



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:

First to Fight – The Marine Corps and Emergency Management	2
Around the Community	3-6
Are You Guilty of Any of These Feedback Blunders?	7
Are you SP&D Certified?	7
Defense Competency Assessment Tool Survey	8
Message Board	8
Calendar of Events	8

Security and Emergency Services Community of Interest Newsletter

Winter 2014

A Message from the Community Leader



Welcome to the Winter 2014 Security and Emergency Services Newsletter. There are a number of recent decisions and upcoming events that I want to make you aware of.

First, the Marine Requirements Oversight Council (MROC) recently provided direction on the next steps in balancing operating and supporting establishment law enforcement requirements in our fiscally constrained environment. Starting in Fiscal Year 15, we will see an increased number of Military Police Officers from the three Law Enforcement Battalions augmenting the Supporting Establishment Provost Marshal Offices and Police Departments under the Fleet Assistance Program. Additional military manpower will be provided by the fleet in the form of "Category 3" (any MOS) Marines. Contracted support and civilian police officer billets will be reduced. While much work remains in implementing the MROC decision, current plans call for 15 Marine bases to remain blended departments (civilian police and MPs), 4 bases will have all MPs, and 5 bases will be exclusively composed of civilian police. Implementation of these actions is projected to save the Marine Corps \$191 million over five years.

While this decision finds savings by using more MPs on the bases, it still retains essential MP capacity in the Operating Force Law Enforcement battalions to support Operation Plans, disaster contingency response, and Theater Security Cooperation engagements. As with all changes, there will be growing and changing pains; I ask your support as security professionals to become engaged, help work the solutions and above all continue doing what you do best for our Corps.

Second, in response to the September 2013 Navy Yard shootings, the Commandant of the Marine Corps established an Integrated Product Team to oversee the implementation of actions in response to that event. The IPT will be led by Mr. Randy Smith of my office and is chartered to use the Mission Assurance construct in examining issues and providing recommendations. All stakeholders will be represented and I ask those of you tagged to represent your commands to be active participants.

Finally, the annual Senior Leaders Security Conference is scheduled to take place in San Diego during the week of 10 – 14 March. For those attending, I look forward to seeing you. For those unable to attend, look for a report on the conference in the next newsletter.

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

First to Fight – The Marine Corps and Emergency Management

by Mr. Jason Towle, HQMC, PP&O (PS)

First to fight! For 238 years the Marine Corps has answered when the Nation has called. Throughout the history of the most famous battles, the Marine Corps has always been fearless, leading from the front, taking the initiative and completing the mission.

This ethos is not just executed on foreign battlefields but on the home front as well. In October 2013, the Marine Corps led the establishment of a joint working group, comprised of members of the DoD Emergency Management Steering Group, in the re-write of DoD Policy on Emergency Management. This is no small undertaking, but the reward will be substantial in shaping the future of protecting our installations, our Marines and civilians, their families and the critical assets and missions that support today's battles and those on the horizon

Additionally, through various initiatives, PP&O (PSM) is setting the gold standard for risk management processes that support our warfighter. The development and execution of the HQMC All Hazard Threat Assessment (AHTA) allows the commander to truly understand the probability and likelihood of threat and hazard environments in which our forces operate and missions are executed.

The AHTA supports the execution of the Installation's Risk Management Process and accomplishes two goals: 1) The identification of a comprehensive list of potential threats and hazards; and 2) Determination of the likelihood or probability of occurrence of each threat or hazard. The AHTA is a key element of risk management planning. The categories of threats and hazards that the AHTA addresses are listed below:

AHTA Threats/Hazards	
Insider Threat Terrorism <ul style="list-style-type: none"> - Transnational Terrorists - Domestic Terrorists - Terrorist Use of CBRNE - Terrorist Tactics, Techniques, and Procedures Foreign Nation-State Military. Foreign Intelligence Entities (FIE). Cyber Crime <ul style="list-style-type: none"> - Violent Crime - Non-violent Crime - Narcotics - Gang Activity Civil Disturbance	Natural Hazards (Geological) <ul style="list-style-type: none"> - Earthquakes - Tsunamis - Landslides - Sinkholes (Subsidence) - Volcanoes Natural Hazards (Meteorological) <ul style="list-style-type: none"> Heat Advisory. Temperatures Freezing or Below. Tornadoes. Tropical Cyclones. Storm Surge. Floods Damaging Winds in excess of 50Kts (58 mph). Lightning. Hail. Snow. Ice. Fire (Wild Land and Forest) Drought Natural Hazards (Biological): <ul style="list-style-type: none"> - Diseases That Impact Humans (Infectious Diseases and Pandemics) Accidental Events <ul style="list-style-type: none"> - Hazardous Materials (HAZMAT) Release - Aircraft Mishap - Train Mishap Structure Fire

