 1,238



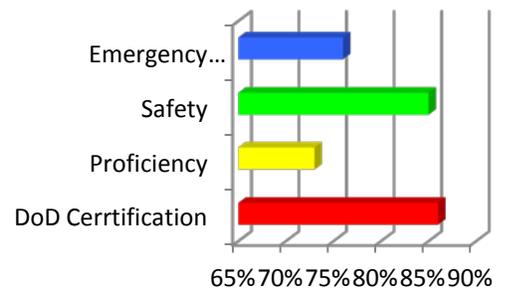
**Prevention**

- Fire Inspections Completed – 3,248
- Hot Work Permits Issued – 2,786
- Building Evacuation Drills – 530
- Public Education Contacts – 4,518



**Training**

- DoD Certification – 86%
- Proficiency, Skills, & Practice – 73%
- Safety Training – 85%
- Emergency Management - 76%



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**F&ES On Duty Mishaps Report**

Mishaps Reported - 27  
 Total Lost Work Days – 35

## Navy F&ES POCs

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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.cninc.navy.mil/HQ/N3/N30/default.aspx>  
DSN 288

Carl Glover, 202-433-4775, [carl.glover@navy.mil](mailto:carl.glover@navy.mil)  
Ricky Brockman, 202-433-4781, [ricky.brockman@navy.mil](mailto:ricky.brockman@navy.mil)  
Gene Rausch, 202-433-4753, [gene.rausch@navy.mil](mailto:gene.rausch@navy.mil)  
Tim Pitman, 202-433-4782, [timothy.pitman@navy.mil](mailto:timothy.pitman@navy.mil)  
Kevin King, 202-433-7742, [kevin.king4@navy.mil](mailto:kevin.king4@navy.mil)  
John Smithgall, 202-685-0882, [john.smithgall@navy.mil](mailto:john.smithgall@navy.mil)  
ABHCS Brian McRae, 202-685-0651, [brian.mcrae@navy.mil](mailto:brian.mcrae@navy.mil)  
Eric Chaney, 202-433-3291, [eric.chaney@navy.mil](mailto:eric.chaney@navy.mil)  
Lewis Moore, 202-433-7743, [lewis.moore.ctr@navy.mil](mailto:lewis.moore.ctr@navy.mil)  
Chris Handley, 202-433-7744, [christopher.handley.ctr@navy.mil](mailto:christopher.handley.ctr@navy.mil)  
Matt Garbow, 202-433-685-0712, [matt.garbow.ctr@navy.mil](mailto:matt.garbow.ctr@navy.mil)

## News Distribution

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Interested in becoming a DoD firefighter? Follow these links;

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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/>

## Job Links

