



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **November 15, 2019**

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Quote of the Week

“The person who says it cannot be done should not interrupt the person doing it.”

-Chinese Proverb



Gross decontamination after a fire



The Chief's Desk

Treat yourself as if you have value – because you do. What an amazing concept, but how often do we fall into the trap of de-valuing ourselves? I mentioned recently that you cannot lead others if you cannot lead yourself. Think about it from a values standpoint as well. If you do not value yourself, how do you value others? And, if you are de-valuing yourself, in what ways are you devaluing others? Allow me to throw this caveat in upfront – you have to remain humble. Over valuing yourself i.e. arrogance is not a good trait and is not what I'm talking about.

When we talk about self-value, it's not narcissistic. Narcissists have created a false sense of self-worth and continue to build their false sense of self by treating others poorly. Most of us have witnessed others spin their webs of self-deceit and have been the subject of their venomous behavior. I am not a psychotherapist by any stretch, however if you were to evaluate an abused child, or an adult that has been in an abusive relationship, what you would likely find is someone who has been convinced they are of no value. How terrible must your life be to want to push someone else into a sense of worthlessness.

What does it take to start treating yourself as someone and something of value?

You need to establish your own personal mission, vision, and set of values. If you do not know what you stand for, why you stand for it, or what you want to be as a person then how do you determine your value as an individual, member of a family, friend, peer, or professional. It is much easier for someone to de-value you, if you have not established your own foundation.

You need to set personal goals. Believe in yourself, set stretch goals, and work through productive discomfort. You cannot truly improve, if you are not continually striving for something. It's interesting, for the last few months I've been listening incessantly to Podcasts, and reading books. The other day I was on the treadmill and asked myself a seemingly simple question – why am I reading and listening to Podcasts? Answer, I want to improve my knowledge base. Why? Because I want to better understand leadership, what motivates me, and how to better maintain control of my emotions. I also want to understand what motivates others and how I might help guide them. Why? Well, maybe it helps those around me realize their potential. Maybe if I understand my motivations and triggers, I'll be better able to relate to other people in a variety of situations. Why? And, on it went.

The bottom line is that there is some motivating factor for everything we do in life. Let's say my goal is to read at least two books in a month. That's a good goal, but what is the purpose of reading two books a month? How is reading going to impact my life today, tomorrow, or next year? Set simple goals, but understand the why. Honestly, if you don't understand the why, you're unlikely to achieve the goal – there's just no real motivation without a why. You don't have to go as far down the rabbit hole as I did, I mean I was on a treadmill and was trying to forget I was on the treadmill. Continued on Page 5

Upcoming Events:

Nov 18 – Meeting at Training, Meeting with Prescott FD, Present Axe at 1900 in Casa Grande to Chief Miller for AFCA
Nov 19 – Office in the morning, Coffee meeting, leave for Phoenix
Nov 20-22 – Site visit in Phoenix with IAFC for FRI 2020
Nov 22 – Event in Tucson

Board Meeting:

November 25th Admin
CAFMA – 1700-1830



Note and Cancer Ad Hoc Update

By: Chief Freitag

As you know, FRI is in Phoenix for the first time ever in August 2020. The Phoenix Fire Department contacted me earlier this week as the current AFCA President asking if I would serve as a statewide liaison to the IAFC for FRI. I'm not quite sure what that means yet, but in short I'll be assisting Phoenix Fire and the IAFC with whatever they need. To that end, I will be in Phoenix for the IAFC site visit starting early Wednesday morning and continuing through Friday.



Thursday I took part in the second Ad Hoc Committee meeting concerning firefighter exposure and mitigation related to cancer. Chief John Feddema attended as did our Local 3066 President Ben Roche. We heard a presentation from Dr. Shukla about the importance of early cancer screening via CT Scans as well as other methods with which we are more familiar. Her screenings have proven very successful identifying numerous cancers in the early stages. When I say early, I mean early enough for the cancer to be removed through surgery, a few short weeks' recovery, and folks back to work on an engine. Had the cancer been caught at a later time through a blood test, it would have

most likely been fatal.

She has decreased the radiation exposure of the scans down to that of a mammogram. Additionally, she is traveling to Chicago in the next couple weeks to pick-up the only low dose body CT scanner on this side of the country. We spoke with Dr. Shukla prior to and after the meeting. John and I will be setting up a meeting with her office in the next month or so to tour her facility and discuss options for our agency. Sending folks to Phoenix would be a challenge financially and logistically, but could be worth the money and effort. She is partnered with Banner Health so with their recently announced expansion into Prescott we may have additional opportunities in the future. It's certainly worth a try.

Representatives of the Phoenix and Mesa Fire Departments each gave presentations regarding their efforts to mitigate exposure before, during, and after the fire. I have not had a chance to review the documents yet, but the Mesa Health and Wellness Captain emailed all of the documents outlining their programs to each of the committee members. As we always say - better to beg, borrow, or steal rather than create some of these things from scratch.

For the most part, the policies and SOG's followed by Phoenix, Mesa, and others are already in place here at CAFMA. It does seem that there is a lack of knowledge related to some of our policies and practices. To that end, Chief Feddema has been sending the information out for review in the Training Division's Skull Sessions. Additionally, you all have access to the information through the terminal so you don't have to wait for training to send them out.

