



The Review

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Central Arizona Fire and Medical Authority

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Upcoming Events

Event	Date
Senior Staff Meeting, Catch up Stuff	2/5
Labor Management, Tri Tech Training, PT	2/6
Tri Tech Training, Chief's Interviews for Engineers	2/7
AFSI Phoenix, Airport Tour, My wife's Birthday - so dinner somewhere	2/8

Board Meetings

February 26th Chino Town Hall
 1600 CVFD
 1630 CAFMA
 1730 CYFD

Chief's Desk

Quote of the week: "No one cares how much you know, until they know how much you care." Theodore Roosevelt

Good morning CAFMA! It has been a crazy week with three trips to Phoenix. I was at the Capitol on Monday and Wednesday, then at the Arizona Fire District Association Meeting on Thursday.

On Monday I testified in committee against S1153, Rural Fire Flow. As you may remember from last week this bill would remove fire flow requirements from the life safety codes for rural Arizona. S1153 went a step further in this iteration by recommending that the responsibility to pay for any required infrastructure related to flow be shifted from the for profit developer to the Town, City, County or Fire District. Obviously, shifting the burden for infrastructure, even for flow requirements, did not sit well with the League of Towns and Cities, the County Supervisors Association or the Fire Districts Association. To that end, the League had their lobbyist testify against the bill as well, and the County Supervisors went on record as opposed. Ultimately, the sponsor of the bill, Senator Allen, "held it" which means there was no vote in committee. As of Thursday morning, Senator Allen has indicated that she does not intend to move forward with the bill now or in the future. We greatly appreciated her willingness to listen to our concerns.

On Wednesday I testified in the Senate in favor of S1114, JPA Fingerprint bill. This bill is a simple language fix for background checks. Senator Fann is the sponsor on the Senate side, while Representative Drew John is the sponsor of a mirror bill on the House side. Both bills are progressing without issue and are expected to be signed by the Governor in the next few weeks.

H2344, Special District Boundaries; Contiguous Lands has been pulled by Rural Metro - the folks that proposed the bill. This one would have stripped us of the ability to annex using wide swaths of Federal and State Lands to create contiguous boundaries. As you are aware, many rural communities contain large sections of Federal and State land within their geographic areas. Without the use of these lands, rural Arizona would struggle to annex thereby not allowing us to provide services to new developments

and/or residents. This would have also created more County Islands, something the State does not want to see.

It seems we are not immune to the Flu virus within our organization. I believe B-shift recently had 8 people call in sick, and I know we've had folks out of the office as well. Not that I want to run our overtime up, but if you're sick, please stay home. As you have heard, this stuff is nasty and people are dropping left and right. This is one time I will ask that you not share. Ops personnel, if you run on a patient exhibiting flu like symptoms, please ensure you are utilizing appropriate personal protection.

Please continue to monitor response times for AMR and ensure you file any concerns with Captain Niemynski. Seems problems continue to persist throughout the State.

As a reminder, moving forward our board meetings in Chino will be held at the Town of Chino Valley in the Town Council Chambers. We would like to thank Town Manager Cecelia Gritman, Mayor Croft and the entire Council for their partnership. The majority of our boards feel it vitally important to rotate meetings in an effort to be responsive to all citizens. Unfortunately, 61 was not designed with a separate room for executive session which means our guests had to wait outside in the elements during those sessions. Additionally, we were going to have to upgrade the sound system to assist Director Steele with his hearing disability. The Town Council Chambers has a separate room behind the Dias for executive session and already has an upgraded sound system.

Fleet Update: Fleet Manager Domenic Scaife



New Engine 54 is looking good!

Update from month of January: Engines 57 was in for service. We also serviced Patrol 63 as well as multiple staff vehicles. We have started the pump retrofit on Patrol 61. It is going slow, but it is the first truck we have done this swap on. There are three other trucks getting this swap over to Darley pumps. We have had E-59 in for some time for an intermittent transmission issue. After transmission disassembly and lots of testing a bad internal pressure sensor was isolated. This will be replaced and the hopefully that is it. MDT mounts for the new trucks were completed and sent out for powder coating. Most of the mechanics time was spent on the new pumpers.

