



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.

Inside this issue:

From the Editor	2
Chattanooga Report	2-3
10 Ways You Can Support America's PrepareAthon!	4-5
Heroism at the Gate	5-6
Law Enforcement Accreditation Pre-Assessment Program	6-7
From the Lejeune Leadership Institute	7-8
CBRN Training, MCIPAC Style	9
Message Board	10

Security and Emergency Services Community of Interest Newsletter

Spring 2016

A Message from the Community Leader



Welcome to the Spring 2016 Security and Emergency Services Newsletter.

As I have settled into my new position, I'd like to highlight one of the issues that most concerns me - the fiscal environment under which we continue to operate. It should not come as a surprise to anyone in the community that funds continue to get tighter. As we address emerging and traditional security and emergency services concerns, I am asking each of you to be creative, to think "out of the box" when looking at solutions for these challenges.

Related, I am committed to shielding the community as much as possible from unfunded mandates, that is, the levying of requirements on the field by higher headquarters without the associated resources. I ask your help in this effort - please let my office know if we are falling short.

This quarter, we highlight the winners of the annual Security and Emergency Services Community of Interest (COI) Civilian of the Year and Lifesaving Awards program. We also recognize the winner of the Jim Kallstrom Award for Leadership, awarded to a member of the uniformed Military Police community. As always, the selection board was presented with an outstanding slate of individuals. The CY 15 winners are:

Security and Emergency Services COI Civilian of the Year - Mr. Uriel S. Hill, Camp Schwab, Okinawa, Japan.

Jim Kallstrom Award for Leadership - Gunnery Sergeant James M. Kines, 1st Law Enforcement Battalion, Camp Pendleton, California.

Security and Emergency Services COI Lifesaving Award - Capt David T. Williams, Sergeant Cliff W. Burton, Sergeant James L. Thacker, and Firefighter Donald L. Perry, all members of the MCB Quantico Fire and Emergency Services.

Finally, I would be remiss if I did not recognize two individuals from my office. Mr. Jan Durham recently retired from federal civil service after his first career as a Marine Corps Military Police Officer. Jan finished up his career as my deputy and I cannot tell you how invaluable he was to me as I transitioned to my new job. Second, I'd like to recognize Mr. James Cain. James has taken over the deputy's position after a number of years as the Security Technology Branch Head.

Once again, thank you for all you do for Corps and Country.

Semper fidelis,
Randy R. Smith
Assistant Deputy Commandant (Security)
Plans, Policies, and Operations

From the Editor

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

In March, the community recognized several individuals who distinguished themselves during 2015. Recognized by the Deputy Commandant, Plans, Policies, and Operations, LtGen Ronald Bailey, as well as the Assistant Deputy Commandant, Plans, Policies, and Operations (Security), Mr. Randy Smith, were the recipients of the Security and Emergency Services Community Civilian of the Year Award, the Security and Emergency Services Community Lifesaving Award, and the Jim Kallstrom Leadership Award. Congratulations to Mr. Uriel Hill, the Community Civilian of the Year, Capt David Williams, Sergeant Cliff Burton, Sergeant James Thacker, and Firefighter Donald Perry, the recipients of the Lifesaving award, and Gunnery Sergeant James Kines, the recipient of the Kallstrom Leadership Award.



From left to right, Mr. Randy Smith, Assistant Deputy Commandant , Plans, Polices, and Operations (Security), Gunnery Sergeant James Kines, LtGen Ronald Bailey, Deputy Commandant, Plans Policies, and Operations, Mr. Uriel Hill, Captain David Williams, Sergeant James Thacker, Sergeant Cliff Burton, and Firefighter Donald Perry.

