



THE REVIEW

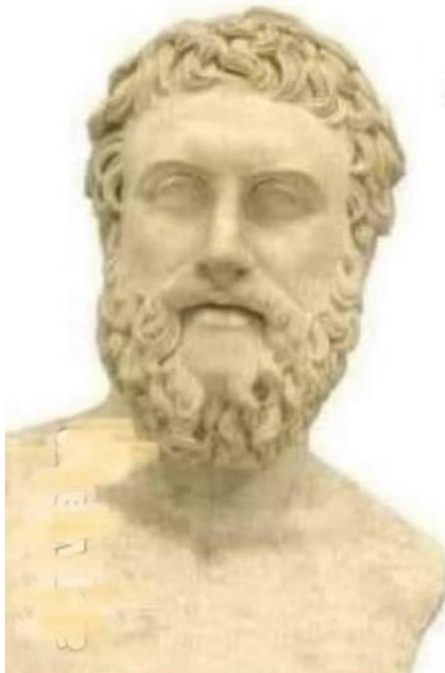
Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – Feb 26, 2021

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"The aim of argument, or of discussion, should not be victory, but progress."

Joseph Joubert



"ehh, good enough"

~ Mediocretes

The Chief's Desk

Well, here we are – almost one full year from “two weeks to flatten the curve.” I think it is safe to say that our scientist friends were slightly off. Okay, not slightly, they’ve been wrong a majority of the time over the last year. Alas, this is not another Chief Freitag soap box concerning COVID. Maybe a little, but the real point that will be made this week is that we are shifting our approach regarding EMS response.

I’ll start with the main point in an attempt to grab your attention. As of now, CAFMA crews are not required to wear masks on medical calls, ***unless it is a known or suspected COVID patient***. If COVID is a possibility, we expect you to don an appropriate mask, i.e. an N95. However, on any other type of medical call we will leave the decision to each individual. Let me be clear, we are not discouraging you from wearing a mask on EMS calls. What we are saying is that you are all responsible professionals, and to that end, the decision to mask up or not is up to you. Additionally, effective immediately, we will no longer be doing temperature checks at any of our facilities. If you are running a fever, or otherwise feel sick – stay home.

This is a good time to remind you that out of respect for our local business partners, should you enter a business that requires a mask while in a CAFMA uniform, you need to don a surgical mask. Just as we have the right not to require you to wear masks, private businesses have the right to mandate that you do. If the sign says “recommended,” you are not required by us to don a mask. What you do off-duty while not in a CAFMA uniform is up to you.

We recognize that after a year of draconian approaches to dealing with COVID, people are fatigued. Additionally, we know that some crews may have already moved forward and started operating as I have described above. We get it, and we are accepting of the fact that we need to put the decision back into your hands.

I read a Wall Street Journal headline within the last few weeks that went something like this – *Experts say COVID is here to stay and we will need to learn to live with it*. Well, isn’t that a special conclusion after this last year. What made me smile is that I am not an expert, yet I called this in multiple writings last March and April. I guess using common sense and critical thinking has its benefits. It would be great if other people who are in the position to make decisions would start doing the same. Living in fear is not living.

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Upcoming Events:

March 1: Senior Staff, State Labor/Management FD Funding, Meet with DOC
March 2: Labor Management
March 3: Meet with Bureau of EMS
March 4: AFDA Meeting

Board Meetings:

March 22 Administration

CVFD – 1600-1630

CYFD – 1630-1700

CAFMA – 1700-1830

Managing trauma: How every member can offer support

By: Robert Rielage

Experienced firefighters, officers and chiefs have all been on difficult calls and should appreciate the need for critical incident stress debriefing (CISD) immediately following such an event. But as we discuss behavioral health issues in the fire service, we also need to understand that the trauma experienced by a firefighter or paramedic can be both immediate and cumulative. Equally as important, what triggers that trauma can be response-related or even driven by a seemingly unrelated personal event.

Here's a personal example. When I was starting out as a much younger firefighter/EMT, our department on weekends began using the services of a National Guard Huey med-evac helicopter as a means of managing the "Golden Hour" for severe trauma injuries. The rotors on a Huey have a characteristic "chop" sound, familiar to all of us who served in the military, especially those who served during the Vietnam Era.

For years, every time I heard that distinguished rotor sound, for a brief instance, I had to remember where I was, what I was doing, and most of all that I was "home" and not back in Vietnam. Over the years, that reaction faded, but I share that example when I talk to other brother or sister firefighters who are managing their own trauma.

