



### 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

Summer 2012

## A Message from the Community Leader



Welcome to the Summer 2012 edition of the Security and Emergency Services Community of Interest newsletter.

It is no secret that the Marine Corps is entering into a period marked by uncertainty, characterized by an increasingly austere fiscal environment. Some things we know for sure – the Marine Corps will get smaller and funds will get tighter. Other important issues remain less clear. The issue of sequestration (Congressionally mandated cuts beginning in January 2013) remains unresolved. Additionally, it is almost certain we will again be operating under a Continuing Resolution for a good part of FY-13. Regardless of how these challenges play out, one thing will not change – our Nation will continue to expect that its Marines will be ready when the Nation is least ready.

Headquarters Marine Corps is acutely aware of the impacts reduced funding will have on our civilian workforce as well as our uniformed Marines. As the majority of the civilians that comprise our Community of Interest reside in the Supporting Establishment, Major General Kessler (CG, Marine Corps Installations Command) and I, as well as our respective staffs, are continuing to work closely together to clarify roles and responsibilities with a goal of ensuring resources are expended in the most efficient and effective manner.

As a reminder, we will again be soliciting nominations for our annual civilian of the year and heroism/lifesaving awards. Look for an ALMAR to be published sometime in October.

Thanks again for all you do for the community, Corps, and Country.

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

### Did You Know?

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

Headquarters Marine Corps (PP&O(PSS)) has established an Information and Personnel Security blog site. You can join in the conversation, share best practices or ask questions of the Marine Corps' Information and Personnel Security section experts. The site is located at

[https://ehqmc.usmc.mil/org/ppo/PS/SEC\\_PSS/blog/default.aspx](https://ehqmc.usmc.mil/org/ppo/PS/SEC_PSS/blog/default.aspx)

For more information, including site access, contact Ms. Jill Baker, PP&O(PSS) at [jill.baker@usmc.mil](mailto:jill.baker@usmc.mil)

## Identity Operations

*By Mr. Jeremy Powell and Mr. Steven Gregg, HQMC, PP&O(PS)*

Following the drawdown of forces in Iraq and the planned drawdown in Afghanistan, it is inevitable that ad-hoc capabilities developed over the past decade will either be institutionalized or left behind on the battlefield. One capability the Marine Corps intends to not only keep but expand is Identity Operations (IdOps).

IdOps consists of biometric and forensic systems and their related capabilities. Many Marines have become familiar with the Biometric Automated Toolkit (BAT), the Handheld Interagency Identity Detection Equipment (HIIDE), the Secure Electronic Enrollment Kit (SEEK), and the Joint Expeditionary Forensic Facilities (JEFF) deployed to theater; however, these systems represent relatively new capabilities that are only now in the process of transitioning to programs of record. While the Corps is working to ensure the JEFF facilities evolve into an enduring capability for the Operating Forces, in the Supporting Establishment, forensics will remain a traditional role of the law enforcement and medical communities. Biometrics, however is a capability that will not only continue to enhance the Operating Force’s mission in the future, but has the ability to better enable missions and functions at the installations as well. Physical security, access control, law enforcement, personnel screening/vetting, medical, and network access are just a few of the mission areas that can benefit from the use of biometrics.

From Presidential Directives to DoD policy guidance, the department is embracing biometric technology to verify an individual’s identity, enhance security and access control, secure networks and data, and protect against individuals who are known or suspected threats to Marines and their families. It should come as no surprise that the Marines are leading the way in identifying new and innovative uses for this technology and setting the example for the other Services. On 14 Aug 2012, DC PP&O signed the first Service-level Identity Operations Strategy within the Department of Defense. The Marine Corps Identity Operations Strategy 2020 has been included as an annex to the 2012 Service Campaign Plan, and will guide the Marine Corps as the foundational document for institutionalizing and integrating IdOps capabilities into multiple mission sets throughout the remainder of the decade. While continuing to support our warfighters in theater, PP&O is also focusing efforts on identifying biometric capabilities and technologies to support our missions here at home. Biometrics are particularly useful as a physical security asset because they are difficult to manipulate, typically do not change over time, and are virtually impossible to steal. Biometrics provide an effective force protection tool and help to improve the access control and vetting process by ensuring personnel are actually who they claim to be.