The AHTA process and product has been recognized and utilized by the DoD Joint Mission Assurance Assessment Program and will continue to be refined in order to support Commanders in making risk reduction decisions.

Also, HQMC PP&O (PSM) is developing a HQMC Capability Assessment (CA). As with the AHTA, the CA is a critical piece in the installation's risk management and risk planning process.

First to Fight – The Marine Corps and Emergency Management (continued)

by Mr. Jason Towle, HQMC, PP&O (PS)

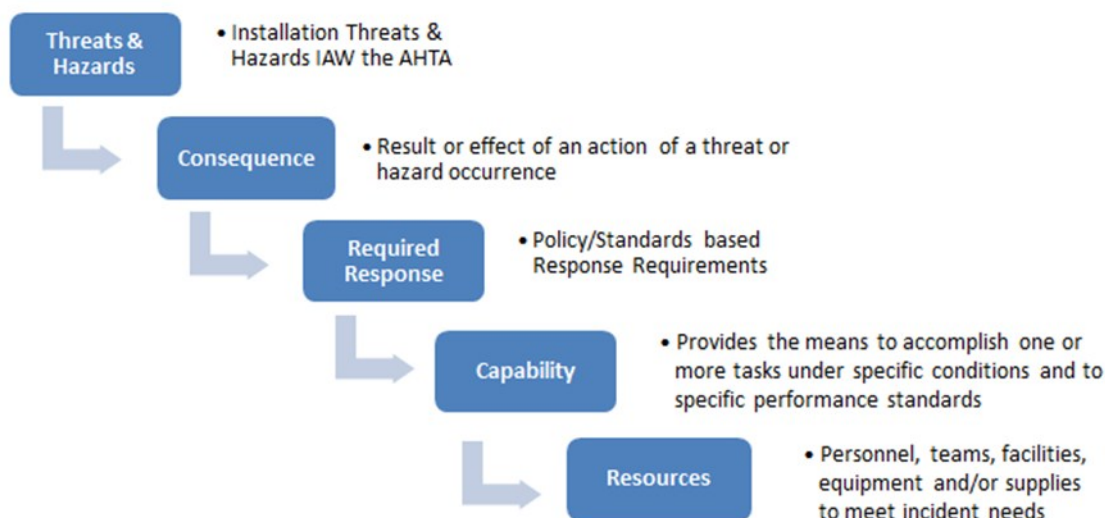
Capability Assessment (CA) Vision:

Develop a Marine Corps CA that is conducted on Marine Corps installations, facilities and expeditionary bases in order to determine projected response capabilities necessary for responding to potential hazards.

The CA will show strengths and gaps (man, train, equip, plans, readiness) that will allow the Commander and higher headquarters to make better mitigation decisions.

The below graphic depiction is provided to show the foundational pillars of the CA process.

Capability Assessment



The CA is under development and is scheduled for execution in the Spring 2014.

Upcoming projects for 2014 include the development of the 0089 Core Competencies and publishing Emergency Operation Center policy. In the end, we will continue to lead from the front, take the initiative and develop innovative products that ultimately support the warfighter.

Around the Community: Quantico clinic, base fire and emergency services start training partnership

by Mr. Michael DiCicco, MCB Quantico

"This hurts! I'm all tingly!" Firefighter/Paramedic Joshua Waddell protested as three corpsmen from Naval Health Clinic Quantico checked his vital signs and assessed his injuries in one of the clinic's classrooms. After strapping a neck brace on him, the corpsmen attempted to move him onto a stretcher.

"Ow! Woman!" he howled as Lt. j.g. Stephanie Beatty tried to manipulate his limp, crooked leg. "What the hell are you guys doing to me?"