Now, add to all of this the effects of COVID-19 responses where isolation doesn't allow us our normal "bedside manner" with our patients, and responders can seem more robotic than human. (Read next: 'Please, may I see your face?': Connecting with patients during COVID-19.) The result is a building stress that can mirror cumulative trauma.

firerescue1.com

How to Attract Top Talent

By: Michael Hyatt

Whether you own your own business or work for a large company, the hiring process is one that causes stress across the board. Many of my clients worry that they won't be able to find the best person for the job. Someone who not only has the skills that the job requires, but an employee who will be highly engaged and a good fit within the company culture. So how can you go about finding the right person for the job?

According to Workonic, more than 73% of the candidates today are only passively seeking a job and over 86% of the employees that are perfect for a position in the company are recruited by other employers.

If 86% of the employees that are perfect for your position are being recruited by someone else, you can't afford to overlook the fact that you've got to sell why you would be a great employer. If you don't, the top talent will go work for someone else.

Keys to Finding Top Talent:

So, how do you go about ensuring that you are attracting top talent? Here are 3 strategies to help ensure that your team or small business is attracting the best employee possible for your organization.

Build your company's reputation. Potential hires consider more than just salary when applying for a job. This means your organization needs to stand out from its competition in a variety of ways.

michaelhyatt.com

Chief's Desk Continued

The radical decisions made to address COVID over this last year, in my opinion, have done more harm than good. As an example, Prescott Valley PD just sent out a press release stating that they realized a 45% increase in domestic violence in 2020. This is a direct result of the asinine measures taken to try and control the virus. I've said it before and I will say it again, the cure is worse than the disease and policy makers along with their "experts" are admittedly ignoring metrics that are supposed to be used to make decisions.

As you are well aware, this has been a tough year for families, especially kids. I read an article the other day that touted how well things have gone with virtual schooling. It took me by surprise based on what I've heard from all of you who have kids. In a recent meeting, a school superintendent stated that over 60,000 kids have vanished from the school system in Arizona. By vanished, I mean no record of transfer or withdrawal; they are simply no longer in the system. State and school officials believe the students are now taking part in what they term "unregistered pods". Based on what the superintendent described, a pod is a group of parents not happy with the current school environment, or lack thereof, and have come together to create learning groups for their kids.

In other news, it looks like the Governor's Healthy Forest Initiative has passed and should be headed to his office for signature. I am not sure when the bill will be signed, but I have been asked to attend the ceremony. While I'm not on board with having to wear a mask to get my picture taken in the Governor's office, it is important to support the initiative which means sacrificing for the cause.

This week's Podcast will feature Kathy and Carolyn from the front office. We supported the idea of Carolyn getting married, however, we were not aware that her new husband would find a job in Mesa. Had we known that little factoid, we might not have been so agreeable with the marriage thing. Anyway, Carolyn will be leaving CAFMA soon so they can be in Mesa together as a family. With Carolyn abandoning us, we have a need to hire a new administrative assistant. Given she has been very happy working here, we thought having both her and Kathy on the Podcast would be a good recruitment strategy.

We had good feedback when Jamie was on promoting fire prevention, so it appears the Podcast may be another recruiting platform that we need to utilize. As an aside, the interview with Jamie has become our number one viewed Podcast.

The longer Podcast Episode 2 featuring my interview with Eric Rosoff from Career Survival Group will be out on Monday next week. For the next couple months we will release our Friday Podcast on Friday, and release one of the longer episodes the following Monday. In all honesty, the Podcast has morphed into something that will focus more on our agency and likely some of our neighbors. That's right PVPD, we are talking about having you on as guests. I mean really, it will give our LEO partners a chance to realize just a bit of their lifelong dream of being firefighters.

H2455 Pension Refinance passed out of the House on Wednesday with a vote of 58 aye and one nay. We are still working to ensure that the mirrored bill is approved on the Senate side. If that hurdle is cleared, I believe the Governor will sign the bill. There was an amendment added that will provide access to a second tool for us to consider regarding our pension debt. Originally, the bill was meant to give fire districts access to Certificates of Participation (COPs) as a way to refinance the debt – much like refinancing your mortgage. The amendment will give us the ability to consider using bonds to restructure the debt. There are ups and downs with both that must be considered; however, having options where none existed for fire districts before is an important step forward.

The firefighter cancer bill was approved in the Senate. We are now waiting on the House. The bill did pass out of the House committee, so it should be headed to the COW and on to the third and final read. Again, I believe the Governor will sign the bill.

There have been some questions regarding our annual physicals. Obviously COVID has presented some challenges for the hospital and for us. We are currently negotiating with a third-party provider who will provide comprehensive physicals on site, to include cancer screenings. We do not have a time frame identified at this point in the process. As soon as we have more, we will push the information out to you.