Captains, you are responsible for your folks and need to ensure you are following best practices as outlined. Everyone else, you are responsible for you so know how to protect yourself. I'm including a link

to a YouTube Video put together by the Palm Beach Fire Rescue Department. The video demonstrates how easily contaminants are transferred from your gear to everything else around you. This is why gross decontamination at the scene before doffing your gear is so important. Studies show that mild soap, water, and a brush will remove up to 85% of contaminants before you remove your gear. Gear should be bagged and tagged for cleaning before ever going back in the cab. If you get a call on the way back and have to put it back on, get out of the engine, carefully un-bag the gear, and don it. Re-bag the gear when you're done and before getting back in the cab.

<https://www.youtube.com/watch?v=UFzP1rQJWSQ>

Tests show that engineers are exposed to as much and in some cases more contaminants than interior crews. This is because of their exposure to diesel exhaust, smoke swirling around the scene, and assisting crews with their gear and air packs without wearing protection. To that end, it is recommended engineers begin using SCBA's while at the pump panel, wear their gear, and wear medical gloves anytime you are assisting an interior crew with their gear, or bottle changes.

At the last Labor/Management meeting we discussed the clean cab concept, which is something we are evaluating as we speak. Domenic and Chief Bliss are looking at options. I get it, we cannot eliminate exposure, but we can certainly mitigate the risk. By we, I mean we as an agency can provide the materials, education, environment, and opportunity. However, you have to use what is provided as well as follow recommendations, policies, and procedures.

We are working closely as labor and management to put more of a spotlight on cancer and what we need to do to protect ourselves. Watch for an opportunity in the coming weeks as we seek to fortify our cancer committee which is a subsection of our safety committee. If interested, please contact Mike Kontz or Chief Feddema.

For our prevention folks, the Ad Hoc Committee is planning to recommend adding investigators to the presumptive cancer laws given the exposure you all have while investigating incidents.

If for some reason you don't think it can happen to you, think again. It was made public yesterday that your PFFA President, and my good friend and colleague Bryan is being treated for a work related cancer. He could not make our committee meeting because of his treatments. I've been in contact with him over the last month or so, and his spirits are good. When he kicks cancer's ass and is back to full strength I will guarantee you he will accept very few excuses for agencies not protecting their folks, and for you not taking the recommended steps to protect yourselves.

Tips for managing a multi-generational workforce

By: Maureen Hoersten



Most organizations now have three to four generations in their workforce; Boomers, Gen X, Millennials and Gen Z, and it's easy to get caught up in the differences, but at the end of the day, people are people. If you start to silo them too much into "buckets," you'll lose sight of the bigger picture.

There are plenty of Baby Boomers who don't fit the "mold" of how boomers are stereotyped, just like there are plenty of Millennials who don't fit the stereotypes made about them, either. An understanding

of the different generations, their preferences and how they work is helpful as a background so managers can empathize with where an employee is coming from, but it shouldn't be the only thing guiding you in how you manage. Instead, below are three ways to successfully manage a multigenerational workforce.

Don't allow generational characteristics define how you manage. There are plenty of reputable publications that have written about the different generations in the workforce. Whether it's Harvard Business Review, Pew Research or other go-to publications, read what is out there to get a basic understanding of the ways the different generations are characterized. This knowledge can help managers understand how to help their employees through challenges and gain better insight into team dynamics in order to develop a cohesive, successful team. Again, the knowledge that's available about the different generations shouldn't guide your management decisions, but just give you a background for where employees may be coming from.

dailyherald.com

Chief's Desk Continued

According to Dr. Jordan B. Peterson, studies show that working out increases your intelligence. If that's the case, why are there meatheads out there with big muscles and seemingly little intellect? First, you have to understand that the human brain takes a tremendous amount of energy to get through the day – for most people, mine is probably on the low end of that spectrum. To that end, you have to increase your body's capacity to expend energy and that is done through exercise.

It is important to increase your knowledge base and intellectual capacity. Reading is a fantastic way to accomplish those things. Not just reading hunting and/or Jeep magazines, but literature, self-improvement books, history, pretty much anything that you can read will help expand your mind. Change it up from time to time. Maybe this week you read *The Dichotomy of Leadership*, and next week you sit down with some Shakespeare, or Hemingway. Reading can help you relate to other people as well as help build your skills as a conversationalist. Add Podcasts to the mix.

Take classes. Not just college classes, but seminars and certification programs. Surround yourself with other similar minded individuals with whom you can exchange ideas and carry on meaningful dialogue. It's important not to become so narrow minded that you cannot think outside your own ideologies. Rather, listen to and consider differing opinions, ideas, and concepts. Become and/or continue to be a student of anything and everything that you can.

Have a hobby that allows you to decompress, but still teaches you something. Driving over rocks in a Jeep may not seem like a hobby in which you learn much. But in reality, you're working on coordination and critical thinking. Crawling over rocks in a vehicle without getting stuck, breaking something, or rolling over is like putting a puzzle together. Granted, I've gotten stuck, broke things, and nearly rolled over on multiple occasions. All learning experiences that did not lead to "significant" damage or injury.

The more we stretch ourselves, increase our knowledge, and live our lives to the fullest with passion and commitment the more we value ourselves as well as those around us. Do not let anyone else define your value. If someone is not treating you correctly, or is actively working to de-value you – move on. Your life means something and if you approach it with vigor and commitment, you can achieve great things. Maybe you won't find the cure for cancer, or rule a country – very few ever do. But, you will achieve things that are great in your life and for all those around you.

Ultimately, be the best you that you can be, look in the mirror in the morning and be happy. If you see someone staring back at you who needs some work, do the work. It comes down to you choosing to be better tomorrow than you are today.