Chattanooga Report

by Colonel Thomas Marble, HQMC PP&O(PS)

At approximately 1050 on the morning of July 16, 2015, Mohammad Yousef Abdulazeez, a 24-year-old naturalized U.S. citizen born in Kuwait and raised in Tennessee, drove a Ford Mustang convertible in front of the Armed Forces Recruiting Station (AFRS) located in a Chattanooga strip mall. Using a semiautomatic rifle (AK-74, 5.45 caliber), Abdulazeez fired from the car into the AFRS, directing the majority of his fire into the Marine portion of the office, causing damage and wounding one Marine. Abdulazeez then drove to the Chattanooga Navy Operational Support Center (NOSC), arriving at approximately 1057 (7.3 miles). After ramming his car through the NOSC's front gate, Abdulazeez entered the NOSC on foot and proceeded through the building and outside into the motor pool, continuously firing his weapon.

(continued on page 3)

Chattanooga Report (continued from page 2)

- 1) By Passes Barriers
- 2) Departs on foot
- 3) Enters building
- 4) Mortally Wounds Petty Officer Smith
- 5) Depart NOSC
- 6) Kills GySgt Sullivan & SSgt Wyatt
- 7) Kills Sgt Holmquist
- 8) Kills LCpl Wells
- 9) Shooter killed by CPD

The Department of the Navy conducted a command investigation of the Chattanooga shooting and as a result of their findings recommended the following:

1. Update Emergency Management (EM) policy to include off-installation activities. Guidance should be flexible and scalable to enable implementation by small reserve and recruiting staffs,

2. Recruiting Station (RT) Nashville did not have a Memorandum of Agreement (MOA)/Memorandum of Understanding (MOU) with local emergency response agencies. Reserve Training Center (RTC) is a tenant; Navy Operational Support Center (NOSC) Commander is responsible for establishing MOA/MOU- Document coordination with local agencies,

3. NOSC establish a Threat Working Group with RTC participation Commanders coordinate with Navy Criminal Investigative Service (NCIS) or next higher headquarters to obtain threat information,

4. Off-installation activity commanders and ATOs access classified threat information to inform AT planning and risk management. Off-installation activities must be supported by their chain of command with threat information for proper risk mitigation.

The Secretary of Defense, following the Chattanooga attacks, published a Memorandum on 29 July 15 which directed the Services to provide Security Action Plans which includes: Exercise notification procedures for active shooter, Conduct cross-Service coordination of warning systems within regions, Off-installation facilities review emergency action plans, Complete physical security surveys of off-installation sites and prioritize funds based on risk during FY-16, Publish guidance for augmenting security and arming personnel based on SECDEF "Guiding Principles for Augmenting Security", and expedite physical security enhancements for recruiting facilities.

As a result of the Secretary of Defense Memorandum, Headquarters Marine Corps published MARADMIN 599/15, which provides guidance on augmenting security at facilities. Headquarters Marine Corps is also working with the US Army Corps of Engineers for planned security enhancements in FY 2016 for all Recruiting facilities to include: Remote activated door locks with intercom/camera, Rear door peep-hole, perforated exterior window film with interior shade, and Ballistic internal protection.





LIVE READY MARINE CORPS: Most Ready When the Community is Least Ready.

10 Ways You Can Support America's PrepareAthon!

by Mr. Mark Brown, MCICOM G-3

(Editor's note—due to a delay on my part, much of this year's PrepareAthon events have already occurred. However, the information below in general is still pertinent. My apologies to Mr. Brown—P.JL.)

There is still time to support America's PrepareAthon! (AP!). Ready Marine Corps, the USMC's emergency preparedness program, is offering ten ways you can participate. This year's campaign continues through May 28 and will feature five natural hazards: floods, tornados, wildfires, hurricanes, and extreme heat. Americans are asked to test their readiness by taking action on April 30, National PrepareAthon! Day, or at any time during the campaign.