A pilot study is currently underway at Camp Pendleton assessing the viability of biometrics for access control. In addition to a fingerprint check to verify identity, the system will link multiple bases and stations to enable vetting and allow for information to be shared among installations. By providing enrollment credentials at one location, personnel can be vetted and privileges assigned to ensure unfettered access at other installations - eliminating the need for multiple enrollments when a Marine goes TAD or is checking in to a new duty location. This will be further tested as the pilot study continues to expand to MCAS Miramar and MCAS Yuma.

While biometrics helps to ensure only authorized individuals are granted access to a facility, it simultaneously ensures that individuals not granted access or deemed to be a threat are denied. The hundreds of thousands of biometric enrollments taken in theater over

### What Should a Good Mentor Do?

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

We’ll all be called upon sometime to be a mentor, whether in our personal or professional lives. I found the following in “Love’em or Lose’em – Getting Good People to Stay” by Beverly Kaye and Sharon Jordan-Evans and thought I’d pass it along.

<b>Model</b>	Be aware of your own actions. Introduce your mentee to other leaders who are exemplary at what they do.
<b>Encourage</b>	Take time to recognize, verbalize and mobilize around supporting your mentee.
<b>Nurture</b>	Get to know your mentee’s unique skills and capabilities. Help him/her discover how to contribute their strengths to the organization.
<b>Teach</b>	Help your mentee avoid "organizational minefields". Use your past experiences to make a difference in your mentee's career.
<b>Observe</b>	Notice the ways your mentee interacts, builds networks, goes about daily tasks and looks to the future. By observing, you will be able to give timely advice that makes a difference.
<b>Respond</b>	Be available and approachable to your mentee. Your attentive responses are a valuable part of building the relationship and your mentee’s career.

## Snakebite Victim, 6, and Rescuers Reunite at Angels Game

*By Fred Swegles, The Orange County Register*

Less than three weeks after Camp Pendleton paramedics saved her 6-year-old son from the effects of a severe rattlesnake bite, Peggy Rivera talked Monday night about how nice it was to get to meet them under happier circumstances – an Angels game.

Her bite survivor, Kaden, gleefully chimed in: "Those guys saved my life!"

The Redlands boy and his parents, Ken and Peggy, reunited Monday at Angel Stadium with the Camp Pendleton Fire Department personnel who rushed Kaden to Mission Hospital in Mission Viejo on July 5 after he was bitten by a rattlesnake at the San Mateo Campground at San Onofre State Beach park.

"It's awesome," paramedic Matt Rios said. "He's running around like nothing ever happened."

Kaden's 4-foot-1, 65-pound body took such a jolt of venom that his survival was in doubt for a day and it took 42 vials of antivenin to stabilize him, his father said. Paramedic Mario Moreno agreed that "life and death was something we were definitely faced with."

Seven days of hospitalization led to further recuperation at home. Kaden's limp has finally disappeared and his blood tests are clean.

The Angels hosted the Rivera family and four rescuers for Monday's game, and the stadium message board flashed "Thank you" to the Camp Pendleton Fire Department in the bottom of the fourth inning.

Kaden said he doesn't remember anything about the aftermath of the bite – how he was foaming at the mouth, vomiting, unable to speak, unable to use his arms or legs, with huge welts all over his face.

He does remember the bite itself: "It was like a pinch."

Since San Mateo Campground is part of San Onofre State Beach and Camp Pendleton, there was ample response to the 911 call – the Camp Pendleton Fire Department, a state park ranger, state park lifeguards and Orange County Fire Authority personnel from neighboring San Clemente.

Among those who attended the game Monday was Rios' son Shaun, who became fast friends with Kaden outside the turnstiles while waiting for everyone to arrive. The boys tossed and hit an imaginary ball at each other. Then they waved a Rally Monkey doll and a foam finger during the Angels' 6-3 win over Kansas City.

"They were dancing to the music and having a good old time," Ken Rivera said.

It was a far cry from 18 days earlier, when Capt. Carlos Camarena arrived at the campground to coordinate the Camp Pendleton Fire Department's response.

"I was looking at rattlesnake, child, this small, not good," recalled Camarena, a Capistrano Beach resident.

Kaden said he wants to return to San Mateo Campground – a little more savvy now about the sign at the entrance that warns to be cautious of rattlers.



