



# THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **October 11, 2019**

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## Quote of the Week

Interviewer: So tell me about yourself  
 Me: I'd rather not since I need this job

-I just found it funny☺ Good luck with your  
 upcoming promotional interviews!

### ▶ PROTECT YOURSELF

**DURING A FIRE**

- Use your SCBA when in an IDLH
- Wear full PPE

**ON THE FIRE GROUND**

- Self decon using baby wipes to remove soot from skin
- Decon PPE to remove soot

**IN QUARTERS AFTER THE FIRE**

- Decon apparatus interior
- Shower
- Change and wash clothes
- Send PPE to vendor
- Wash hood every Sunday

**EVERY DAY**

- Keep PPE out of living quarters
- Do not store PPE in home or vehicle

### KNOW YOUR INCREASED RISK AS A FIREFIGHTER

- 103%** Brain Cancer
- 103%** Non-Hodgkin's Lymphoma
- 114%** Leukemia
- 139%** Skin Cancer
- 121%** Colon Cancer
- 128%** Prostate Cancer
- 202%** Testicular Cancer
- 131%** Malignant Melanoma
- 153%** Multiple Myeloma

### ▶ DO YOUR PART

**REDUCE YOUR RISK BY 30%**

- Stop using tobacco
- Use sunscreen
- Eat 5 servings of vegetables and fruit per day
- Eat less red meat
- Exercise daily

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## The Chief's Desk

As you can see in the side bar, I will be at a Senate Ad Hoc Committee next week Thursday morning. The committee is called the Senate Ad Hoc Committee on Minimizing Contaminant Risk and Exposure for 1st Responders. John Flynn, Executive Director of AFDA, asked Senate President Fann if I could replace him on the committee due to some scheduling conflicts he has. He and I will work closely together through the process as I will represent both the Arizona Fire Chiefs Association and the Arizona Fire Districts Association. I'll also be working with Bryan Jeffries from the Professional Firefighters Association who is on the committee as well.

The purpose of the committee as outlined by the senate is to (1) research and make recommendations on best practices for cancer screening and prevention for first responders; (2) evaluate the effectiveness of interventions to reduce fire service carcinogen exposure and effects; and (3) develop recommendations for future legislation, including standards for cancer screening and carcinogen interventions. Our charge is to submit a written report no later than December 15, 2019.

I will keep you all posted on our efforts, and the schedule of meetings as we move forward.

Tech Services is in the process of upgrading our Microsoft Office Suite. The new software does take some getting used to, but does offer some efficiencies within the programs. This evening I noticed that I could not get to some of the attachments in an email from Chief Tharp because of how the email displayed. So far, I have not figured out how to change the setting – and I'm quite certain Jonah and Titus would prefer I did not mess with too many settings. Likely, it is something very simple that eludes me. My message to you all is recognize upfront that it is changing, and be patient as you work with the new software. Getting aggravated and smashing the computer with a hammer is not the optimal way to deal with things – so I've been told..... Hey, at least then you know exactly what the problem is – just saying 😊 Likely wouldn't be any problems if we moved to Apple products.....;)

Chief Rhoades and I had a fire service mutual aid meeting with Phoenix Fire, Mesa Fire, and ADEM (Emergency Management) on Monday at the State's Emergency Operations Center. We specifically addressed EMAC, Emergency Management Assistance Compact, requests and the ESF4, Emergency Support Function 4, position. An EMAC request is a request for aid that comes in from one state to another for an all hazards type event requiring additional resources e.g. hurricane, earthquake, etc. EMAC requests are not for wildland response. The requests come in through ADEM and have historically been sent to DFFM. The belief at the state level was that the ROSS system included all fire based resources in Arizona. Unfortunately, ROSS includes wildland equipment not necessarily Type 1 engines, or specialty rescue equipment and teams.

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### Upcoming Events:

Oct 14 – Policy Meeting, Badge Pinning Tucson Fire Chief, Exit Interview  
Oct 15 – PRCC Chief's Meeting, Stress Echo, Meeting with YCCA, Leave for Riverside  
Oct 16 – Teach Riverside Leadership Academy, Drive Back  
Oct 17 – First meeting of Senate Ad Hoc Committee

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### Board Meeting:

October 28<sup>th</sup> Chino Valley Town Hall

CAFMA – 1700-1830



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## **Boomers, Gen X, Gen Y, and Gen Z Explained**

By: Kasasa

What separates Generation Y from X, and is Generation Z a thing? How old is each generation? Are they really that different? It's easy to see why there is so much confusion about generational cohorts.

If you've ever felt muddled by this "alphabet soup" of names...you're not alone. The real frustration hits when you realize that Gen Y consumers will earn 46% of income in the U.S. by 2025.<sup>1</sup> And unless you understand who they are and what they want, you won't capture a dollar of their money. Furthermore, as one generation's spending power decreases (i.e. Boomers) another is increasing.

People Grow Older, Birthdays Stay the Same

A common source of confusion when labeling generations is their age. Generational cohorts are defined (loosely) by birth year, not current age. The reason is simple, generations get older in groups. If you think of all Millennials as college kids (18 - 22), then you are thinking of a stage in life and not a generation. Millennials are out of college and that life stage is now dominated by Gen Z.

Another example, a member of Generation X who turned 18 in 1998 would now be nearly 40. In that time, he or she cares about vastly different issues and is receptive to a new set of marketing messages. Regardless of your age, you will always belong to the generation you were born into.

