



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **June 7, 2019**

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Quote of the Week

“One small positive thought in the morning
can change your whole day.”

-Unk

You are welcome☺

D-Day June 6, 1944



**In honor of all those
that gave of
themselves to save
our world from evil.**

The Chief's Desk

I had the privilege Monday to assist Sedona in their testing process for a new fire chief. The process went well, and they appear to have some quality applicants. Their final candidates will go before their board in the next few weeks. I was a bit torn during the evaluation as there may have been some competing interests. On the one hand, Sedona needs a quality Fire Chief with some solid leadership skills. On the other hand, I need someone to hang out with since Kazian left. Hopefully, they will find someone that fills both needs 😊 I'm kidding of course..... We will reach out to the new chief once a decision is made by the board.

We have two important policy updates being considered by the policy committee Monday. The committee does have the ability to make changes to the proposed drafts, and the board has the final say. However, I think it is important that we get the information out early and often to avoid any confusion.

The first on the hit parade is our **residency requirement**. As many of you may already know, the State Legislature passed a statute that has been signed by the Governor preventing police and fire departments from utilizing residency requirements. Staff does have some concerns with the statutory change as our agency is isolated and recall is an operational necessity during a significant incident. While we do not believe the change will cause immediate challenges with response capabilities, we do feel that it may have an impact over the next 5-10 years as we hire more folks who do not live in or near our community.

CAFMA did utilize a fairly liberal residency policy that allowed folks to live up to 30 minutes outside our jurisdictional boundaries. We also allowed for waivers should a family have a need to live in the Valley. While we were willing to work with our people, other agencies in the State were not.

Soooo, we have updated our residency requirement in three ways. First, an employee must maintain a valid Arizona Driver's License. New employees must be able to obtain a valid Arizona Driver's License within 30 days. The bill does have an exception for executive staff officers. To that end, all senior staff must live within 30 minutes of our jurisdictional boundaries as had been our policy. Members who promote to senior staff positions and live outside the policy limits, or someone hired from outside the organization, will have 6 months to meet the policy requirement.

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Upcoming Events:

June 10 – Meet with AZ Dept. Emergency Management Director, Film training videos for Fire Service Mutual Aid - Phoenix
June 11 – Senior Leadership Academy, CV Council Meeting
June 12 – Last day of Senior Leadership Academy
June 13 – Meet with AMR/LLA at Admin, PV Council Meeting

Board Meeting:

June 24th Chino Valley Council Chambers

CVFD – 1600-1630
CYFD – 1630-1700
CAFMA – 1700-1830



D-Day: What happened during the landings of 1944?

By: BBC News



The Queen, US President Donald Trump and other heads of state are all due to attend events in Portsmouth in the UK.

So, what happened in June 1944 during World War Two?

What was D-Day?

Troops from the UK, the US, Canada, and France attacked German forces on the coast of northern France, on 6 June 1944.

It was the largest military naval, air and land operation ever attempted and marked the start of the campaign to liberate Nazi-occupied north-west Europe.

D-Day involved the simultaneous landing of tens of thousands of troops on five separate beaches in Normandy.

10 things you might not know about the day

More than a year in the planning, D-Day was originally set to start on 5 June, judged to be the most likely date to combine calm seas, a full moon and low water at first light. However, storms meant it was delayed by 24 hours to 6 June.

D-Day is a military term for the first day of an operation.

[BBCNews](#)

Honor, Courage and Commitment

By: Captain Dennis Brown

Note: Dennis sent this to me last night. On the 75th Anniversary of D-Day it made me take pause and consider all those that held these traits dear as they stormed the beaches of Normandy – truly our Greatest Generation! It also caused me to reflect on who we are as professionals working for CAFMA throughout every division.

Honor, Courage, and Commitment are not just core values, but a code of ethics we must perform daily. Our behavior through actions and conduct are direct representations of ourselves, our families, CAFMA, and measures the performance that allows our citizens to trust CAFMA and maintain the positive long-term relationships it has endured since its inception.

Honor is an absolute decision in itself. It is a decision with action, to value others and ourselves with devotion. Being honorable means, we take the difficult but righteous path, when you have the option to take the easy unethical one. To conduct ourselves in the highest ethical manner in relationships with peers, superiors and subordinates. Acting honorable is being honest and truthful in our dealings with each other, and with those outside the Fire Department. Honor is a gift a person gives them self, and only they can take it away.

Courage is a “mental or moral strength to venture, persevere, and withstand danger, fear, or difficulty”. Having courage means we will meet the demands of our profession and our mission, even when it is hazardous, demanding, or otherwise difficult. Courage is an admirable quality in a person, being courageous is being strong mentally and physically against all odds. A person who has a lot of self-esteem, perseverance, will-power and self-confidence in him or her is said to be courageous. Courage is not the absence of fear, but the judgment that something else is far more important than fear.