*Posing for pictures outside Angel Stadium are, top row from left, Peggy and Ken Rivera of Redlands and Camp Pendleton Fire Department personnel Mario Moreno, Matt Rios, and Carlos Camarena; and front row, rattlesnake survivor Kaden River, ambulance driver Frank Ortiz and Rios' son Shaun.*

**Photo by Fred Swegles, The Orange County Register**

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## Fire Leadership Transition

By Mr. T. Kevin King



I guess you can come home as I have now come back to Headquarters Marine Corps on two separate occasions. This was an unusual transition for me since (1) I had no idea the Director of Marine Corps Fire & Emergency Services (F&ES) program would be open anytime soon and (2) I was very happy with my position at the Navy F&ES program office. When I first heard about the opening, it certainly spiked my interest and after several conversations with Tom Ruffini, I did decide to apply. I will say it was with some trepidation since I was very satisfied with my work at the Navy. As I start my latest transition back to the Marine Corps, I did want to reflect on my time with the Navy F&ES program and provided some thoughts for the future of the Navy and Marine Corps F&ES programs.

First, I really want to thank everyone in the Navy F&ES program that supported, advised, counseled and guided me during my two plus years at the CNIC Headquarters. While brief, it was a wonderful couple of years and I had the great opportunity to work with some true F&ES professionals. There certainly were challenging and difficult issues (budget, staffing, organizational structure), but it was extremely gratifying to work with people who took on those challenges and sought solutions that would provide efficiencies, but that also maintained the critical core capabilities of the F&ES program. I appreciate all who willingly provided information and data to my requests and who went the extra mile to support my projects. Finally, I owe a tremendous debt to the Navy F&ES staff at HQ CNIC. Carl, Ricky and the rest of the staff form a great team and I will always cherish the opportunities that I had to work with such a great group. The Navy F&ES program is very well served by the outstanding leadership at the Headquarters level. It was truly a privilege for me to serve with them.

As I turn the next page in my career, please let me reflect on some current issues within the Navy & Marine Corps F&ES program. It is clear that there will be transitions and changes for all of us.

1. **Budget:** I think it goes without saying that there are and will be budget challenges for some time to come. As the war effort winds down and there is a need to reconstitute the force, the supporting structure will again be on the hook as a bill payer. We have been here before so this is not new, but it certainly poses challenges to provide quality services as effectively and efficiently as possible. As Chief Ronny Coleman stated in his Chief's Clip Board, "We are in a watershed era right now whether anybody realizes it. This is not about building bigger budgets. This is not about destroying existing budgets. This is about developing a decision making process that sustains the core values of our occupation" (Fire Chief, June 2012, pp. 64).
2. **Self Assessment and Accreditation:** As we face the budgetary challenges, one of the best tools in our toolbox is the assessment and accreditation process. I am really encouraged by the implementation of the CFAI process in both the Navy and Marine Corps. Several departments are now accredited, which is a tremendous accomplishment and several more are well on the way to obtaining that goal. Even if a department can't quite get to full accreditation, the process clearly lays out the deficiencies and provides a roadmap to ultimately achieve accreditation. This risk-based approach with a defined and approved Standards of Cover allows managers and Commanders to make risk-based decisions in a rational and quantitative manner. If we must accept more risk, we will know where we are accepting it and the affect it has on the services we provide. The self assessment and accreditation process provides a fact-based approach for making good decisions.
3. **Emergency Medical Services:** As an old "fire" guy, I always appreciate the banter that goes on between the fire and EMS programs/people. However, there is no doubt that EMS is a critical service for the Navy and Marine Corps F&ES programs. I have been around long enough now to remember the very hard transition of pre-hospital EMS from the Navy Bureau of Medicine and Surgery to the F&ES program. However, having worked through that difficult transition, I am very impressed with the EMS services our departments provide today. The forthcoming release of a DoD Instruction on EMS shows how far we have come with this program in a very short timeframe.
4. **Mutual Aid Partnerships:** As our F&ES programs and those of our local communities struggle with the budgetary issues, our partnerships will become even more important to ensure we provide the services our customers need. We really need solid, workable agreements and a willingness to support one another if we are going to continue providing quality services. There obviously are limits to mutual aid, but I believe we need to do all we can to support the mutual aid process so that it works seamlessly across jurisdictional lines. When someone is having a very bad day and needs our services, they really aren't concerned what the label says on the vehicle that arrives. They just want quick, quality service and a good mutual aid program helps to ensure they get that.
5. **Education and Training:** Please do not stop learning. Education and training are keys to staying engaged, seeking opportunities and ensuring we continue to develop our people. As many of us reach the twilight of our careers, we owe it to those following to prepare them for the future challenges in the F&ES program. Education and training are keys to successful career progression and career succession.

