



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **June 1, 2018**

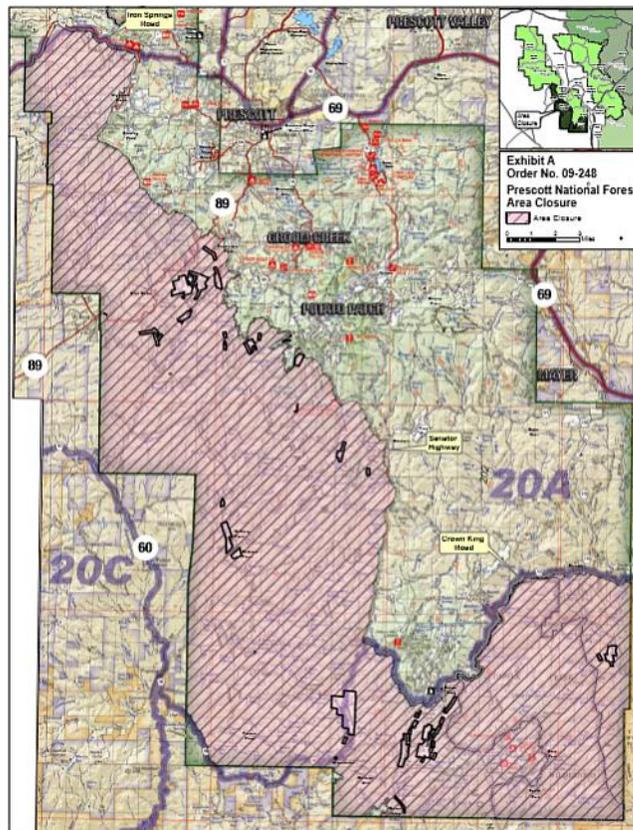
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Quote of the Week

“Be silly. Be fun. Be different, Be crazy. Be you, because life is too short to be anything but happy.” Unknown

Partial Closure of PNF begins 0800 Friday June 1st



The Chief's Desk

Emotional Equity

You've heard of fiscal equity, but have you heard of emotional equity? It sounds odd right? Equity would indicate some sort of return on investment. For example, we try to invest emotionally in our kids so they won't leave us stranded when we're old☺ That's not really why we do it, but I think you get the point. Emotional equity provides some sort of return on your investment.

Stephen Covey in his seminal work *Seven Habits of Highly Effective People* describes it not as emotional equity but rather as an emotional bank account. He uses the term to describe "the amount of trust that's been built up in a relationship." In any relationship we start with a neutral balance and over time we make either deposits or withdrawals from our account. If we over draw, we have no equity. If we make regular deposits and few withdrawals we build equity in the relationship.

Most of us do not enter into a relationship for the sole purpose of gaining something of value. Rather, we hope that we will build a lasting relationship that brings happiness and fulfillment. Our relationships must be built on trust and mutual respect which we all know must be earned. Continued Page 4

Upcoming Events:

June 4 – Senior Staff Meeting,
Talk of the Town Radio Show
June 5 – Labor Management
Meeting, Final IT Audit Report
provided to staff

June 6 – Meeting with YCCA,
Chino Chamber, Town of Chino
Valley 50 Year Committee
Meeting

June 7 – AFDA Meeting Glendale

Board Meeting:

June 25th

CVFD – 1600-1630

Joint Budget – 1630-1700

CAFMA – 1700-1800

CYFD – 1800-1830

EMS Update

EMS Captain Doug Niemyński



Things have been very busy on the EMS side of the house. Nick Fournier and Dan Gnagey have been helping out while on light duty. Nick went through the off district wildland packs and organized/inventoried all items. He also created the individual trauma kits for MCI/active shooter response that are now on each engine company for rapid deployment should the need arise.

Dan has been keeping up on the CQI reports and recently brought in all the old trauma boxes from Chino to be standardized. We were looking at using the standard Pelican box and buying the foam dividers for each trauma box. Our goal is to have the same set up for all front line engines so no matter where you work you are familiar with the setup of the equipment. Now that retired Captain, Norm Rorick, is

volunteering here at the warehouse I am going to see if he can create the setups like he did in the B3 trauma boxes for the layout. This will mean only having to do 3 boxes plus some spares.

Image Trend has been updated to pare down the number of available power tools to make it more user friendly. We also added the new situation tools which should contain all the procedures needed to accurately document the call. If you have any ideas how to improve this process please email me so we can discuss them.

Central Arizona Fire and Medical hosted a cadaver procedural lab on May 18th at CARTA which was a big success. We filled the roster with not only our personnel but those from all over the state; a number of hospital staff attended as well. The participants received education on the proximal humeral placement of the EZ-IO and practiced advanced airway procedures on 3 cadavers. All the feedback received concerning the program has been positive. Many of you have asked about video laryngoscopes. I understand the desire to have this type of technology; however the initial cost is quite high. I will keep trying to identify funding sources and plan to make this happen as soon as fiscal resources are available.

Brett Poliakon and his crew have been teaching 200 ADOT law enforcement officers in groups of 25 per day. Each session consists of a BLS provider CPR class; a DHS sponsored Narcan training, and a Tactical Emergency Casualty Care component. This is a huge undertaking and Brett along with all of the other instructors are doing an amazing job. Representatives from the U of A working on a research project attended part of the training and have approached us about taking part in their program. Stay tuned for more on that.