Waddell, of Security Battalion's Fire and Emergency Services Department, was pulling from his own experiences to play the part of an injured patient during the last day of a joint International Trauma Life Support course that seven corpsmen and seven Firefighter/Paramedics took between July 15 and 18 at the clinic. It was the first time the clinic and base firefighter had done the training together.

"We're trying to come together as a team to make sure the transfer from clinic to the units really goes well," said Ulysses Taormina, Assistant Chief of Emergency Medical Services for Security Battalion. Often, in the case of Marines injured in training, the clinic corpsmen are the first on the scene, and they turn the patient over to Security Battalion's emergency medical personnel.

Taormina said the two agencies want to familiarize themselves with each other's training and staff to better cooperate on patient treatment. With half of the Fire Department Division's Paramedics being new and with recent heavy turnover at the clinic, he said, getting to know each other is especially important. Getting some extra training doesn't hurt either.

The 16-hour ITLS course, which was given over the course of four days to allow for flexibility, teaches emergency procedures for especially traumatic events like gunshot wounds, bomb blasts, and vehicle accidents. Subjects include helmet removal, spinal immobilization, intravenous therapy, intraosseous infusion, use of a needle for chest decompression, surgical cricothyrotomy – similar to a tracheostomy – and others.

The Fire and Emergency Services Department gives the course every two years, and it's the sort of training the corpsmen would likely receive before being deployed to combat zones. Most of the corpsmen who attended the training work the satellite clinics at Officer Candidates School and The Basic School, where injuries are more common than around the rest of the base.

Lt. Cmdr. Christopher Niles, head of the Medical Home Port Department at the clinic, took the course to update his skills before leaving for a trauma training team in Africa in September. "It's the kind of gold standard for Paramedics and EMTs," he said, adding that even after 16 years of nursing, the course improved his injury assessment skills and updated him on changes in equipment. Also, he said, "As a nurse, I always get the packaged patient. This showed me how to package them up first and stabilize them."

Because Fire and Emergency Services funded the training, the clinic is now helping the base firefighters with Basic Life Support and Advanced Cardiovascular Life Support training, Niles said.

Firefighter/Paramedic Brian Weston, who headed the training session, said the two organizations also plan to hold joint training for neonatal resuscitation in the near future. "The more training we have together and the more interaction, the more we'll be able to work seamlessly together," Weston said.



Naval Health Clinic Quantico corpsmen Lt. j.g. Stephanie, Beatty, Petty Officer 3rd Class Jonathan Fowler, and Petty Officer 3rd Class Abraham Milan assess Firefighter Paramedic Joshua Waddell's injuries in a training scenario July 18 during the International Trauma Life Support training the clinic and base firefighters held together last week.

(Photo by Mike DiCicco)

Around the Community: Okinawa's Premier Surf/Water Rescue Team

by Assistant Chief James Hartman, MCIPAC Fire & Emergency Services Japan



Okinawa's premiere surf/water rescue team is ready to assist personnel in trouble. Okinawa is a tropical island in the western Pacific Ocean and enjoys water activities year round. The Status of Forces Agreement (SOFA) personnel, which comprise of US military, DoD civilians, US contractors and their families will seek to enjoy all types of water activities, such as boating, swimming, diving, and snorkeling, just to name a few recreational activities available on the island of Okinawa.

Marine Corp Installation Pacific Fire & Emergency Services Japan (MCIPAC FESJ) is determined to stay ahead of the waves of water rescue emergencies. MCIPAC FESJ has solicited the assistance of Ocean Rescue Systems International (ORSI) to provide a variety of surf water rescue, boat-based rescue, and tactical training. For 20 years, the ORSI team has developed a reputation for being the premier instructors of ocean water rescue and is utilized by the U.S. Coast Guard and the U.S. Air Force Para-rescue teams. With that said, the ORSI team was the best candidate for the task of equipping our first responders with the skills set needed to enhance their mitigation abilities for water rescue incidents.