Commitment is a principle structure of moral value and fervent virtue. Commitment is a duty to declaration, others, and our selves. It defines Honor and Courage. We must commit to Honor and Courage with responsibility to any task or plan regardless of the consequence. Understand that every decision we make is a commitment to saving or improving someone’s life. Commitment means remaining steadfast and true to your principles and your goals, no matter how much dust is kicked up on the path. It means reminding yourself of the obligations you have - not solely to other people but to yourself - and honoring those obligations.

How to Keep Cool During Tough Conversations at Work

By: Heidi Zak

Most tough conversations at work tend to revolve around performance or business strategy issues.

While these discussions are certainly never fun, some people handle them better than others. A



relatively calm and constructive conversation with one person might be tense and unhelpful with another. As a manager, you can't always know what you're walking into.

Regardless of how you think the conversation might go, you don't want to imagine the worst and psych yourself up for battle beforehand. Instead, your preparation should be about how you'll find common ground and end the conversation amicably.

As the CEO of a fast-growing startup, I've had my share of tough conversations over the years--and I've learned to keep cool by taking a few crucial steps.

1. Give everyone involved a heads up.

The benefit of initiating a tough conversation is that you have time to prepare. You can mentally rehearse your talking points and put yourself in the right frame of mind.

That said, it's your responsibility to set expectations and give the other person involved time to think over the conversation. It can be something as quick as, "Hey, I want to sit down in our next one-on-one and talk through the feedback from your 360 review. I want to hear your thoughts and share my own."

With the right preparation, the person you're talking to won't be completely caught off guard by the conversation--but it does happen. If someone is blindsided, expect an initial emotional reaction instead of a thoughtful discussion.

Even if you can't always give a heads up, remember that a tough conversation always goes better if you both know you're having it when you sit down.

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Chief's Desk Continued

The bill did take into consideration special teams e.g. SWAT, Wildland, HazMat, and Tech Rescue. Those teams are purely voluntary and do require members to be able to respond to a specialized incident from home. Our draft policy states that any wildland team member, or those wishing to participate in Off-District assignments, HazMat Team Members, or Technical Rescue Team members must live within 1 hour of our jurisdictional boundaries. Stipends are paid for a couple of these teams which means we have an expectation that you will be able to respond. We do have a couple of team members that live in the Valley on waivers. As this is a policy change, they will be grandfathered and therefore will not be removed from their respective teams.

Our current firefighter job announcement still states that you must meet our residency requirement within 6 months. This was a holdover from the old policy and will be removed on future job postings, with the exception of Senior Staff positions. If you know someone that lives outside the area and is thinking of applying, please let them know of the change. It is too late to pull the posting and issue a correction.

Those who are assigned staff vehicles that choose to live outside of a 30 minute radius from our jurisdictional boundaries will not be allowed to take the vehicle home. If they are on call and must respond, they will have to drive to wherever their vehicle is located to retrieve it. As our on call policy was adjusted last year, this will not have any major impact.

Drug Policy:

The second policy update relates to our Drug Policy. We have completely rewritten the prescription drug portion of the policy in an effort to provide clarity. The National Fire Protection Association (NFPA) 1582 section 6.24 clearly defines Class A medications and Class B medications. Class A medications are those that prevent a person from being able to serve as a firefighter. Additionally, many medications in that category will prevent administrative or support staff from being able to drive agency vehicles, or climb towers. Class B medications are those for which you may be required to provide further information from your doctor, or may require follow-up with our occupational physician.

NFPA 1582 does not list specific drug names as the brand names change regularly. Rather, this list contains classes of drugs e.g. narcotics, certain cardiac medication classes, etc. The policy states that if you are not sure if a prescribed medication fits into one of the two categories, it is your responsibility to present the policy to your physician so they can clarify for you. If you are on one of the classes of medications, you will report it to Human Resources.

Our intention is not to pull people from the engines unless we are left with no other choice. We believe that if you are prescribed a Class A medication, that it may be possible for our physician to work with yours to find a suitable alternative medication that will keep you working. Ultimately, our concern is for your safety as well as the safety of your crew.

We will be finalizing the updated Strategic Plan, as well as next fiscal year's Annual Goals and Objectives at a meeting on June 17th. They will be presented to the board at the June board meeting for consideration and possible approval. In addition, Prevention will present the 2018 Building Code to the board for consideration, and possible approval.

It is my understanding the dates for the fall Engineer's and Captain's promotional testing has been released. New firefighter testing will take place in July with the academy scheduled to begin in September. The new IT Tech position is posted and closes on June 18th. Our prevention apprentice position and the HR assistant position will be posted in the next few weeks. We are still working out how to post the EMS position. A second new firefighter testing process will likely take place in January 2020. The new firefighter testing will be followed by Battalion Chief Testing in January or February, and Assistant Chief testing in late February or early March – we are working to finalize the dates. In short, Patty, Karen, Feddema, and Parra will be very busy for a while.