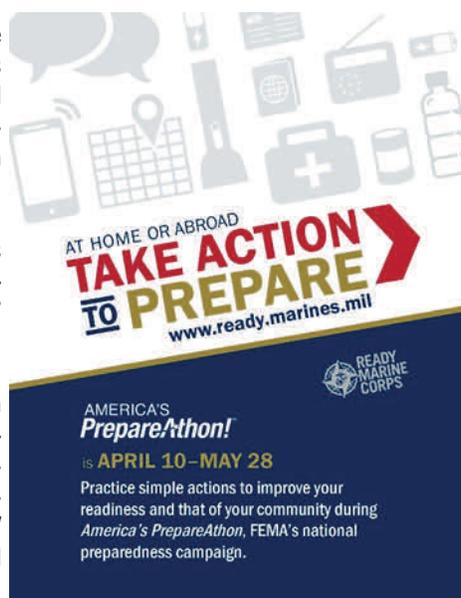
"A robust culture of preparedness sends a strategic message to the nation's would-be adversaries that major disasters affecting the homeland will not present an opportunity to harm the nation's interests anywhere in the world," said Deputy Secretary of Defense Bob Work in his memo to the Department.

The Department of Defense is encouraging Department-wide participation in AP! to ensure Service members, dependents, civilians, and installations continue to prepare for the disasters they may encounter. Nearly 67 percent of Marine Corps components and installations participated in the 2015 AP! campaign. By taking a few simple actions and reporting them, the Security/Emergency Services community can greatly affect the Marine Corps' overall participation, reach, and readiness.

Take Action to Prepare

Here are 10 easy ways for you to participate in the spring 2016 America's PrepareAthon! These actions also support Department of Defense's overall objectives for this year's AP!

- I. Identify the AP! hazards applicable to your area and plan outreach activities accordingly.
 - a. April 10–16: Floods
 - b. April 17–23: Tornadoes
 - c. April 24–29: Lead up to National PrepareAthon! Day
 - d. May 1–7: Wildfires
 - e. May 15–21: Hurricane Awareness Week
 - f. May 22–28: Extreme Heat
2. Register all activities at www.community.fema.gov. Encourage others to do the same.
3. Identify drills or exercises that are already scheduled and support AP! themes. Remember to include these events in your after-action reporting.
4. Engage local stakeholders (your FEMA region, area banks, off-base first responders, etc.) in preparedness exercises, drills, informational booths, and other activities.



(continued on page 5)

10 Ways You Can Support America's PrepareAthon!

(continued from page 4)

5. Plan or host a children's activity (a fun run, a readiness field day, American Red Cross's Pillowcase Project, etc.). Get official Chesty Certificates of Appreciation from Ready Marine Corps.
6. Add a quick link to www.ready.marines.mil from your organization's website.
7. Download flyers, web graphics, advertisements, and theater/kiosk slides from Ready Marine Corps at <http://bit.ly/1MC6RFW>.
8. Share on Facebook or retweet Twitter posts by Ready Marine Corps (@ReadyUSMC) and America's PrepareAthon! (@PrepareAthon). Be sure to use #PrepareAthon.
9. Join the Ready Marine Corps email list for updates and access to tools and resources for AP! and other preparedness campaigns. Just send an email to Ready@USMC.mil to join.
10. Report all of your activities in the Department of Defense after-action report.

For more tips about emergency preparedness actions and hazards, follow and direct Marines to Ready Marine Corps on Facebook and Twitter @ReadyUSMC. You can also link to the Ready Marine Corps website, www.ready.marines.mil, in all outreach materials.

POC: Mark Brown, MCICOM G-3 Installation Protection Branch Emergency Management Section Head, email: mark.a.brown4@usmc.mil //

Heroism at the Gate

by Capt Steven Cox, MCB Camp Lejeune PMO

At 2200 on the night of 15 February 2016, Corporal Richard Guy, a civilian police officer assigned to the Camp Lejeune Provost Marshal's Office, was checking on the welfare of the sentries at the main gate when he noticed a visibly enraged Sergeant exit a vehicle, and approach the gate on foot with his wife in pursuit. As Corporal Guy drew the Sergeant's attention, he observed the Sergeant to be irate, screaming obscenities and displaying vulgar gestures toward the sentries.

