



# THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **August 10, 2018**

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## Quote of the Week

“The Difference between a successful person and others is not a lack of strength, not a lack of knowledge, but rather a lack in will.”  
Vince Lombardi Jr.



- The Patriot Run is a fundraising event for the Central Arizona Honor Guard
- September 8<sup>th</sup> at the Prescott Valley Civic Center
- 10k & 5k 6am registration – 7am start time
- Honor Guard & Pipes and Drums perform at 9:30am
- 1 mile fun run and family fun event with fire trucks, kids obstacle course, a raffle, and a silent auction at 10am.
- Reasonable registration fees
- U.S. Military Vets and Active Duty run for free. (Free registration only on the day of the event with any form of verification of service.)

Online Registration: [www.raceentry.com](http://www.raceentry.com)

Search: **The Patriot Run** On: **September 8<sup>th</sup>, 2018**



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## The Chief's Desk

### Arizona Career Readiness Credential

The Arizona Career Readiness Credential (ACRC) is an initiative and organization chartered by Governor Ducey. Their job was to study work readiness in Arizona, and then to develop a plan based on their findings. At the last Chino Valley Chamber Luncheon, representatives of the ACRC spoke about work readiness in our State. Some of what they said surprised me, while some of the information did not.

According to numbers released by the ACRC, Arizona ranks last in comparison to other States based on the participation of people aged 35-54 in school, work or job seeking. This talent shortage is a challenge when companies look to move their businesses to Arizona. In the ACRC project background and overview document, the authors state that the inability to find qualified talent is reaching "crisis levels" according to employers.

**Continued on page 4**

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## Central Arizona Pipes and Drums Band

By: Firefighter/Paramedic/Chaplain/Pipes and Drums Commander Doug Copenhaver



The tradition of pipes and drums in the American fire service originates with Irish immigrants. During the great potato famine of the mid nineteenth century and in the quarter century before the famine began over a million people immigrated to the United States from Ireland. Many Irishmen became firefighters and police officers because those were the only jobs they could get, as they were considered very dangerous, low paying and not at all glamorous.

The Irish brought with them the tradition of playing bagpipes at funerals. The type of bagpipes used over the years has remained the Great Highland Bagpipes, which originate in Scotland. Ireland has its own type of pipes which are called Uilleann pipes. They are quieter than the Great Highland Bagpipes and are played while sitting down. During centuries of intermingling between Scotland, Ireland and Great Britain use of the great Highland Bagpipes spread outside of Scotland. The Irish began using them because of their presence and sound projection.

Playing bagpipes at funerals for fallen firefighters and police officers eventually spread outside of the Irish culture and became an integral part of the fire service. Unfortunately, since most people have only heard and seen bagpipes at funerals they are most often associated with death and sadness. However,

### Upcoming Events:

Aug 13 – Senior Staff Meeting, RWOP  
Aug 14 – Modern Fire Attack, Statewide Mutual Aid Meeting Phoenix, CV Council  
Aug 15 – Modern Fire Attack, PVEDF Board Meeting  
Aug 16 – Modern Fire Attack, Tech Services Lunch, PV Council

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### Board Meeting:

August 27th Chino Valley Town Hall

CVFD – 1600-1630  
CAFMA – 1630 -1800  
CYFD – 1800-1830



this perception could not be further from the truth. Bagpipes, as well as pipe and drum bands, is meant to celebrate life. There are tunes for celebration, mournfulness and every emotion in between. One of the goals for the Central Arizona Pipes & Drums is to help change the perception held by many. We work to accomplish this goal by playing at celebratory functions such as graduations, promotions, parties and weddings. Even at a funeral the band has two purposes. First, we help mark the passing of our fallen brother or sister. Second, we are there to help celebrate their life.

Central Arizona Pipes & Drums exists to represent not only CAFMA, but all of IAFF Local 3066. Membership is open to personnel from all the agencies within the Local. The birthday of the Central Arizona Pipes & Drums is marked as September 9th 2017. That was the first time we played as a full band at an event - the Blessing of the Healing Field at the Prescott Valley Civic Center.



Band members are held to a high standard including taking ongoing lessons from a professional instructor, attendance at the weekly two hour band practice, and the expectation that the member will practice daily on their own. Whether pursuing bagpipes or drums it takes anywhere from six months to a year of dedicated learning and practice before an individual is ready to move up to an actual instrument.

Due to the fact that the tradition of pipes and drums in the fire service came from the Irish, there are many elements of the band's identity that are directly influenced by that connection. "Tartan" is the pattern of the kilt and each unique Tartan has a specific connection with a clan, family, location or group. The Tartan adopted by Central Arizona Pipes & Drums is "County Limerick", which is located in the southwest portion of Ireland in the old province of Munster, an area known for music and musicians.

