



COI MISSION

The Security and Emergency Services (S/ES) Community of Interest (COI) creates professional development opportunities, provides community forums, and promotes the interests of Marine Corps S/ES organizations.

COI VISION

To become an essential partner with installations and operating forces by providing Security and Emergency Service members individual career development opportunities and a network for exchanging knowledge, improving communications, sharing best practices, and finding innovative solutions which will deliver improved organizational capabilities to meet future safety and security needs for Marines, civilians, and their families.

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Security and Emergency Services Community of Interest Newsletter

Fall 2013

A Message from the Community Leader



Welcome to the Fall 2013 edition of the Security and Emergency Services Community of Interest newsletter.

At the time of publication, we will be within a month of closing out a very challenging fiscal year. However, with the closing of FY-13 we will be ushering in an even more fiscally challenging FY-14. Predicting how FY-14 will play out is difficult as there are a number of issues that that need to be resolved both at the OSD level and within the Executive Branch that will affect our Marine Corps. To be sure, it will be a year marked by increased belt-tightening as the DoD continues to reduce our civilian and military workforce.

Closer to home, there will be a realignment of some functions and responsibilities between my office (PP&O (PS)) and the Commander, Marine Corps Installations Command (MCICOM). As many of you are aware, in the immediate aftermath of the 9/11 attacks, a number DoD programs were initiated, including some that were "installation-centric". PP&O (PS) assumed the policy lead for these programs and ultimately their management since there was no common commander for all installations to implement the policy. Subsequently, MCICOM was established and has now achieved full operational capability. Therefore, it makes sense to transition certain installation-specific responsibilities to MCICOM. A joint MCICOM/PP&O (PS) team continues to work through the specifics; results will be published shortly.

Finally, I ask you to remind your leaders, co-workers, and subordinates to remain vigilant as September 11th draws near. As you know, our nation's enemies view that date as a symbolic opportunity to strike us. The best defense against such an attack is an informed, alert public. If you see something, say something.

*Semper fidelis,
Raymond F. Geoffroy
Assistant Deputy Commandant (Security)
Plans, Policies, and Operations*

From the Editor

by Mr. Pete Loughlin, HQMC PP&O(PS)

Welcome to this edition of the Security and Emergency Services Community of Interest newsletter. As always, this quarter's newsletter contains a number of interesting articles that run the gamut of the diverse occupational series that comprise the community.

Included below is a photo of the winners of the CY 12 Security and Emergency Services Civilian of the Year awards. Speaking of which, look for a MARADMIN to be published within the next couple of months soliciting nominees for the CY 13 awards.

As always, if you have an article you would like to see published in the newsletter, please send it to me. We're always looking to share best practices within the community or highlight a civilian or organization that goes "above and beyond".



On 31 May 2013, Mr. Raymond Geoffroy, the Assistant Deputy Commandant, Plans, Policies, and Operations (Security) recognized two civilians for their accomplishments during 2012.

On the left is Security and Emergency Services Civilian of the Year, Officer Ron Videtto of the MCAS Beaufort Provost Marshal's Office. On the right is the recipient of the 2012 Lifesaving Award, Ms. Sheryl Ripley, Emergency Dispatcher, Camp Lejeune. At center is Mr. Geoffroy.

Defense Security Services (DSS) Physical Security Accreditation Course Beta Test

by SSgt Chris Isely, Physical Security Chief, PP&O (PS)

The DSS, in its effort to professionalize the DoD security workforce, announced dates for the beta test for the Physical Security certification curriculum. On 20 August, DSS announced that the Physical Security Accreditation Beta Test has been approved. The Physical Security Certification Beta test dates are scheduled from now through 11 Oct 2013.

The test will be open to as many Marine Corps personnel who wish to participate. The registration period for participating in the test closes on 24 September 2013.

Candidates will be required to create or update their Security Training, Education and Professionalization Portal (STEPP) accounts (<http://www.cdse.edu/stepp/index.html>).

Candidates requesting to participate in the testing are required to have at least 2 years of experience; prior SP&D Certifications are not required. The beta test is not considered a formal test and will not count against any participants, regardless of results. Beta test results are expected in early CY 2014.

POC is SSgt Chris Isely at christopher.isely@usmc.mil.

