



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – Feb 5, 2021

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"We are not makers of history. We are made by history."

Martin Luther King Jr.



The Chief's Desk

And I thought the legislative session would be quiet as a result of COVID. I was incorrect, which is a good thing for the fire service. While I'm not a fan of testifying remotely, it at least accords us some input and has allowed me to participate despite scheduling conflicts that would have otherwise prevented me from being at the Capitol.

This week I testified in the House on Tuesday and the Senate on Wednesday. Next week I testify in the Senate regarding pension refinancing. It will be a bit of a challenge given I will also be attending my virtual *Executive Leaders Program* for the Naval Post Graduate School.

This week I testified in the House regarding H2440 and in the Senate regarding S1442. These are mirrored bills, running simultaneously, regarding vegetation removal and treatment of the forests in Arizona. In brief, the bill allows the following:

To implement the program to remove vegetative natural products where the vegetation is hazardous, the State Forester is authorized to enter into an intergovernmental agreement or memorandum of understanding with a public agency to identify and remove the hazardous vegetation from land in this state, including state, federal, tribal and private lands for the purposes of fire prevention, forest and watershed restoration and critical infrastructure protection. Does not apply to State Trust Land. The State Forester is authorized to use legislative appropriations and accept and spend monies from public agencies, gifts, donations and grants for the costs of implementing this legislation. The consent of the property owner is required to remove hazardous vegetation on private property.

The plan is to infuse up to \$20 million dollars into DFFM to establish additional DOC crews with DFFM overhead. These monies would be used to increase the acres of forest that are treated each year. They will use the "good neighbor" policy to do work on federal and tribal lands, as well as assist private companies with fuel mitigation. This also allows them to accept private monies to do the work, e.g. clearing fuel in close proximity to SRP power lines.

Next week I will testify on H2455 and S1298. These are mirrored bills in the House and Senate that would allow Fire Districts to refinance their pension debt by issuing Certificates of Participation. As you may recall, municipal, county, and town governments have access to a tool known as Certificates of Participation (COP) which can be issued to refinance PSPRS debt. Fire Districts are not currently allowed by statute to use COPs. Should this bill pass, we will have another tool in our toolbox that could be used to reduce our long-term pension debt.

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Upcoming Events:

Feb 8: Policy Committee meeting, Draft AFCA Curriculum
Feb 9: Executive Leaders Program – Zoom, CYFD Special Board Meeting
Feb 10: Executive Leaders Program – Zoom, NFA Leadership Class
Feb 11: Executive Leaders Program – Zoom, NFA Leadership Class
Feb 12: Executive Leaders Program – Zoom

Board Meetings:

Jan 25 Administration
CAFMA – 1700-1830

A Key Mindset to Achieve More

By: Michael Hyatt

I believe that each of us has the power within us to learn what it takes to accomplish our biggest goals. To stretch ourselves outside of our comfort zone, and really go for it. When I reflect on those around me who have experienced tremendous success, who have made their dream a reality, one trait that I often see exemplified in their life is that of an experimental mindset.

It's a quality that I have strived to develop within myself as well. And I will tell you, it can be hard to do at first. It means looking at the world differently. Rather than thinking "*Well, that's just how it is,*" you instead think "*what can I do to make it better?*"

There are incredible stories of people who took a risk, who set what may have seemed like an impossible goal, and used new, innovative ideas to solve the problems that came their way as they worked to achieve it. We can all think of people like this, whether we know them personally or have heard their story in the news. Instead of simply accepting the status quo, they pushed for better. They saw a world that they could impact. A world that they felt they could contribute to.

Any successful person you see didn't get there by doing the same old thing. They innovated. They adapted. They changed. The good news is that you can learn to do the same. You can develop a mindset that will allow you to see a world of possibility rather than closed doors.

michaelhyatt.com

7 reasons humility is a highly desired leadership trait

By: Harvey Deutschendorf

When we think of great leaders, humility may not always be the first word we'd use to describe them. Many bigger-than-life executives such as Steve Jobs or Bill Gates would likely be described first as visionary, bold, or charismatic. Yet, if we look more closely, there are also leaders (such as, say, Richard Branson) who are often described as humble and laid-back.

A survey of computer product firms published in the Journal of Management found that humble leaders resulted in higher-performing teams, better collaboration, and flexibility. Other research has found that humble leaders are better listeners, more flexible, and inspire greater teamwork.