Corporal Guy and Lance Corporal Reno Juman, a gate sentry also assigned to the Camp Lejeune Provost Marshal's Office, approached the Sergeant to investigate, attempting to calm him down. The Sergeant suddenly drew a large knife and approached them aggressively while expressing suicidal ideations (Repeatedly imploring them to shoot him. Corporal Guy chose not to draw his service weapons, opting instead to de-escalate the situation with the Sergeant. Corporal Guy and Lance Corporal Juman continued to back up and maintain a reactionary gap of 10-12 feet, despite the Sergeant lunging at them with the knife at least three times. This action taken by the Sergeant met all criteria for the use of deadly force by Guy and Juman, i.e. opportunity, capability, and intent to inflict grievous bodily harm.

Corporal Guy chose instead to employ less-lethal means, engaging the Sergeant with Oleoresin Capsicum (OC). The Sergeant dropped the knife but rushed Lance Corporal Juman, forcing Corporal Guy to OC him again and employ restraint tactics. Though the Sergeant continued to vigorously resist, including attempts to grasp their service weapons, Corporal Guy and Lance Corporal Juman managed to restrain him as other units arrived to assist with handcuffing him.



From left: Corporal Richard Guy,
Lance Corporal Reno Juman

(continued on page 6)

Heroism at the Gate (continued from page 5)

Corporal Guy's immediate assessment and control of the situation, tempered by sound judgement and calm professionalism prevented the Sergeant from reaching the gate and harming the sentries. Lance Corporal Juman maintained his composure and professionalism while physically restraining an actively resisting suspect of larger stature. Corporal Guy and Lance Corporal Juman's expert knowledge and application of compliance techniques and defensive tactics countered an immediate lethal threat, deescalating the situation while preserving the life of a suicidal Marine, enabling him to receive the psychiatric care he needed.

When faced with a lethal threat, which would have justified deadly force, less-lethal means proved successful. Corporal Guy and Lance Corporal Juman's actions not only prevented harm to the gate sentries, but also saved the life of a Marine who was attempting "suicide by cop". Police officers across the nation are faced with many such incidents, in which a subject brandishes a knife and is justifiably met with lethal force. It is proven that a subject with a knife, standing within 21 feet of a police officer, can reach and harm the officer very quickly before the officer can defend himself. Corporal Guy stated that he knew the Marine was suicidal, and was more concerned with helping him than his own personal safety. The actions taken that night undoubtedly saved the Sergeant's life and he is now receiving the psychiatric care that he needs.

For their actions on the evening of 15 February 2016, Corporal Guy received the Meritorious Civilian Service Award while Lance Corporal Juman received a Navy and Marine Corps Achievement Medal.

MCIWEST-MCB CAMPEN's Law Enforcement Accreditation Pre-Assessment Program

by Gordon Broussard, John Prado and Nick Morin, MCIWest

In 2012, the Headquarters Marine Corps Law Enforcement Section implemented the Marine Corps Law Enforcement Accreditation Program (MCLEAP). The purpose of the MCLEAP program was to evaluate the performance of the Marine Corps' Provost Marshal's Offices and Marine Corps Police Departments, identify innovative methods for utilizing limited, existing resources more effectively, and ensure every Marine Corps Installation has an efficient and professional law enforcement capability. During 2013, the MCIWEST-MCB CAMPEN Mission Assurance Office established a Law Enforcement Accreditation Pre-assessment Team to assess all aspects of the Provost Marshal's Office and Marine Corps Police Department's Headquarters, Operations, and Services sections. They use the current performance standards found in the HQMC Accreditation process. This process covers 16 law enforcement (LE) functional areas which includes access control, communications, community services, training, use of force, criminal investigation, holding cell, evidence property, patrol operations, special reaction (SRT), military working dogs, equipment, internal services, personnel matters, records and recording systems, and traffic. There are 272 performance standards that are assessed and this Pre-assessment provides the PMO's with an outside look at their programs in order to prepare the entire organization for the HQMC Law Enforcement Accreditation. Additionally, this assessment is frequently requested by incoming PMO's to provide a quick evaluation of their departments.

Utilizing a holistic approach, the Mission Assurance Pre-assessment team consists of subject matter experts in law enforcement, emergency management, critical infrastructure, and physical security. Additionally, the team is comprised of individuals from MCIWEST-MCB CAMPEN and West Coast TECOM Installations that provide additional expertise in the following areas: Criminal Investigations, Evidence Property, and Military Working Dogs.