Violence Prevention in the United States Marine Corps

by Paul Quinn, Marine Corps Law Enforcement Program

The tragic shooting of U.S. military personnel at Fort Hood on 5 November 2009 underscored the need for the Department of Defense (DoD) to thoroughly review its approach to force protection and to broaden its policies, programs, and procedures beyond the traditional focus on external threats. On 18 August 2010, the Secretary of Defense approved the recommendations of the Fort Hood Follow-On Review and directed the Services to take appropriate action to prevent, mitigate, and respond to violent attacks on and against military bases and personnel. Marine Corps Deputy Commandant for Plans, Policies, and Operations developed Marine Corps Order 5580.3, Violence Prevention Program, in response to the Fort Hood tragedy and follow-on DoD guidance to address key lessons learned.

The Violence Prevention Program was developed based on successful programs throughout private industry, as well as State and Federal Government agencies, then adapted to fit within Marine Corps culture and current initiatives, such as Force Preservation Councils. The program relies on a multi-disciplinary approach to threat assessments; essentially, pulling all of the stops to get a commander or supervisor all information possible to craft an informed preventive plan.

As the title suggests, the mission of the Violence Prevention Program is to prevent violence before it occurs and thus ensure the safety and well being of all personnel aboard our installations. Although the incident at Fort Hood and other extreme cases certainly grab our attention and trigger responses in laws and policy, this program is rooted in the early recognition and reporting of behavioral warning signs and ultimately a measured response to those warning signs before crime occurs. In fact, in organizations that implement similar programs, the vast majority of behaviors reported are not even criminal in nature, though they may negatively impact unit cohesion, morale, and good order. This program provides commanders and supervisors with the resources to effectively respond to reported warning signs and thus prevent violence long before it occurs. Further, this program aims to educate personnel on the recognition and reporting of warning signs of violence – to prevent a repeat of events similar to the tragedy at Fort Hood.

For this program to be effective, every Service member, Government civilian, contracted employee, family member, or anyone who lives and/or works on a Marine Corps Installation must be willing and able to report recognizable warning signs of violence. A common concern with efforts of this nature is that reports will automatically be considered derogatory or otherwise harmful to one's status or career. It is important that Commanders, supervisors, and leaders dispel this misconception and encourage the timely reporting of warning signs of violence. In fact, many possible solutions exist when the appropriate people are informed of warning signs as early as possible (e.g., mentor, religious counsel, legal advice, marital counsel). Timely reporting of warning signs creates our best opportunity for intervention at a stage when no disciplinary or otherwise derogatory repercussions are necessary. The truth is, reporting on a friend, co-worker, or acquaintance may be the best thing you've ever done for him or her, and is an excellent example of how Marines take care of their own.

The Violence Prevention Program prescribes a pyramid approach to training for personnel with varying degrees of responsibility within the program, with each course building on the lessons taught in the lower level classes. The Awareness Course represents the foundation; intended for all hands, this course trains students to recognize and report behavioral warning signs. Other courses are available for personnel assigned roles within the program. Instructor led Violence Prevention Training has been conducted across the Marine Corps Installations throughout 2013; more than 20,000 personnel aboard Marine Corps Installations have been trained to date. Additionally, the Violence Prevention Awareness Course will be provided via web-based training on Marine Net in the near future.

Law enforcement plays a critical role in the Violence Prevention Program. Although day-to-day execution is the responsibility of local commanders and supervisors, the program requires the appointment of a representative at every Marine Corps Installation, preferably from within the Provost Marshal's Office (PMO). Due to the complementary nature of other crime prevention efforts, this representative serves as a resource to tenant commands that are responsible for executing the program within the chain of command. The representative leverages their law enforcement expertise and relationships with external resources (e.g., NCIS, local LE) to help commands that encounter issues beyond organic response capabilities.

At the end of the day, the Marine Corps' Violence Prevention Program is about taking care of our fellow Marines, civilians, contractors, family members, and any other personnel who work and/or live aboard our installations. Early recognition and reporting of behavioral warning signs gives leaders a chance to intervene before violence or other criminal acts occur. It's about getting our buddies to our left and right help, before they do something that could damage their career or worse yet, cost lives.

