



REPLY TO  
ATTENTION OF

# DOD INSTALLATION MANAGEMENT SERVICE

Headquarters, Fort Rumsfeld  
One Hundred Wolfowitz St., Suite 1050  
Ft. Rumsfeld, GA 30308

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**Director of Facilities Management**

April 20, 2014

Thomas Johnson  
222 Northeast Peachtree Mews  
Apt. 14-G  
Atlanta, GA 30309

Dear Mr. Johnson:

By letter dated March 16, 2014, you were informed that the agency proposed your removal from the position of Firefighter, GS-07, DoD Installation Management Service, effective in thirty (30) days.

I have considered your oral and written reply to the proposed removal and have determined to sustain the charge against you and to uphold your removal from Federal Service. Accordingly, you will be removed from your position effective April 21, 2014 based upon the following sustained charge: Refusal to attend mandatory Federal Firefighter Recertification Training (FFRT).

In December 08, you were employed by the DoD Installation Management Service's Directorate of Facilities Management, as a Firefighter assigned to the Fort Rumsfeld Fire Department (GS-7, Target 9). After attending mandatory Federal Firefighter Basic Training at the Federal Firefighters National Academy, at Fort Leonard Wood, MO, you began performing your assigned duties with the DoDIMS with duty station Fort Rumsfeld, GA.

In October 13, you were notified by your supervisor, Lieutenant J. C. Miles that you were scheduled to attend mandatory Federal Firefighter Recertification Training at the Federal Firefighters National Academy, at Fort Leonard Wood, MO, from January 5-Feb 3, 2014. You told Lieutenant Miles that you would not be able to attend this mandatory training due to child care considerations. You explained that you were a single parent and that it was impossible for you to obtain adequate child care for a four-week period.

During your oral reply to the proposed removal, I informed you that the FFRT program is mandatory training and that, absent such training, you would no longer meet the qualification standards of your position, one of which is that you must be a Certified Federal Firefighter. I advised you that the DoD Federal Firefighter's Instruction, DoD

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Instruction 17761895, Chapter 11, Section 5, Subsection 23, paragraph (a) states in pertinent part:

In order to become certified as a Federal Firefighter, a candidate must successfully complete New Federal Firefighter Basic Training within six months of being hired, and must be recertified every five (5) years by attending Federal Firefighter Recertification Training.

As a Federal employee you are expected to comply with mandatory training requirements, to follow the lawful instructions of your superiors, and to meet the qualification standards for your position.

During your oral reply, you informed me that you were unaware of the five year recertification requirement. You stated that it was unfair that you should lose your job when you had not been told that you would have to go back to Fort Leonard Wood for more training after you completed basic. You said that if you had known of the requirement, you would not have accepted the job offer and would not have left your prior employment with the Marietta, Georgia, Fire Department. You requested that the FFRT requirement be waived.

Because Captain Fitzpatrick has only been at Fort Rumsfeld a short time, I spoke with Captain (Ret.) A. B. Tilson, who was your Fire Chief when you were first hired. Captain Tilson informed me that it was common knowledge among the firefighter community at Fort Rumsfeld, both then and now, that firefighters must attend FFRT every five years. Accordingly, I find it inconceivable that you were not aware of this continuing training requirement.

Your failure to attend mandatory FFRT training constitutes serious misconduct. It constitutes willful disobedience of your supervisor, Lieutenant Miles, who gave you the order to attend. And, because you did not complete the required training, you are no longer a certified Firefighter and, therefore, fail to meet a required qualification standard of your position. Allowing you to continue to work as a firefighter without the requisite training endangers public safety and is adverse to the maintenance of good order and discipline on military installations.

While I have fully considered the mitigating circumstances and your excellent employment record during your five years of service with the agency, I conclude that you must be removed from the Federal service since you no longer meet the requirements of your position.

Please carefully review the attachment to this letter which contains detailed guidance on your appeal rights.

Sincerely,

*R. J. Tibedeau*

R. J. Tibedeau  
Colonel (Ret.), U.S. Army  
Director, Facilities Management