



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **May 14, 2021**

This Edition:

The Chief's DeskPage 2
CA Firefighters Terminated over Kobe Bryant
Crash Photos Page 3
How Leadership Challenges Can Bring Out the
Best In YouPage 3

“Coming together is a beginning; keeping together is progress; working together is success.” – Henry Ford



Thank you to Firefighter/Paramedic Aaron Moore and his family for driving the flame truck in the PV Days Parade. And, thank you to Firefighter/Paramedic Russ Smith and his family for taking the wheel of T-50.

The Chief's Desk

Emotional resilience, growth mindset, and fixed mindset... How do these concepts connect or contrast? Let me start by saying that I attended the 1st Responder Conference in Mesa on Thursday and Friday of last week. The focus of the two-day event was responder behavioral health and wellness. This was the first year they've held a conference in Arizona. The great news is that they would like to hold another one in December. Why so soon you might ask? No, we're not just that screwed up here in Arizona. The conference was supposed to be held last spring, but was delayed until fall. It was after all, only "15 days to flatten the curve." I digress, obviously, fall didn't work either. Fast forward to this spring, and there was only a small fraction of the people who registered that actually attended.

This was not your typical conference with breakout sessions, etc. Rather, we were all in one large ballroom each day listening to dynamic speakers sharing their stories of struggle and triumph. One was a firefighter who experienced his awakening while sitting on the edge of a bridge, ready to jump. Another was a long-time police officer whose wife happened to come home early only to find him in a closet with a gun to his head. Neither were new to the profession. Both were seasoned veterans, and one was a long-serving Marine. The stories they shared were gut-wrenchingly honest, and their testimony about their road to a healthier life, heartwarming.

According to each of them, no one within their agencies ever knew they were struggling with anything. It came as a shock to those who knew them well – at least those outside their immediate family. I would hazard a guess that there are people in our Agency today, both in Operations and Non-Operations, who are struggling, and we are completely unaware. Some people are really good at hiding their challenges until they hit a tipping point.

The first step for us as an organization is to establish a culture where it is okay to say "I'm not okay." The second is to ensure we have the appropriate people and resources in place to help. The third is that we have to build relationships with your families, to the best of our ability, so they feel comfortable reaching out. In regard to culture, we are not perfect; however, I recently sat with members who readily admitted that they were not okay. When a person with years on can admit they're struggling in front of a person with only one or two years on – it sets the right tone and example. To those individuals, I want to say thank you. What I really thought was healthy was that they finished "I'm not okay" with – "but, I have a place to turn for help." That is outstanding! Now, how do we ensure more resources are available? We are working on that.

Cont. Page 4

Upcoming Events:

May 17: Tour of CAFMA with PRCC Director DeLung
May 18: PRCC liaison meeting, Fitch Rating, S&P Rating, staff meeting concerning I17 and 169
May 19: AFCA Meeting, PVEDF Board Meeting
May 20: Lunch meeting with Chief Trautweine, PAL Meeting

Board Meetings:

May 24 Administration
CVFD – 1600-1630
CYFD – 1630-1700
CAFMA – 1700-1830

CA Firefighters Terminated over Kobe Bryant Crash Photos

By: Nancy Dillon

(Note from Chief Freitag: Please do not do stupid things.... Thank you for your time)

Two Los Angeles County firefighters who allegedly took souvenir photos of victims' remains at the scene of Kobe Bryant's horrific helicopter crash last year are facing termination, a new court filing claims.

The firefighters were sent "notices of discharge" on Dec. 2 as part of a disciplinary action that "recently" came to light after widow Vanessa Bryant filed a lawsuit claiming multiple sheriff's deputies snapped or shared similar photos of the January 2020 tragedy, the paperwork says.

Vanessa's lawyers revealed the firefighters' alleged misconduct in a Monday motion asking for more time to follow new leads and collect more devices for forensic examination.

The lawyers faulted county officials for choosing "to wait until March 22" to hand over the internal reports detailing the firefighters' actions even though the department "decided to discharge" them months earlier.

The reports said the firefighters had snapped images of victims' remains that "served no business necessity" and instead "only served to appeal to baser instincts and desires for what amounted to visual gossip," the paperwork states.

"Both of the employees sent their graphic photos to a third fire department employee who was on site to assist with press briefings," the filing claims.

firehouse.com

How Leadership Challenges Can Bring Out the Best In You

By: Lolly Daskal

Being a leader is a challenge in itself. And every leadership role comes with its own set of specific challenges. In my work as a leadership coach I have been able to see a wide range of situations that are especially challenging to leaders. Whatever form a challenge takes, it's best to approach it as an opportunity for you and your team to excel in a high-profile situation.

Here are some of the most common situations that can give you the opportunity to bring out your best in your leadership and team:

When you're starting something new. Whether you're launching a new initiative, creating a new product or hiring new people for leadership, new beginnings are challenging. But they also present a clean slate. Make sure you put in the planning and effort you need up front to ensure the new initiative is successful.

lollydaskal.com

Chief's Desk Continued

We've talked before about helping to educate your significant others regarding behavioral health issues within our profession, as well as about taking care of themselves. There are many different names for it, but the one I recall from the conference is vicarious trauma, i.e. someone who was not physically present, but is impacted by the details, or nature of the incident. We need your significant others to understand both you and themselves. It has to be okay for them to say I'm not okay.

Back to the beginning. We've discussed emotional resilience before. To recap, emotional resilience, in simple terms, is one's ability to recover from a stressful event. It can be a traumatic call, a loss of something in your life, a family issue, etc. Whatever the event, it is something that has a significant emotional impact on you. In these situations, your ability to cope with the stress and recover demonstrates your level of emotional resilience whether good or bad.

