



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – January 10, 2020

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Quote of the Week

"Breaking News: 2020 Will be the same as 2019 if you don't get off your @\$ and make some changes."

-Unk



The Chief's Desk



Last night, Thursday the 9th, a surprise bit of snow hit the Prescott Basin causing some slick streets. Slick roadways in the area, regular calls for service, and transfers lead to a shortage of Lifeline Ambulance (AMR) units leading to extended response times for transport. At the same time, they were in and out of Code Red status (no ambulances

available) which also lead to lengthy or no response situations. At one point, Engine 59 transported a patient in the patient's private vehicle because they could not get an ambulance, and the patient's condition required immediate transport. The Captain drove the vehicle while the medic treated in the back seat. Transport in the Engine at that point was not feasible given the patient's condition. Chief Davis was later able to have Engine 58 pick-up Rescue 2 from CARTA and put it in service at Station 58 to supplement the system.

This is a good example of how a public/private partnership could work, if CAFMA had a couple of transport units staffed on a daily basis. Staffing units would help to ensure the system does not become overwhelmed, as happens quite often given the growth of the area. It has been pointed out by private providers that CAFMA's area is extremely difficult to cover while at the same time providing reasonable response times and maintaining the profit margin required of a private business. A public/private relationship with CAFMA running units is a reasonable and achievable solution that would better serve our citizens by ensuring consistent coverage. What occurred last night just is not acceptable – in my opinion.

We were finally able to conduct the Captain and Engineer promotional interviews this week. I say "finally" because our current policy provides a 30-day window for filing any potential grievance related to the test. For this testing cycle, the 30-day grievance period ended near the holidays when people were on vacation which delayed the promotional process even further. We worked through labor/management to put together a draft policy update that will be presented the policy committee on Monday. The update would change the grievance window back to seven days. There would still be a 30-day time period to review your test; however it was never the intent to have the grievance as part of the review process. Rather, the intent of the test review is simply to provide feedback so you can improve for the next round of testing. In reality, we feel a person knows if they want or need to grieve something by the end of the testing process. Continued on Page 6

Upcoming Events:

Jan 13 – Policy meeting,
Opening of the AZ Legislative
Session, State of the State
Address
Jan 14 – Statewide Aid Meeting
ZOOM, Meeting with PVPD
Chief, Accreditation Meeting,
Construction AAR, Chino Town
Council
Jan 15 – AFCA/BEMS meeting
Fingerprint Clearance Cards,
PVEDF meeting, Leave for AFDA
Conference
Jan 16-18 – AFDA Conference

Board Meeting:

January 27th Administration
CAFMA – 1700-1830



Fourth Circuit Upholds Termination of Public Employee for Social Media Comments

By: Parker Poe Attorneys at Law

A politically divided nation can mean a politically divided workplace. While employers generally hesitate to react to employees' expression of political views, some comments viewed as extreme, threatening or inconsistent with the employer's public image can result in the need to take appropriate action in response. While private employers are relatively free to discipline employees based on political expressions, governmental employers must respect their employees' free speech rights. Last month, the Fourth Circuit Court of Appeals (which includes North Carolina and South Carolina) rejected a firefighter's claims that his termination for social media comments violated his constitutional rights.

In *Grutzmacher v. Howard County*, the plaintiff was a battalion chief for the fire department, and had leadership and supervisory responsibilities over other firefighters. In 2012, the department adopted social media and conduct policies that prohibited employees from engaging in communications that (1) involved discriminatory or harassing behavior; or (2) undermined the views of the department or county. While on-duty, the plaintiff posted the following comment to his personal Facebook page after watching a gun control debate: "Think of the satisfaction of beating a liberal to death with another liberal." A few minutes later, another firefighter responded: "Gotta pick a fat one, those are the 'high capacity' ones. Oh...pick a black one, those are more 'scary'." The plaintiff in turn "liked" this response. After receiving complaints from other firefighters, the department directed the plaintiff to remove the post. He did so, but posted additional complaints about being required to do so.

Parkerpoe.com

10 Piriformis Stretches To Help You Get Rid of Sciatica, Hip & Lower Back Pain

By: Life Insider Staff Contributor

Back pain in the lower part of the body spreading from limbs to feet. A deep piriformis stretch helps to lessen the pain since it releases piriformis muscles that are tight and sciatic nerve.