I am very lucky that I have the opportunity to move from one great organization at the Navy F&ES back to my old home at the Marine Corps F&ES. I really look forward to working with Tom, Mike, Chris and all our Marine Corps F&ES personnel. Ultimately that is what will make this transition a very positive one for me. Stay safe!



## Active Shooter Guidelines

*By Mr. Tim Akers, Deputy Provost Marshal, Camp Lejeune, NC*

The following information has been prepared to provide Marine Corps Base Camp Lejeune Marines, family, and staff with guidelines on emergency actions they can take in the event an armed individual enters an area and starts shooting.

Remember to be **SAFE**:

- Secure yourself in a room and barricade the door.
- Avoid the threat and stay quiet.
- Flee the area if you can.
- Engage the individual as a last resort, but do not just stand by and become a victim.

If possible:

- EXIT** the building or area immediately.
- NOTIFY** others you may encounter of the danger.
- CALL** for help by dialing 911 from any telephone.
- INFORM** the emergency services dispatcher of the following:
  - Tell them there is an Emergency
  - The **Location** of the incident
  - **What** is happening
  - **How many** people are involved (shooters and victims)
  - Your name, location, and phone number

The dispatcher may ask you to remain on the line until officers are on scene.

If you cannot safely exit the building, the following are recommended:

- GET** to a room or office as far away from the incident as possible and lock the door.
- COVER** any door windows or windows facing the hallway.
- KEEP QUIET** and **DO NOT** answer the door.
- CALL 911** if you can.
- STAY PUT** until police can get to you, unless the level of danger is increasing.
- LOOK** for means of escape (e.g., via a ground floor window) or self defense.
- STAY OFF** the phone so the dispatcher can contact you with information.

Please be aware that if you are safely locked in an office or classroom, police officers may take quite some time to get to you. This is because they will be trying to stop the threat. The fact that you may not hear or see officers right away may mean you are away from the immediate danger. Once rescued, follow the instructions of the police officers as they guide you to safety.



## CALENDAR OF UPCOMING EVENTS

**Mission Assurance Assessment**  
POC: Mr. Bill Gresham,  
william.gresham@usmc.mil

When: 10-13 Sep 12  
Where: Combined Arms Training  
Center, Camp Fuji, JA

When: 17-20 Sep 12  
Where: Camp Mujuk, Korea

## 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](mailto:billy.goard.ctr@usmc.mil).

### Important Messages

- CMC 041210Z Apr 12 - 2013 FBI National Academy Board Results
- CMC 061528Z Apr 12 - Small Arms Security and Accountability
- CMC 121524Z Jul 12 - Mission Assurance Operational Advisory Group 02-12 After Action Report
- CMC 201710Z Apr 12 – After Action Report from the 2012 U.S. Marine Corps Senior Leaders Security Conference
- Maradmin 382-12 - Installation Law Enforcement and Security Requirements
- Maradmin 396-12 - Implementation of Marine Corps Critical Asset Management System

## Upcoming Training Courses

**Anti-terrorism Level II Mobile Training Team**  
POC: Mr. Ron Fetherson, [ronald.fetherson@usmc.mil](mailto:ronald.fetherson@usmc.mil)

When: 1-5 Oct 12  
Where: MCRD, Parris Island, SC

When: 15-19 Oct 12  
Where: I MEF, Camp Pendleton, CA

When: 12-15 Nov 12  
Where: III MEF, Camp Foster, Okinawa, JA

When: 3-7 Dec 12  
Where: I MEF, Camp Pendleton, CA

When: 14-18 Jan 13  
Where: II MEF, Camp Lejeune, NC

When: 28 Jan-1 Feb 13  
Where: MarForRes, New Orleans, LA

When: 17-22 Feb 13  
Where: I MEF, Camp Pendleton, CA