Mission Assurance Assessment Team Update

by Mr. Doug Phelps, HQMC, PP&O(PSM)

Since July 2010, the Mission Assurance Assessment Team (MAAT) has completed thirty Mission Assurance Assessments (MAA's) across the Marine Corps. This initiative, three years hence, is a credit to the support this team has been provided by the various installations' personnel, the tenant commands aboard these installations, and their associated higher headquarters. Without their support and systematic coordination, the MAAT would not have experienced the endstate of providing commanders useful results to support an integrated risk management decision process.

As we move forward in conducting future MAA's, it is PS Division's goal to maintain this support and ensure our actions and efforts continue to support these command's Mission Assurance programs across the Marine Corps Enterprise. Our first step in this endeavor has been to develop a standardized assessment tool (Enterprise Mission Assurance Assessment Tool (eMAAT)) that streamlines both local and higher headquarters assessments. This tool will provide the Installation Mission Assurance program teams and Higher Headquarter Assessment teams the ability to document and track both annual and triennial MA assessments requirements.

Additionally, this tool will have the capability to allow higher headquarters the ability to view all the great work done by their subordinate commands as the use the MA construct to mitigate or remediate the findings noted during these assessments. It will also allow these commands the ability to data mine specific trends that either crosswalk specific protection-related programs or to specific Benchmarks within each assessment. This, in turn, will allow the Marine Corps and other DoD components to see firsthand the action taken to reduce risk, or identify the potential capability gaps within these programs efforts: Manning, Equipping, Training, or Policy.

During our recent Marine Corps Critical Asset Management System- Next Generation (MC-CAMS NG) training conducted at MCB Camp Pendleton (MCI West), we had the chance to showcase the beta version of this tool and its current capabilities. Although this beta version was not in its final state, we received some great feedback on the eMAAT's potential capabilities. Numerous attendees asked when they could start using the eMAAT.

Our un-official answer was that we are in the process of finalizing the accreditation efforts for eMAAT, and our plan is to have it out for official use, before the end of the calendar year. In addition we discussed the testing of eMAAT prior to its release. To ensure its success, we are looking for volunteers within the Marine Corps to test this system and provide valuable feedback to our development team. Please note, our goal is lessen the overall burden on the installation personnel and allow all relevant parties within DoD to access and view this required data.

If your command would like to be involved with the Beta testing of the eMAAT, please coordinate through your command. Once the tool is fully operational, our plan is to roll out training in conjunction with MC-CAMS NG to fully support the use of these critical MA tools during FY14.

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Antiterrorism/Force Protection SharePoint Site

Looking for the latest Antiterrorism/Force Protection information? Visit the Marine Corps SharePoint page at: <https://ehqmc.hqi.usmc.mil/org/ppo/PS/PSM/AT/default.aspx>

Access requires an electronic HQMC account. Don't have one?

- Establish an EHQMC account at <http://www.marines.mil/unit/hqmc/Pages/mcwar.aspx>
- Then, request access to the SharePoint site from: natalie.flemens.ctr@usmc.mil

Around the Community: The Fight Against Brassica

by Mr. Michael A. Waliszewski, Range Warden, MCAS, Yuma, AZ

What is Brassica, *Brassica tournefortii*, better known as Sahara Mustard, and how did it get here? Sahara mustard was first collected and deposited as a herbarium specimen in 1927, although it was initially misidentified as the wrong species of mustard. Andrew Sanders, Curator of the University of California, Riverside Herbarium, discovered the mistake, provided a correct identification, and then plotted Sahara Mustard's path of invasion. That 1927 specimen was collected from southern California's Coachella Valley, likely the result of an inadvertent introduction, hitching a ride along with palm trees imported from northern Africa when the Coachella Valley's now thriving date industry was just beginning. Years went by, and despite active plant collecting few additional Sahara Mustard specimens were recorded. Then during a series of strong El Niños in the late 1970s and early 1980s, Sahara Mustard started appearing across the desert region. The first herbarium specimen of Sahara Mustard collected near Tucson, Arizona was found in 1978; it was considered rare until 1991 and then abundant by 2005. In the Coachella Valley, Sahara Mustard was widespread during the particularly wet years of the late 1970s and early 1980s. The species seemed to return to obscurity until the next strong El Niño condition of 1994-1995, when it again appeared widely across the desert valley floor. In the late 1990s it once more was uncommon, even during a particularly good wildflower year of 1998, but it returned in 2005, and again in 2008, 2009 and 2010, and now appears likely to remain a part of the desert landscape. (UC Riverside)



Brassica growing on the BMGR, Yuma, AZ.