The band logo features a harp which is representative of Ireland. The Erin Go Bragh [Ireland Forever] flag which features a golden or yellow harp surrounded by shamrocks on a green field is actually older than the Irish tri-color flag used officially today. Around the harp on the band logo are twenty green shamrocks. Those serve as a tribute to the 19 Granite Mountain Hotshots that lost their lives on June 30, 2013, and the lone survivor of the crew. In a broader sense they also represent the band's duty to honor the fallen and support the living. The harp and shamrocks are on a shield flanked by twin fire axes which represents the band's duty to defend the honor of our profession and all of our brothers and sisters both living and dead. The band motto is "Gnìomhais Nì Focail" which is Irish Gaelic and means "Deeds Not Words". The motto is derived from the belief that actions speak louder than words and that is what is expected of every band member.

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# Command Post: Building a Culture of Mentoring

By: Dr. Harry Carter, August 1, 2018

Submitted by Firefighter Jake Brunk



The quality of leadership in many fire departments varies greatly over time. This is because there is an uneven sharing of knowledge from one leader to the next. It is my belief that this comes about as a result of many factors, primarily that the leaders in far too many fire departments are changed on an annual or biennial basis.

It takes time to become comfortable in a new role. So if the chief and other officers are changed every year, you are being subjected to a built-in organizational problem. Just about the time that everyone is able to find their way to the restroom, a new team is put into place. While it may be that the leaders are moving up through the ranks, when a new leader is elected, that person wants to bring their stamp of approval to the position. Each new chief wants things to go their way, and when they are done, the next person will do the same thing.

There seems to be no continuity in the way that the collective knowledge of people is carried forward in a conscious and consistent manner. The tacit knowledge within the brain of each leader never seems to make its way into the mind of the next person. In this way, the train of your organization moves forward in a succession of halting, random and jerky motions. There is no consistent train of organizational thought that guides the changing roster of leaders in the direction that is consistent with the fire department's mission, goals and objectives.

[More](#)

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## Chief's Desk Continued



Representatives of ACRC held a series of summits and strategy sessions where business representatives identified their top challenges when it comes to recruitment of qualified candidates. Their top three issues include a lack of academic credentials, technical prowess, and personal skills.

What I found most intriguing is that while academic and technical skills are a challenge, the biggest problems employers consistently identified are a lack of soft skills, ability to communicate, an inability to collaborate, no team work skills, and last but certainly not least – attendance. That's right; people simply cannot show up to work.

Employers interviewed have indicated that they would rather hire someone that has a good personality, can collaborate, communicate and show up than they would someone that has the requisite technical skills, but has an inability to do any of the other. I believe you may have heard the same thing from me i.e. I'd rather hire a good person and teach them the job, than hire someone skilled that lacks the ability to be a good person.

I guess I'm not necessarily surprised that our ability to communicate and be reliable has become problematic in today's society. If you look around, what do you see? Kids are in the house playing video games, or walking with their heads down texting. Latch phone family's texting from room to room, or kids texting friends even when they are sitting next to them. We see a lack of accountability for inappropriate conduct, and everyone gets a trophy no matter how poor they play.



One of the reasons I struggle with on-line educational programs is because they lack the face to face interaction and collaboration among students as well as faculty. Technology has provided convenience, and an opportunity to collaborate more than ever before, yet it appears our society has been unable to harness the power and maintain our skill in the area of face to face human contact. On-line can be an excellent tool, but has to be balanced with real contact.

The ACRC has recognized the challenges and has developed a training and testing base that they believe will help employees gain the skills necessary so employers have access to a larger pool of qualified candidates. According to the ACRC white paper the credential validates an individual's cognitive mastery of seven core skill areas that are relevant to a large majority of jobs in the American workplace:

- Applied mathematics
- Reading for information
- Workplace data and graphics
- Professionalism
- Teamwork and collaboration
- Communication
- Critical thinking and problem solving

<http://www.arizonaatwork.com/sites/default/files/media/acrcwhitepaper.pdf>

After the luncheon last week I submitted an interest card to the ACRC. The program will not necessarily assist us in firefighter recruitment, but may be of some benefit when seeking qualified candidates for the many other professional positions within CAFMA. Our goal is to continue hiring the best of the best for every position we have and the ACRC is just another tool in our tool box we can use to assist in those efforts.