(continued on page 7)

MCIWEST-MCB CAMPEN's Law Enforcement Accreditation Pre-Assessment Program

(continued from page 6)

The reason for the universal approach is that the performance standards mentioned above influence the Installations' mission of safety and security for those who work and live on the Installations. For example, physical security is the utilization of active and passive security measures and management protocols that are designed to prevent unauthorized access to personnel, equipment, material, documents, and safeguards against espionage, sabotage, acts of terrorism, damage, and theft. Physical Security (PS) is an integral part of all Antiterrorism (AT), Critical Infrastructure Protection (CIP), Safety, Fire, Chemical, Biological, Radiological, Nuclear, (high yield) Explosives (CBRNE), and crime prevention programs.

The team normally conducts an assessment for the Provost Marshal's Office or Marine Corps Police Departments six months to a year in advance of the HQMC initial on-site assessment. This evaluation allows the Installation to make corrections and also allows the Mission Assurance Pre-assessment team to provide assistance in correcting deficiencies the Installation cannot accomplish on its own. If requested by the Provost Marshal or Police Chief, the assessment team will also conduct an assessment during the off years an Installation is not scheduled for accreditation.

MCIWEST-MCB CAMPEN Mission Assurance has been conducting the Law Enforcement Accreditation Pre-assessments for the last three years. As a result, Provost Marshals and Police Chiefs have a clear understanding of the priorities in preparing for the accreditation. Furthermore, the pre-assessments team can assist the Provost Marshals and Police Chiefs to develop a self-assessment program/process in order to prepare for accreditations. This will allow them to understand the Marine Corps' Law Enforcement vision by articulating priorities and then reinforcing compliance through an objective assessment process. The pre-assessment process strengthens the accountability, both within the agency and the Installation, through a range of standards that clearly delineate authority, performance and responsibilities. Throughout the pre-assessments, team members, not only assess each performance standard, but provide a learning experience to the members of the Provost Marshal's Office or Marine Corps Police Department on why a particular performance standard is assessed. In addition the pre-assessment team will share best practice methods currently being used.

In 2015, there were 265 incidents in regards to suspicious activities, such as surveillance or probing, directed towards Installations' security. PMOs and MCPDs must always be vigilant for all threats to their Installations. The HQMC Accreditation program and MCIWEST-MCB CAMPEN Pre-Assessment program ensure that all PMOs and MCPD have programs in place to ensure the safety and security of their Installations. Finally, the Mission Assurance Law Enforcement Accreditation Pre-assessment Team is an integral component of fulfilling MCIWEST-MCB CAMPEN Mission Assurance mission in executing all hazards protection continuously and on order within the MCIWEST-MCB CAMPEN area of operation in order to ensure freedom of action, maintain continuous operations, and provide the operating forces, tenant commands, and families with continuous and effective installation services and security.

From the Lejeune Leadership Institute

The Lejeune Leadership Institute (LLI) is the Marine Corps' principal source for leader development. The LLI wants to highlight one segment of leadership development to civilian employees of the Marine Corps that are seeking their leadership development learning opportunities on their own.

LLI highly recommends that employees complete the "Leadership Essentials" curriculum as their goal for 2016.

(continued on page 8)

From the Lejeune Leadership Institute (continued from page 7)

These online leadership courses provide independent leadership development studies at your convenience, that are aligned with the DoD leadership development competencies. You can participate in leadership development courses offered online via MarineNet. Additionally, all course completions will be automatically notated in your official record in Defense Civilian Personnel Data System (DCPDS).

The “Leadership Essentials” curriculum consists of eight one hour courses that one can complete in any order of their choice. While LLI has many online courses for you to choose from and other learning opportunities available to civilians, we hope you will focus on this grouping as a start for your leadership development. An overview of the Leadership Essentials courses is below.