Some, of the 300, Brassica plants harvested on the BMGR, Yuma, AZ. Jan.2013.

Brassica, (common name, Sahara Mustard), (*Brassica tournefortii*), is an invasive winter annual plant native to the Mediterranean region, Middle East and Central Asia (Li et al. in preparation). The invasion of Sahara Mustard to the desert Southwest may heavily impact the richness and abundance of native winter annual plant species (Barrows et al. 2009). Like any other invasive species, its successful invasion across MCAS Yuma's Barry M. Goldwater Range (BMGR) has to be the result of its specific life history traits and particular environmental conditions of which those traits can take advantage. Those advantages translate to rapid population growth relative to its competing species, resulting in its overall dominance over the range. Brassica, a drought-tolerant winter annual, prefers sandy soils (Yue Max Li). The basal rosette of divided hairy leaves can span three feet in wet years. The nearly leafless flowering stems branch profusely and grow to a height of about two feet, creating the appearance of a shrub from a distance. The small light yellow flowers are self-pollinating, so each of the thousands of them sets a seed pod. Large plants produce up to 16,000 seeds. Dried plants break off at the base and tumble like Russian thistle (tumbleweed, *Salsola tragus*), spreading seeds rapidly across the landscape. When wet, the seeds are sticky with mucilage that can be transported long distances by animals, people and perhaps vehicles. (Mark Dimmitt)



Then: 1998



Now: 2005

What we have lost: These two scenes were both photographed in the northern end of the Mohawk Dunes in western Arizona. In 2005 Sahara Mustard covered 70-90% of the surface area at this location. Almost no native wildflowers bloomed here in 2005. (Photo by Mark Dimmitt)

MCAS, Yuma, biologist Abigail Rosenberg, is currently working with Yue Max Li and Jim Malusa, from the University of Arizona, in developing a pro-active plan to identify areas, control and eradicate as much of this invasive species before it really takes a foothold. Range Wardens are assisting in this project by identifying plant populations across the BMGR and assisting with the removal to prevent further propagation of the species.

Around the Community: Fallen Marine, Firefighter Honored in Namesake Building Dedication

by Derrick K. Irions, Marine Corps Base Camp Pendleton



Headquarters Marine Corps dedicated the recently constructed Fire Station 10 at Camp Pendleton in commemoration of Sgt. Brian E. Dunlap, an advisor to the Iraqi Army and firefighter with the Camp Pendleton Fire Department. Dunlap was killed by an improvised explosive device after a series of IEDs were detonated during combat operation against enemy forces in Abu Fleiss, Iraq, in 2005.

Dunlap's family joined Pendleton Marines and firefighters and gathered inside the new fire station's garage bay and unveiled the dedication plaque to be hung near the front of the building.

Castellanos explained that Dunlap completely integrated himself into the Iraqi lifestyle. "He took it to heart," said Castellanos. "He actually ate, slept and lived with them and they returned the favor. Every time he went on patrol and the Iraqis sensed some danger, they would protect him."

"He really immersed himself into everything he did," said Dunlap's cousin, Tom Tellez.

Camp Pendleton's Fire Chief, Tom Thompson, explained that Dunlap's unselfish desire to serve his country should be an inspiration for all emergency, rescue or military service members. "Sgt. Dunlap made the ultimate sacrifice," said Thompson. "The motivation to forever memorialize him with our newest station was obvious."

Dunlap's mother, Dorothy Tellez, cried during the ceremony held in Brian's honor and shared her appreciation for all those who came to see the building's archway don the name of her fallen son. "This is wonderful," expressed Dorothy. "Brian would have loved this station."

The fire station is dual tasked as a rescue station with responsibilities of Pendleton's Camp Las Flores and the Interstate 5 freeway.



A number of people gathered to honor Brian Dunlap at the dedication of Fire Station 10 at Camp Pendleton. From left to right: Mr. William Wells, Brian's cousin, Mr. Michael Wells, Brian's cousin, Ms. Dorothy Tellez, Brian's mom, Mr. Tom Tellez, Brian's cousin, Col Gino Amoroso, recent Commanding Officer of Camp Pendleton's Security and Emergency Services Battalion, and Chief Thomas Thompson, Chief, Camp Pendleton Fire and Emergency Services.