Millennials, who make up over a third of the U.S. labor force, are partially responsible for changing leadership trends. Research shows that they generally tend to adopt a "servant" type of leadership: humble, collaborative, and driven by the well-being of the staff and the organization's service of the greater good. And as millennials are more inclined to leave jobs when they're not feeling fulfilled, many organizations are paying attention to the type of leadership these workers thrive under, as well.

Here are seven reasons that humble leaders are increasingly sought after:

THEY DON'T ABUSE THEIR AUTHORITY

We have all heard horror stories of power-hungry, status-seeking leaders and the damage they have done to those under them—and ultimately to the organization. Genuinely humble leaders see themselves more as coaches and mentors, always looking for ways to encourage others and bring out the best in them. Instead of keeping authority and control, they look for ways to delegate and give others the opportunity to take on and expand their leadership potential.

fastcompany.com

Chief's Desk Continued

Stifel Financial Corporation ran numbers for CAFMA and Golder Ranch to use as examples in the hearings. Based on the projected interest rates at the time Stifel ran the numbers, it was estimated that we would save just over \$20 million through the use of COPs. While the number looks fantastic, there are a lot of factors that figure into whether or not COPs are the right tool for us to use. To that end, we need access to the tool, but may have to wait for the right time to use it. As I said, it adds a tool to our toolbox. In all honesty, it would be the only tool Fire Districts have access to outside of raising the property tax rate up to the cap. Given many districts in the state are already at the cap, a COP would serve as the only viable option to address PSPRS costs.

H2506 - A presumptive cancer bill that adds fire investigators to the presumptive laws. It also put some limits on workers' compensation related to rates, however I'll have to get an interpretation from Chief Tharp to clearly articulate what that means.

S1108 – A tax omnibus bill that decreases the property tax ratio for commercial properties from 18% to 17% over a two year period. To help offset the impact to Fire District funding, the bill includes a two year escalator that will increase our tax rate cap from \$3.25 to \$3.50, i.e. it adds a \$.1250 increase to our cap each year for two years. This is a good step, but it still leaves us capped with no options for inflationary increases.

S1334 – A fireworks aerial device bill. In short, it allows counties with a population of 500,000 or above to legally allow the use of aerial fireworks by the general public. This bill has strong support from the GOP. As the fire service, we are opposed given the fire danger created by these devices. My understanding is that the League of Towns and Cities is opposed as well and may take the lead along with the Fire Marshal's Association in more vocal opposition.

S1373 - A long-term health facility bill that will require care providers to, well, provide care, e.g. CPR, or to help a non-injured patient off the floor and back into their bed. Odd that we need a bill for this, but here we are.

S1450 - A workers' compensation special fund. For claims involving a firefighter eligible for workers' compensation due to cancer that is deemed to arise out of employment, the claim is eligible for reimbursement if the firefighter filed a workers' compensation claim after January 1, 2017, and if the employer has adopted cancer mitigation best practices, including increased cancer screenings and equipment proven to minimize contaminant risk, including turnouts, hoods, gloves, and washing machines or commercial laundry services. This will be retroactive to tax years beginning with 2017.

S1605 - Another workers' compensation bill, however this one deals with the physicians used for workers' compensation claims. The Industrial Commission is required to develop and annually update a list of approved physicians to conduct initial examinations of "public safety employees" (defined elsewhere in statute) or periodic medical examinations of public safety employees. If an accident occurs to a public safety employee, the Industrial Commission is required to randomly select from the list a physician who shall be allowed by the public safety employee, or any person in charge of the public safety employee, to make one examination of the injured public safety employee in order to ascertain the character and extent of the injury occasioned by the accident.

I was asked to log into the legislative system and register in favor of the presumptive cancer bill – which I have done. This particular bill has passed out of committee and is very likely to pass the Senate. There is another bill that the Fire Service has proposed; however, I'll refrain from discussing it until we have a bill number. Hopefully, we will have it by the end of the week.

I participated in a stakeholder meeting with a couple of legislators, Phoenix FD, and other Central Life Safety Council agencies. The bill in question would have required paramedics across the state to get medical control approval for any non-transport. Failure to get that approval, or getting that approval, but the patient still having an untoward outcome, would mean the agency, or potentially the individual medic, would be fined \$100,000.00. This bill was ill-advised, and has zero support from other legislators, hospitals, private ambulance companies, or the fire service. In short, it's a dead bill.

Personally, I'd rather be at the Capitol to testify. When you are in the room you are able to read body language and facial expressions. Because of the way the system is designed, when you testify via Zoom all you can see is yourself and none of the legislators. Then again, they're wearing masks so you can't see their facial expressions anyways. It's just crazy right now. I'll keep you posted as we move through the session.