DHS has approached CAFMA to participate in a new process to help get people with drug or alcohol addiction get into treatment. They will provide us with training and a field tool in order to categorize the patients so we can refer them to the proper entity.

I want to thank Todd Abel and all the C shift crews that helped teach at the World CPR challenge. This is a collaborative effort between AMR and CAFMA to teach laypersons the skills to perform compression only CPR. We spent 2 days at the Prescott Valley Wal-Mart during which we got the opportunity to meet hundreds of our citizens. We explained that even hands only CPR can save a life. There were CPR manikins set up for customers of Wal-Mart to practice chest compressions with the aid of our instructors. This is an annual event so we will do it again next year.

We are still moving forward with the mock pediatric code scenarios in conjunction with YRMC. The proper manikins are being acquired and we will start deploying the training soon. I recently received an email from the Northern Arizona EMS council. It appears that after initially being declined we have now received a grant which CAFMA applied for. This grant will allow us to put a Broselow based pediatric bag on each engine that is organized by each of the Broselow colors. All the right sized equipment for the child you are caring for will be in each of the colored pouches as well as all the drug dosages and algorithms.

Lastly, don't forget to keep tracking delayed ambulance on scene times and emailing them to me. We are still keeping a database on ambulance delays and I am still filing formal complaints with the State of

Arizona on any time exceeding 30 minutes in length. Thanks for all your hard work out in the community.

4 Secrets of Success

By: Panos Mourdoukoutas (Forbes.com)



Of all the goals people set in life, two stand out: success in our personal and professional lives. It turns out, these two are interdependent.

Personal success supports and reinforces professional success. Professional success reinforces personal success. And together, they reinforce life's most important pursuit -- happiness. That's why both goals are on top of everyone's agenda, especially the 20-something generation, as they begin the life journey from their parents' nest.

How are these goals achieved? What does it take? If you ask Rhonda Byrne, she'd tell you it's The [Law](#) of Attraction. Byrne argues in *The Secret* for the power of positive thoughts, which she says will act as a powerful magnet to bring things your way, and help you to identify and externalize your internal strengths and capabilities.

Put good things in your mind, says Byrne, and they'll happen.

While positive thought may be a necessary condition for bringing out strengths and capabilities, it isn't sufficient, counters Ken Robinson and Lou Aronica in *The Element*. That's the second secret to success.

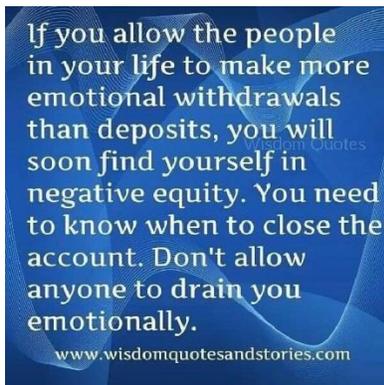
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Chiefs Desk Continued

Can we have emotional equity in an organization? Let me start by saying I am not a scholar so I'm sure someone can argue my theory, but I believe the answer is yes. An organization after all is the sum of its people. We hope for a return from the organization based on our investment – not just financial, but safety, security, companionship and fulfillment. In order for there to be a return from the organization, each person must invest of themselves for the benefit of everyone not just for their own personal gain.

I feel I have emotional equity in CAFMA, and I believe each of you do as well. Together we worked tirelessly to create something out of two struggling agencies that would provide long term sustainability for our community as well as our personnel. We came together for hours on end over months and years to create something sustainable that would continue to provide for the community as well as for each

person and family that is part of CAFMA. I see it in each one of you that represents our organization – you have invested emotionally meaning you have equity not just an emotional attachment.



Together we have invested emotionally in our community as well earning their trust and respect along the way. What return are we looking for from them? Just support which they show in spades each and every day. To that end, we continually work to make deposits in our emotional bank account hoping that if we have to make a withdrawal, that it's a small one. You know the old saying, "one oh shit moment can erase thousands of good deeds." Just an FYI, we need to continually work to avoid that oh shit moment, please.....

We need to be cognizant of the concept of emotional equity in our relationship with the community, our professional lives, in our friendships and with our own families. I try to make a lot of deposits with Jen since it seems I am unable to avoid withdrawals on a daily basis – I'm better in my professional life, at least that's what she's told me;) Either way, she's still a lucky woman (that is my opinion, but it's absolutely true).

So, what do these deposits look like? In his book, Covey describes 6 basic ways of making deposits in an Emotional Bank Account:

- Understanding the individual;
- Attending to little things;
- Keeping commitments;
- Clarifying expectations;
- Showing personal integrity; and
- Apologizing sincerely when you make a "withdrawal"

This list gives a good overarching view of things to keep in mind next time you go home to your significant other, or come into work. It is imperative that we pay attention to the little things and stay true to our Compass by maintaining the highest level of Professionalism, Integrity, Dedication and Excellence whether as individuals or as the greater collective known as the CAFMA family. By staying true to our values and philosophies we will continue making deposits into our emotional bank accounts and gain equity all along the way.