This muscle is located buttock having gluteus maximus in front.

Furthermore sciatic nerve gets affected resulting in lower back or thigh pain when the piriformis muscle gets tightened; since those two are located very closely. The features of this are the pain and the numbness that spreads along the lower back down to foot.

What Is The Piriformis?

This is the muscle that gives incredible flexibility to hip; majorly supports hip, upper leg and foot away from the body. Piriformis has this capability since it is connected to the spinal cord to the top femur. The sciatic nerve goes under this muscle to the thigh. But for some people this nerve goes via piriformis

muscle causing severe pain with difficulty in mobility and poor balance. And that is called Piriformis Syndrome.

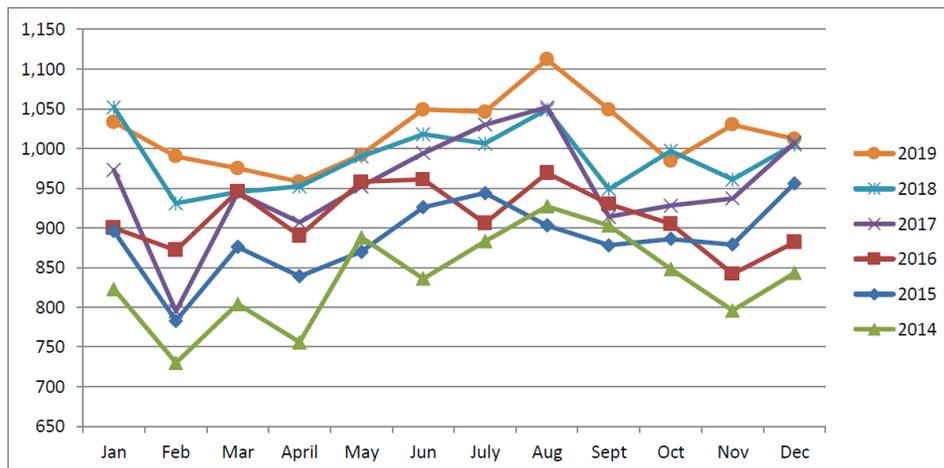
Lifeinsider.me

Monthly Run Report End of Year

By: GIS/Statistician Michael Freeman

CALL VOLUME HISTORY

	2014	2015	2016	2017	2018	2019
Jan	823	896	900	973	1,052	1,033
Feb	730	783	872	795	931	990
Mar	804	876	946	944	945	975
April	756	839	890	907	952	958
May	888	870	958	952	990	992
Jun	836	926	961	994	1,018	1,049
July	883	944	906	1,030	1,006	1,046
Aug	927	903	969	1,052	1,049	1,112
Sept	903	878	930	914	949	1,049
Oct	848	886	905	928	997	984
Nov	796	879	842	937	961	1,030
Dec	843	956	882	1,007	1,005	1,012
AVG	836	886	913	953	988	1,019
TOTAL	10,037	10,636	10,961	11,433	11,855	12,230





December Response Report - 2019

Land Area: 365 sq. miles Population: ≈100,000 Fire Stations: 10 Full-Staffed

Responses in District

TOTAL FIRE INCIDENTS	12
STRUCTURE FIRE	0
STRUCTURE FIRE; CONFINED	6
MOBILE HOME/PORTABLE BLDG	2
VEHICLE FIRE	2
BRUSH/GRASS/WILDLAND FIRE	0
OTHER/TRASH FIRE	2

Fire is 1.19% of call volume

TOTAL EMS	691
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EMS is 68.28% of call volume

OVERPRESSURE	1
HAZMAT	10
SERVICE	188
GOOD INTENT	84
FALSE ALARM/OTHER	26

Other is 30.53% of call volume

TOTAL # OF CALLS	1,012
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Residential Fire Loss	\$222,300
Commercial Fire Loss	\$0
Vehicle Fire Loss	\$1,500

Calls in Town of Chino Valley	172
Calls in Town of Prescott Valley	511
Calls in Town of Dewey-Humboldt	41
Calls in District, Unincorporated Areas	288
Calls Out of District	6