1. **MOTIVATING EMPLOYEES.** This course provides you with an understanding of why motivating strategies are important as a leader. It also provides you with practical techniques for encouraging motivation among employees in your organization.
2. **COMMUNICATING VISION.** This course provides a general introduction to vision communication, including its nature and its purpose. You will be guided through numerous techniques and methods for a leader to successfully communicate vision, such as personalizing and multiplying a clear message, communicating enthusiasm in an authentic way and making the organizations’ vision the employee’s own vision.
3. **LEADING WITH EMOTIONAL INTELLIGENCE.** This course provides you with an understanding of why emotional intelligence abilities are important as a leader. It also provides you with practical, positive techniques for promoting and improving emotional intelligence as a leader within your business environment.
4. **BUILDING YOUR INFLUENCE AS A LEADER.** In this course, you will be guided involved in using positive politics and avoiding negative politics when persuading others. You'll also have an opportunity to practice methods for influencing effectively and ethically.
5. **LEADING BUSINESS EXECUTION.** This course provides you with techniques and strategies for executing business strategy, and more importantly, ideas on how to cultivate a culture that supports the active business execution needed to keep pace with today’s fast-changing world. Specifically, the course will explore techniques for fostering a culture of business execution, one that leverages planning, people, and practice in an integrated approach to business execution.
6. **LEADING INNOVATION.** This course provides you with an understanding of what an innovative culture is and what qualities a leader needs to best foster innovation. It also provides you with practical techniques for cultivating and leading innovation.
7. **LEADING CHANGE.** This course provides you with strategies for leading changes within an organization, including effective approaches to introducing and communicating change. It also provides practical strategies for dealing with sources of employee resistance to change, and for removing organizational obstacles to ensure the transition is followed through.
8. **CREATING YOUR OWN LEADERSHIP DEVELOPMENT PLAN.** This course explores ways to assess you as a leader, establish a vision for the future, and identify obstacles to that vision. It also teaches practical approaches for setting development goals, objectives, and actions designed to move you toward your vision. Lastly, it provides useful criteria for evaluating a personal leadership development plan.

To access MarineNet with your CAC card for LLI Online Leadership Courses go to <https://www.marinenet.usmc.mil>:
•Click on Course Catalog, •Click the Professional Development Courses tab on the right, from the drop down menu ,
•Click on LLI Leadership Development Training •Click on Leadership Essentials then choose one of the eight courses to take; •Click Enroll on the bottom to launch a course.

For more information, visit our website at <https://www.mcu.usmc.mil/leadership/SitePages/Home.aspx>.

CBRN Training, MCIPAC Style

by Mr. Tim Moreno, MCIPAC G-3/G-5

MCIPAC PAO was on hand to record the training evolution during which Marines from 3rd Marine Division conducted CBRN Sensitive Site Exploitation (SSE) training aboard MCAS Futenma 28-29 Mar 2016. Training focused on the use of descent/ascent ropes and equipment to access a cavern in order to assess and mitigate a simulated CBRN hazard. Upon exiting the cavern the Marines exercised simulated decontamination procedures in accordance with Unit SOP.



Message Board

This section lists recent messages of interest to the S/ES COI.

- MARADMIN 013/16 — SUBJ/COMMUNITY OF INTEREST CIVILIAN MARINE FOUNDATIONAL SKILLS TRAINING PROGRAM
- MARADMIN 039/16 — UPDATE TO THE MARINE CORPS PHYSICAL SECURITY WAIVER/ EXCEPTION POLICY
- MARADMIN 099/16— CY 2015 JIM KALLSTROM AND SECURITY AND EMERGENCY SERVICES CIVILIAN AWARD RESULTS
- CMC 061533Z APR 16 — AMERICAN CORRECTIONAL ASSOCIATION (ACA) MILITARY CORRECTIONS COMMITTEE (MCC) MARINE CORPS CORRECTIONS SPECIALIST BEST OF THE BEST AWARD FOR CY 2015
- CMC 211810Z APR 16— AFTER ACTION 2016 SENIOR LEADERS SECURITY TRAINING EVENT