MCIPAC FESJ, U.S. Air Force Marina personnel, and U.S. Army Tori Station FES all took part in this endeavor to better prepare for surf water rescues. MCIPAC FESJ hosted the two week course comprising of Public Rescue Swimmer and Rescue Boat Operations courses. Instructors from ORSI provided instructions based off of National Fire Protection Association (NFPA) Standards 1006 Technical Rescuer and 1670 Technical Search and Rescue Incidents. The participating students faced challenges based off of real world scenarios, such as open ocean rescues, rocky shorelines and watercraft rescues. By adhering to the NFPA Standards, and implementing the techniques embedded by ORSI instructions, Fire & Emergency Services Japan have established a firm stance for the array of First Responders guarding the shorelines and waters of Okinawa. Students completing the course were certified Public Rescue Swimmers (Rescue Swimmer Technician) and Rescue Boat Operators and received certificates from the Maine Maritime Academy. MCIPAC FESJ is prepared to respond anywhere around the island of Okinawa with surf/rescue water craft strategically positioned throughout the island to enhance response times.



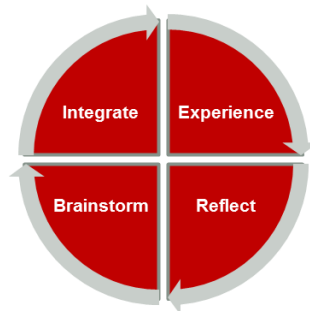
Around the Community: **S/ES Action Learning Pilot with Security Battalion at Quantico**

by Ms. Sue Ellen Booth, Booz Allen Hamilton, S/ES COI Contract Support

The S/ES COI launched an Action Learning pilot (a.k.a., Pilot East) with the Security Battalion at Quantico in July 2013. Action Learning (AL) allows pilot participants to solve current organizational problems while simultaneously providing opportunities for practice-based leadership. It utilizes moving actions into practice rather than traditional instructor-led training. The AL approach to problem solving is optimized when all six key components are integrated.

Training curriculum and materials were customized for the AL Coach and team members.

During the three day pilot, participants addressed an urgent problem using the four phased approach to Action Learning: Experience, Reflect, Brainstorm and Integrate.



Pilot East participants are currently working through their action plan to achieve real-time results to their problem statement. Meanwhile, the team is working to launch Pilot West at Camp Pendleton, scheduled to start in spring 2014. Keep an eye out for the Spring newsletter for an update!

Around the Community:

Provost Marshal's Office Camp Lejeune Law Enforcement Crime Analysts Recognized

by LtCol Bryan Wood, HQMC, PP&O(PS)

Two PMO Crime Analysts at Camp Lejeune, NC were recognized by BGen Thomas Gorry, the Commanding General of Marine Corps Installations East, in September 2013 for their analysis that led to a large crime sting operation on the base. Through skilled analysis, the analysts identified a number of patterns in a series of warehouse larcenies on the base that led to the arrest of the personnel responsible. BGen Gorry stated that these crime-analyzing tactics should be considered the preferred method or template of criminal analysis and should be taught to all police officers at our regional police academies. As background, the crime analysts are a relatively new capability for the Marine Corps even though they have become ingrained throughout civilian law enforcement agencies. Analysts are key to moving from a reactive policing model to a more proactive one. The program began in 2010 as an effort to better allocate resources while lowering crime and improving security aboard Marine Corps bases. Due to its successes, this capability has been implemented at many of our installations. The analysts will be formerly recognized by MCB Camp Lejeune and NCIS in January 2014.

Are You Guilty of Any of These Feedback Blunders?

by Sloan R. Weitzel, from "Common Mistakes in Giving Feedback"

As a leader, one of the most important responsibilities you have is providing employees with feedback. People need feedback to grow and move beyond the capabilities of their current positions. Of course giving feedback can also be very challenging. Read on for some of the biggest mistakes leaders make when faced with giving feedback.

Mistake #1--The feedback is too vague. Cite specific examples to encourage the employee to repeat, if good behavior or stop, if the behavior is unacceptable.

Mistake #2--The feedback goes on too long. Know when to stop talking. People need time to process the information they have heard.

Mistake #3--The feedback speaks for others. Stick with the information you know. Dragging a third parties' name in the mix only confuses the recipient. It takes the focus off of the issue and causes the person to shift the blame or wonder why everyone is talking about him/her behind his/her back.

Mistake #4--The feedback judges the individual, not the actions. When this happens, the employee will become defensive and agitated.

Mistake #5--The feedback psychoanalyzes the motives behind the behavior. Stay away from mentioning divorces, problems with kids, and other personal matters. Stick to how their behavior is impacting the workplace.