Outside agency repair: We performed an annual service and pump test on one of the Yavapai College Fire trucks. While it was in it also received a full rear brake replacement. Copper Canyon had another one of its Pierce

pumpers over for a rebuild of the bottom end of a Waterous pump. It was also pump tested and an evaluation of the engine condition was performed because of reported excessive blow by.



Update on the new apparatus order: I just received updated photos of the new ladder truck and Type three. Currently the ladder has the full body on minus roll up doors. The Type three is in the pump install and plumbing stage. Our two new pumpers are coming right along. All striping is complete. Compartment drawers and shelves have been adjusted. Tony Frazier has been working

diligently installing the David Clark head set system along with radios and MDT components.

Next on our fleet list:

- E-552 service
- E-51 service
- P-61 and P-62 Pump replacement from Cascade to Darley
- Equipment inventory and order for new engines
- In service work for new trucks
- Groom Creek fire pump tests
- Walker fire Water tender service and pump packing
- 502- coolant loss issue

Training: Dave Beck and Travis Kohler will be attending Rosenbauer factory training in March. The primary focus of the training will be cab and chassis troubleshooting along with Aerial troubleshooting and maintenance. As most of you have seen, the trucks are getting more and more complicated to work on. It seems everything is electronic and it is changing at a staggering pace. New emissions mean different cooling systems which are larger and in turn demand a wider and taller cab to facilitate the radiators. Every change seems to affect multiple systems and sub-systems. The training the mechanics receive at these seminars is necessary for them to keep pace with the changes in the fire truck world.

Emotional Intelligence has 12 Elements. Which do you need to work on?



Reprinted from Harvard Business Review

By: Daniel Goleman Richard E. Boyatzis

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Esther is a well-liked manager of a small team. Kind and respectful, she is

sensitive to the needs of others. She is a problem solver; she tends to see setbacks as opportunities. She's always engaged and is a source of calm to her colleagues. Her manager feels lucky to have such an easy direct report to work with and often compliments Esther on her high levels of emotional intelligence, or EI. And Esther indeed counts EI as one of her strengths; she's grateful for at least one thing she doesn't have to work on as part of her leadership development. It's strange, though – even with her positive outlook, Esther is starting to feel stuck in her career. She just hasn't been able to demonstrate the kind of performance her company is looking for. So much for emotional intelligence, she's starting to think.

The trap that has ensnared Esther and her manager is a common one: They are defining emotional intelligence much too narrowly. Because they're focusing only on Esther's sociability, sensitivity, and likability, they're missing critical elements of emotional intelligence that could make her a stronger, more effective leader. A recent HBR article highlights the skills that a kind, positive manager like Esther might lack: the ability to deliver difficult feedback to employees, the courage to ruffle feathers and drive change, the creativity to think outside the box. But these gaps aren't a result of Esther's emotional intelligence; they're simply evidence that her EI skills are uneven. In the model of EI and leadership excellence that we have developed over 30 years of studying the strengths of outstanding leaders, we've found that having a well-balanced array of specific EI capabilities actually prepares a leader for exactly these kinds of tough challenges.

There are many models of emotional intelligence, each with its own set of abilities; they are often lumped together as "EQ" in the popular vernacular. We prefer "EI," which we define as comprising four domains: self-awareness, self-management, social awareness, and relationship management. Nested within each domain are twelve EI competencies, learned and learnable capabilities that allow outstanding performance at work or as a leader (see the image below). These include areas in which Esther is clearly strong: empathy, positive outlook, and self-control. But they also include crucial abilities such as achievement, influence, conflict management, teamwork and inspirational leadership. These skills require just as much engagement with emotions as the first set, and should be just as much a part of any aspiring leader's development priorities.

[More](#)