Average total # of calls per day	32.65
Average fire calls per day	0.39
Average EMS calls per day	22.29
Average all other calls per day	9.97

Aid Given to Prescott	127
Aid Received from Prescott	70
Mutual Aid Given	1
Mutual Aid Received	0

Unit Responses

	In District	Total
E50	152	159
E51	32	177
E53	172	172
E54	122	123
E57	47	48
E58	138	138
E59	113	117
E61	101	104
E62	117	119
E63	43	47
T50	7	7
B3	53	57
B6	27	29

Call Volume at PRCC

	MONTH	YTD
PFD	645	8,601
CAFMA	1,012	12,230
GCFD	7	143
OD	4	86
WKFD	2	39

Top 5 Call Types

642	EMS
111	Assist Invalid
47	Cancelled en Route
42	Public Service Assistance
21	Vehicle Accident w/Injuries

Move Ups by Station

50: 30	57: 2
51: 49	61: 8
53: 11	62: 5
54: 0	63: 33
58: 0	
59: 10	TOTAL: 148

Chief's Desk Continued

I'd like to congratulate Engineer Mike McFadden on his promotion to Captain! I'd also like to congratulate Firefighters Jake Brunk, Kellan Eckle, and Cody Rafters for their promotions to Engineer! The BC's are working through our agreed upon process for station bidding as quickly as the policy will allow. Chief Davis was able to expedite the process to fill Captain McFadden's spot at 58 with Engineer Brunk. It sounds like they were also able to place Engineers Eckle and Rafters since a bid process was already held for Station 50 B-Shift, and Station 53 C-Shift. Chief Polacek and Patty will work with the BC's to align the official changes of position with payroll.

We received 41 applications for firefighter – 40 were approved to test. On test day, we had 37 take part in the written. Of those 37, 25 will move on to the oral board. We have not determined how many firefighters we are hiring at this point. If I have the numbers correct, we need 3-5 over the next 6 months so that could be the initial hire. However, depending on the status of the 40hr engine for next year, pending retirements after July, and our current budget status we could hire as many as 8-10. It would be great if we could hire the number firefighters we need for the year and run one academy which is both less expensive and more efficient.

Our second annual Senior Leadership Academy starts later this month and will continue through June. We set a cap of 20 and hoped we might attract at least 15. I'm happy to report that we had to raise the cap to 25. We currently have 23 registered.

We will be developing two additional internal only leadership programs over the next 12 months for all CAFMA employees. The two programs are modeled after leadership programs developed and utilized by the City of Westminster, CO.

The first is a 10-12 month leadership course that will likely run one day a month. The intent of the program is to reinforce our culture as well as introduce folks to leadership principles through a variety of reading assignments, class discussions, and a group project related directly to CAFMA. The class will serve all members of CAFMA throughout every division. Once the program is in place, and we've had a few years to refine it, it will likely become a requirement for anyone seeking promotion within any division.

Our second program will likely include five sessions over a period of 5-6 months. This will be a supervisory development program post-promotion. The general idea is that each person will be assigned a mentor who will help them develop as a supervisor. Here's the kicker, your mentor may not be in your division – pause for effect. That means an ops person may be assigned someone in administration as a mentor, and someone in administration may be assigned an ops person. One team, one mission. Mentors will go through a train the trainer program. The intent is not to teach an ops person how to admin, or an admin person how to ops. Rather, it's about learning leadership skills across the spectrum. More to come on this as the year progresses.

We will continue to work with our board, community, and the state to address our concerns related to ambulance response times. The Bureau of EMS is opening Article 9 related to CON's in April of 2020; we will be present as well as have a voice. We are not the only ones that have concerns so expect the AZ fire service to be at the meeting in mass. Rest assured, our collective voices will be heard and have some level of impact. That said, according to the Bureau, it could be two years or more before changes are actually made, and some of them may require legislative changes. As I told them a couple weeks ago, we are already working to recommend legislative changes – it's all part of CAFMA's efforts to remain helpful.

We're expecting more growth in both business and housing over the next year. It's not that things are going to change drastically in 2020; however more details may emerge concerning additional projects slated for the next 5 years. This information will be vital to our organization as we continue to plan for the future.

The New Year is already shaping up quite nicely! On to Battalion Chief testing 😊