Growth mindset and fixed mindset are newer concepts that Chief Feddema and I have been discussing. In fact, we are both reading the book *Mindset: The New Psychology of Success* by Carol S. Dweck Ph.D. A growth mindset is one that embraces a challenge and does not shrink in the face of failure. In fact, a person with a growth mindset looks at the failure, determines what they can do better, and continues to press forward. These people excel no matter their level of natural talent or ability.

In contrast, a person with a fixed mindset would rather avoid a challenge and are crushed when they fail. It may be the spelling bee champion who refuses to compete outside of their own school. A challenge may lead to failure, and a failure would mean "I'm not as good as everyone says I am." There are supremely talented people that have a fixed mindset. Musicians, athletes, firefighters, etc. are examples of people who may possess an amazing talent, but will not challenge themselves to really be the best they can be.

Personally, I have a little from column A and a little from column B. I have a fixed mindset when it comes to math. That said, I recognize it, I still hate numbers, and I don't care. In no way do I try to hide it or fake my way through – I just leave it more to Chief Tharp and Chief Rose 😊 However, in the majority of other areas in my life, I am constantly looking for ways I can improve. Whether it is striving to become a better leader, or YouTubing my way into becoming a better mechanic, I'm always looking to be and do more. All that said, when I was younger I seemed to default more to the fixed mindset. However, as I matured and found my passion in life – emergency services – my mindset shifted to growth rather than fixed.

Through her work, Dr. Dweck has linked emotional resilience to each mindset. Those who have a growth mindset tend to be more emotionally resilient than those with a fixed mindset. In short, they are better

at processing stressful situations and working their way through them. Are they perfect? Nope... I have certainly reached the end of my rope with stressful situations and snapped at my peers, family, and friends. However, that is not my default and when it does happen, I'm quick to correct course.

If I have something really upset me, I may allow myself a period of time to kick the dirt – away from others. However, once that time is over, I pick my head up, lick my wounds, and move forward. Not everyone has that same mindset, however with some understanding, patience, and effort they can change.

In my case, I tend to gravitate toward people who also practice a growth mindset. We learn from each other, we support each other, and we are better as individuals because of these relationships. As I've said before – if you want to be rich, hang around rich people. Same is true here, if you want to grow, hang around those who will both challenge and support you.

In the end, what you accomplish in life is up to you. We've watched many extremely talented athletes implode over the years because talent alone does not guarantee success. Those individuals are afraid to stretch themselves, which includes a willingness to fail on occasion. Each failure, if approached with the right mindset, is an opportunity to grow. You will never achieve your potential if you do not fail on occasion. At the same time, we've seen many pro athletes of average talent excel because of their willingness to stretch themselves, fall down, get back up, and try again. Natural talent will get you to a level, but it is perseverance and grit that will determine your level of success or failure.

If you want to improve your emotional resilience, you need to change your mindset. Find the right people to associate with, challenge them, support them, and they will do the same for you. People with a growth mindset ask for help. I'm imploring you now, if you need guidance, or you need help please ask.

April Response Reports

By: GIS/Statistician Michael Freeman

See Next Page



April Response Report - 2021

Land Area: 369 sq. miles Population: ≈100,000 Fire Stations: 10 Full-Staffed

Responses in District

TOTAL FIRE INCIDENTS	10
STRUCTURE FIRE	1
STRUCTURE FIRE; CONFINED	3
MOBILE HOME/PORTABLE BLDG	0
VEHICLE FIRE	1
BRUSH/GRASS/WILDLAND FIRE	3
TRASH FIRE/OTHER	2

Fire is 0.91% of call volume

TOTAL RESCUE & EMS	748
--------------------	-----

EMS is 67.88% of call volume

OVERPRESSURE / OVERHEAT	0
HAZARDOUS CONDITION	8
SERVICE CALL	221
GOOD INTENT	83
FALSE ALARM/OTHER	32

Other is 31.22% of call volume

TOTAL INCIDENTS IN DISTRICT	1,102
-----------------------------	-------

INCIDENT RESPONSES BY CAFMA	1,211
-----------------------------	-------

Residential Fire Loss	\$51,500
Commercial Fire Loss	\$0
Vehicle Fire Loss	\$0

Calls in Town of Chino Valley	179
Calls in Town of Prescott Valley	594
Calls in Town of Dewey-Humboldt	50
Calls in District, Unincorporated Areas	279
Calls Out of District	6

Average total # of calls per day	36.73
Average fire calls per day	0.33
Average EMS calls per day	24.93
Average all other calls per day	11.47

Aid Given to Prescott	121
Aid Received from Prescott	61
Mutual Aid Given	0
Mutual Aid Received	0

Unit Responses

	In District	Total
E50	137	142
E51	39	176
E53	185	187
E540	29	32
E54	157	159
E57	37	37
E58	157	158
E59	124	132
E61	96	98
E62	120	123
E63	34	37
T50	19	21
B3	47	52
B6	15	17

Call Volume at PRCC

	MONTH	YTD
PFD	753	2,977
CAFMA	1,102	4,535
GCFD	11	33
OD	6	27
WKFD	1	10

Top 5 Call Types

687	EMS
138	Assist Invalid
56	Cancelled en Route
47	Public Service
23	Vehicle Accident w/Injuries

Move Ups

E50: 17	E57: 1
E51: 44	E61: 11
E53: 14	E62: 3
E54: 0	E63: 13
E58: 1	E540: 36
E59: 6	TOTAL: 146