Mistake #6--The feedback is sprinkled with generalities. Avoid using words like "always" and "never." It puts people on the defensive and they will think hard to think of the one time they didn't do something.

Mistake #7--The Sandwich Technique. Most people are smart enough to see through the negative feedback sandwiched between two positive statements. If not, they will only hear the positive ones. Be direct and explain the purpose of the meeting.

Mistake #8--One size fits all. Take the necessary time to customize your message based on the employee's needs.

Are you SPēD Certified?

by Ms. Jill Baker, HQMC, PP&O(PS)

The Security Professional Education Development (SPēD) Certification Program is part of a Department of Defense (DoD) initiative to professionalize the security workforce. This initiative is intended to ensure that there is a common set of competencies among security practitioners that promotes interoperability, facilitates professional development and training, and develops a workforce of certified security professionals.

There are four core certifications within the SPēD Certification Program. The first core level is the Security Fundamentals Professional Certification (SFPC). It provides a recognized and reliable indication of a security practitioner's understanding of foundational concepts, principles, and practices needed to successfully perform functions, implement programs, and pursue missions to protect DoD assets. The test for certification covers General, Physical, Industrial, Personnel, and Information Security.

Want to test for the SFPC? The first step is to prep for the test.

- Go to <http://www.cdse.edu/certification/types-sfpc-tool.html> for preparatory tools including a practice test.
- The Center for Development of Security Excellence (CDSE) offers comprehensive, free online security training via STEPP at <http://www.cdse.edu/index.html>. It is recommended to complete the following online courses to help prep for the SFPC.
 - Introduction to Personnel Security
 - Introduction to Information Security
 - Introduction to Industrial Security
 - Introduction to Physical Security
- Register to test via STEPP. Information is posted at <http://www.cdse.edu/certification/faqs.html#registration-1>. Test sites are available at numerous locations; on or near Marine Corps installations.
- The SFPC test isn't easy. It's designed to cover all the core security pillars. Don't get discouraged if your first attempt falls short of the passing score. You will automatically become eligible to re-test after a 90-day waiting period from your test date. Take advantage of the prep resources, talk to colleagues who've taken the test and be persistent.

CALENDAR OF UPCOMING EVENTS

2014 US Marine Corps Senior Leaders Security Conference

When: 10-14 Mar 14
Where: MCRD San Diego CA



Defense Competency Assessment Tool Survey

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

The Department of Defense Office of Civilian Personnel Policy is in the process of implementing the Defense Competency Assessment Tool (DCAT) to support civilian workforce management initiatives. DCAT is a tool designed to assess civilian employees' proficiency levels in the competencies within their occupational series and to validate occupational competency models. Implementation will begin with a survey of randomly selected employees in specific occupational series. Within the Security and Emergency Services Community of Interest, randomly selected members of the 0081 (firefighter) and 0080 (security) occupational series can expect a request to participate in the survey during the month of February. In April, members of the 1811 (criminal investigator) series will be contacted to participate. Requests to participate will come in the form of an email from the Defense Civilian Personnel Advisory Service (DCPAS).

During the survey, employees and their first line supervisors will individually rate the employee's proficiency in a set of occupational competencies developed by a panel of subject matter experts. The survey should take approximately one hour for the employee and supervisor to complete. The competency assessment results will only be used for training and development purposes. Results will not be used for performance assessment.

Participation is completely voluntary; however, participation is strongly encouraged as the results will have a direct impact on shaping DoD's future civilian workforce.

Additional information on DCAT along with a series of frequently asked questions for employees and supervisors is available at:

<https://extranet.apps.cpms.osd.mil/Divisions/Strategic%20Human%20Capital%20Planning.aspx>

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

ALNAV 079-13 – Mandatory Department of the Navy Security review

MarAdmin 525-13 – Implementation of the Civilian Uncompensated Review Board Process

Maradmin 638-13 – USMC Rapid Threat Dissemination and Near Realtime Threat Sharing Policy

Maradmin 691-13 – Elimination of Travel Advances for Temporary Duty Travel

CMC 181418Z Oct 13 – Recouping Law Enforcement Flat Badges

CMC 231756Z Dec 13 – FY 15 Federal Bureau of Investigation National Academy

CMC 061948Z Jan 14 – SECNAV Directed Washington Navy Yard Tasking IPT Establishment