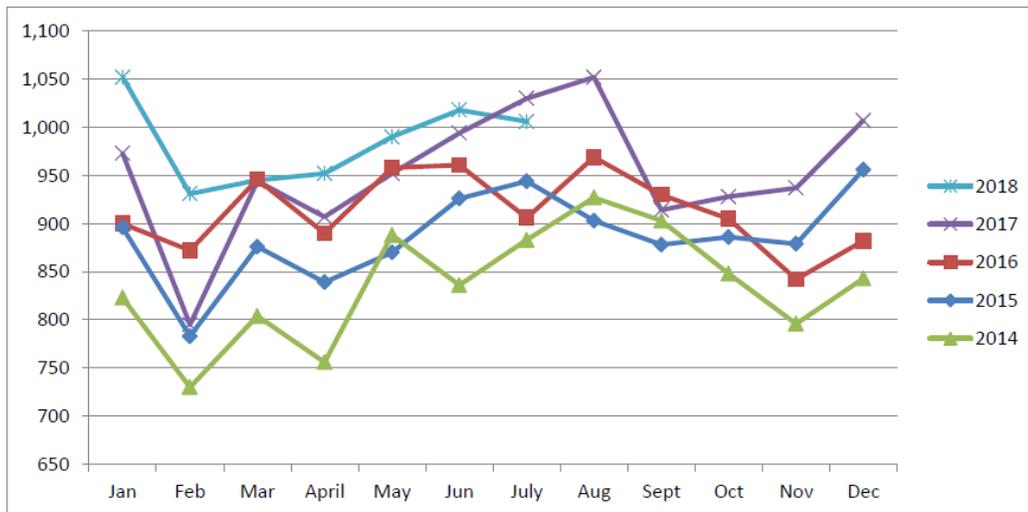
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# July Response Report

By: GIS/Statistician Michael Freeman

## CALL VOLUME HISTORY

	2014	2015	2016	2017	2018
<b>Jan</b>	823	896	900	973	<b>1,052</b>
<b>Feb</b>	730	783	872	795	931
<b>Mar</b>	804	876	946	944	945
<b>April</b>	756	839	890	907	952
<b>May</b>	888	870	958	952	990
<b>Jun</b>	836	926	961	994	1,018
<b>July</b>	883	944	906	1,030	1,006
<b>Aug</b>	<b>927</b>	903	<b>969</b>	<b>1,052</b>	
<b>Sept</b>	903	878	930	914	
<b>Oct</b>	848	886	905	928	
<b>Nov</b>	796	879	842	937	
<b>Dec</b>	843	<b>956</b>	882	1,007	
<b>AVG</b>	836	886	913	953	985
<b>TOTAL</b>	<b>10,037</b>	<b>10,636</b>	<b>10,961</b>	<b>11,433</b>	<b>6,894</b>





## July Response Report - 2018

Land Area: 254 sq. miles    Population: 86,865    Fire Stations: 10 Full-Staffed

### Responses in District

TOTAL FIRE INCIDENTS	8
STRUCTURE FIRE	1
STRUCTURE FIRE; CONFINED	2
MOBILE HOME/PORTABLE BLDG	0
VEHICLE FIRE	2
BRUSH/GRASS/WILDLAND FIRE	3
OTHER/TRASH FIRE	0
<i>Fire is 0.8% of call volume</i>	
TOTAL EMS	571
<i>EMS is 56.76% of call volume</i>	
OVERPRESSURE	0
HAZMAT	15
SERVICE	240
GOOD INTENT	118
FALSE ALARM/OTHER	54

### Other is 42.45% of call volume

TOTAL # OF CALLS                    1,006

Residential Fire Loss	\$50,862
Commercial Fire Loss	\$0
Vehicle Fire Loss	\$2,000

Calls in Town of Chino Valley	157
Calls in Town of Prescott Valley	471
Calls in Town of Dewey-Humboldt	36
Calls in District, Unincorporated Areas	342
Calls Out of District	6

Average total # of calls per day	32.45
Average fire calls per day	0.26
Average EMS calls per day	18.42
Average all other calls per day	13.77

Aid Given to Prescott	139
Aid Received from Prescott	64
Mutual Aid Given	1
Mutual Aid Received	0

### Unit Responses

	In District	Total
E50	116	125
E51	45	204
E53	170	172
E54	130	130
E57	44	44
E58	134	138
E59	120	127
E61	102	107
E62	115	122
E63	55	61
T50	3	4
B3	57	62
B6	37	40

### Call Volume at PRCC

	MONTH	YTD
PFD	795	5,075
CAFMA	1,006	6,894
GCFD	11	75
OD	7	63
WKFD	2	27

### Top 5 Call Types

517	EMS
83	Assist Invalid
80	Public Service Assistance
69	Cancelled en Route
27	No Incident Found on Arrival

### Move Ups by Station

50: 53	57: 2
51: 60	61: 12
53: 19	62: 1
54: 1	63: 21
58: 1	
59: 0	<b>TOTAL: 170</b>