Q&A Reminders for Success

by Timothy J. Koegel, Author

Sometimes the most difficult part of a presentation may be when the leader invites questions from the audience. The Q&A (Question and Answer) requires a certain savvy and set of skill for success. In the book, *The Exceptional Presenter— A Proven Formula To Open Up and Own the Room*, by Timothy J. Koegel, the author identifies ways to stay in control:

Tip	Explanation
<ul style="list-style-type: none"> • Maintain strong body language. 	<ul style="list-style-type: none"> • Move forward and maintain eye contact—even when the questioner is being aggressive. Your immediate reaction may be to retreat. Hold your ground.
<ul style="list-style-type: none"> • Repeat and answer the question to the whole group. 	<ul style="list-style-type: none"> • Do not answer the entire question with your eyes solely on the questioner. You will lose the rest of the audience.
<ul style="list-style-type: none"> • Keep it simple. 	<ul style="list-style-type: none"> • Answer the question and move on. Do not dwell on it or ramble.
<ul style="list-style-type: none"> • Use names to personalize your answers. 	<ul style="list-style-type: none"> • “Bob’s question has to do with...” “Susan is referring to...”
<ul style="list-style-type: none"> • Be aware of your eye contact. 	<ul style="list-style-type: none"> • Lock on to the questioner when s/he is asking the question. Avoid glancing at the ceiling or floor which will make you look less confident.
<ul style="list-style-type: none"> • Make sure you understand the question before you answer it. 	<ul style="list-style-type: none"> • Ask for clarification and examples or turn to others in the group to add on to the question.
<ul style="list-style-type: none"> • Keep the information relevant. 	<ul style="list-style-type: none"> • When a question is out of the realm of the topic at hand, get the questioner on track by listing the question on a “parking lot” or speaking with him/her after the session.
<ul style="list-style-type: none"> • Repeat and rephrase the question, when necessary. 	<ul style="list-style-type: none"> • Say something like: “Let me make sure I understand your question.” Or “It sounds like you are concerned about...”
<ul style="list-style-type: none"> • If you don’t know, don’t guess or make up answers. 	<ul style="list-style-type: none"> • You will lose your credibility. Instead, set it up early in the presentation that you may not have all of the answers. Reassure the questioner that you will find out and get back to him/her in a certain timeframe.
<ul style="list-style-type: none"> • Stay cool and calm. 	<ul style="list-style-type: none"> • Watch your body language and voice tone. “Don’t let them see you sweat” -- literally!
<ul style="list-style-type: none"> • Think deeply about your topic before your presentation. 	<ul style="list-style-type: none"> • Prepare yourself for possible questions or issues surrounding it.

CALENDAR OF UPCOMING EVENTS

CY 13 Mission Assurance Assessment Schedule

25 Sept—4 Oct: MCB Hawaii

28 Oct—8 Nov: MCB Camp Butler

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Message Board

This section is designed to list messages of interest to the S/ES COI. All messages can be found on the S/ES SharePoint site at: <https://ehqmc.usmc.mil/org/ppo/PS/SES-COI/default.aspx>.

If you don't have an ehqmc account, you can establish one by contacting Mr. Billy Goard, the site's administrator, at billy.goard.ctr@usmc.mil.

Important Messages

CMC 301645Z May 13 - Marine Corps Civilian Police Officer Applicant Hiring Process

CMC 011508Z Jul 13 - Message #1 - Warning Order for the 2014 US Marine Corps Senior Leaders Security Conference, 10-14 Mar 2014

CMC 181622Z Jun 13 - FY14 Federal Bureau of Investigation National Academy Board Results

CMC 031532Z Jul 13 - Defense Support of Civil Authorities Standing EXORD (FOUO)

CMC 291749Z Jul 13 - MP-LE Meeting 8-12 Jul 2013 Follow On and Feasibility of Support

CMC 051855Z Aug 13 - Recouping Law Enforcement Flat Badges

CMC 061541Z Aug 13 - Change 1 Announcement of Marine Corps LE CBA and the Formation of the Supporting IPT

CG MCIWEST 232200Z Aug 13 - CG MCIWEST-MCB Camp Pendleton Change of Command

New Operations Security Marine Corps Order

Headquarters Marine Corps has recently published an updated Marine Corps Order on Operations Security (MCO 3070.2A). It replaces MCO 3070.2.