[Kasasa.com](http://Kasasa.com)

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## **The Smart Way For Organizations To Cultivate Emergent Leadership**

By: Dr. Kelly Lum

As organizations implement programs to develop leaders, the focus is often all wrong.

Leadership emergence and complexity offer tremendous insight into the design of organizational leadership development and training programs for practitioners in all types of organizations. These ideas signal a shift in the very purpose of leadership development, from that of a behavioral prescription to that of a catalyst for increased interaction and transparency, resulting in effective responses to a wide variety of feedback. The exchange and processing of information aids in sustaining and often increasing organizational viability, by creating an organization that is responsive to its environment. Effective responses can be viewed as effective adaptation, and effective adaptation is, at its core, effective learning.

While organizations face increasingly dynamic environments both internally and externally, this view of responsiveness and adaptability is notably absent from many leadership development programs. In its place are assigned responses and mandated traits: Leaders are told what the end result should be and what the organization's leader is made of. The goal of this type of learning is that the individual takes on this trait and adapts the stated behavior. The problem is, this can almost too easily be perceived as playing pretend, a fact evidenced as soon as a critical decision must be reached, or things don't go according to plan and the "leader" goes off-script.

[Forbes.com](http://Forbes.com)

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## **Chief's Desk Continued**

To ensure the requests are routed properly from here forward, EMAC requests will go from ADEM to Phoenix Fire since they serve as our statewide point of contact for fire service mutual aid. This will give us one central clearing house. They will push the requests to the zone dispatch centers in the state to ensure the closest appropriate equipment is assembled and dispatched. There are no changes to wildland requests as that is a completely separate system from fire service mutual aid and EMAC.

The ESF4 which functions within the emergency operations center (EOC) is a fire centric position. Typically, the state has utilized DFFM to staff the position no matter the type of incident. It makes sense to staff the ESF4 spot with a representative from DFFM during a wildland event. However, should it be an all hazards incident, it may be better to staff the ESF4 with a fire department representative who has access to all fire based resources across the state. Phoenix Fire has been tasked with developing a call list of folks qualified to serve as the ESF4 within the Valley. This will ensure that a person with the appropriate expertise for a specific incident serves in the role which will better serve the state.

I think what we've learned through the process of updating the statewide fire service mutual plan is that it cannot be a plan that sits on the shelf and is reviewed every five years. The plan will require constant care and updating as we work to provide the best coverage for the entire state when there is a significant emergency.

We have developed a Google Database accessible by the Zone Dispatch Centers along with flip charts and run cards. Sounds archaic given today's technologies, but it's what we have right now to get us started. Since our meeting on Monday, we have been advised that ADEM will take our data and input it into the State WebEOC which will make it more accessible and allow better tracking. In addition, we have talked with ADEM about creating a visual dashboard that would allow dispatchers and fire service agencies to quickly identify appropriate resources. The visual dashboard will integrate with whichever system ADEM chooses as an additional tool to assist in identifying and tracking equipment. One such system is NMAS, National Mutual Aid System, through the IAFC in partnership with ESRI – some sort of GIS thing. Chief Rhoades and I met with NMAS over the summer and I have to say it is an impressive system.

The NMAS System would integrate with our visual dashboard as well as WebEOC to give us a fully functional identification and tracking system. An example of what NMAS can do includes the following: if a rescue task force is deployed to Huston for a hurricane and they needed to pick up supplies along the way, NMAS would identify plywood and 2x's at the big box hardware store located at exit 267 along the route. The task force would stop, pick-up the staged resources, and proceed on towards the incident. Local fire departments with equipment assigned to the deployment, along with the state would be able to track the units as well as their status throughout the deployment. We're not sure about NMAS yet, but the other product in the running also tracks total costs for the incident. Jake and I didn't think to ask NMAS about tracking costs, we were focused on equipment, people, and supplies.

I attended the Arizona Fire Service Institute (AFSI) meeting on Thursday, followed by a quick stop at the BC academy to greet the class. As some of you may know, the Battalion Chief Academy is run through the Chief's Association. The original academy was the brain child of my longtime friend, peer and mentor retired Chief Scott Ferguson. He developed the concept when he was with Vancouver FD in Washington and brought it with him when he was Deputy Chief of Peoria. I think I still have a file with some of the original curriculum he sent when he first put it together.

This year I've been asked to provide an afternoon session on Conflict Resolution towards the end of the program – I guess they know I work with Chief Tharp☺ I have to say that it is pretty cool to be able to present in the program originally developed sooooo many years ago by my good friend. Stopping by today also gave me a chance to have some fun with Captain Burch who is a participant this year;) I'm pretty much equal opportunity when it comes to giving people crap.

As many of you know, we have been taking part in the Riverside Leadership Academy in California the last two years, and have two participants registered again this year. We are the only agency outside of California that is allowed seats in the class – Ferguson developed this one as well. As I've always said, it's good to have connections. Each year our folks have brought something of significance back from the program e.g. Captain Brown's 4 Corners Discipline presentation, as well as Damian and Jaron bringing in Chad Rubichaux. This year I've been asked to present in the program.

I feel kind of bad for Chief Ferguson since his beloved Dodgers lost to the Nationals – classic melt down..... Although, not as classic as the Cardinals 10 run first inning against the Braves☺ Hopefully, they can play well enough to take out the Nationals.....

GO CARDS!!!!

