



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – July 2, 2021

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“May we think of freedom, not as the right to do as we please, but as the opportunity to do what is right.”
– Peter Marhsall



ANNUAL HOSE CART RACES AND BUCKET BRIGADE
JULY 4TH, 2021 at 0900
100 Block of S CORTEZ

Your local firefighters will be competing in Hose Cart Races and Bucket Brigades. Come out and join your local firefighters to celebrate our long history in the Prescott area. This family friendly event is a long time tradition that is fun for the whole family. Races will begin at 9am on Sunday July 4th and go til approximately noon.
To register a team for the event email Jason Beyea
jason.beyea@prescott-az.gov



Water Rescue Training 2021 📺 Click below for the video.

<https://photos.app.goo.gl/XFdjmj52EtHNbCjn6>

The Chief's Desk

Happy 4th of July weekend! Ring in the freedom, burn the mask, and hug people 😊. Time for hot dogs, burgers, family, friends, and fun! Frosty beverages are good in moderation and with a designated driver or uber – just saying. Water is also good for hydration.

Have fun over the holiday, but take time to reflect and remember what the day actually represents. We are certainly not a perfect country, but we are still the best. Our forefathers fought and died to create the United States of America. We should take pride in our country, our flag, our military, and our first responders who serve our communities – we do not take a knee or turn our back on our flag.

We are a country that is struggling at the moment with some very serious threats to our democracy. However, if we look back at history, this is not the first time we've had to fight for the beliefs on which our country was built, and it won't be the last. Today, those of us in the middle are fighting against extremes on the left and the right as well as crazy scientists, and "experts." It's a wacky time, but we will persevere and come out the other side stronger than we were before.

Don't forget the Hose Cart races on the 4th in Prescott! Hopefully, you all have put together a team that can win against Peoria 😊. Come on folks, we need to bring the trophy back to CAFMA at some point! I have not seen it here once since I started, nearly eight years ago... Just say'n.

The Union family picnic to follow at Flinn Park. Do not forget to contact Shaun Jones or Bob Curry if you want to lend a hand. This has been a highlight of my year ever since coming to Arizona and I was very disappointed it had to be canceled last year. That said, Bob and Shaun are at the helm planning an epic day!

Our firefighter job posting closes July 15th so encourage your friends to apply. As a result of my schedule the last week of July, we will complete all of our testing, as well as Chief's interviews the week of July 19th. The 19th is my first day back in the office after shoulder surgery on the 13th, and I leave for FRI on the 26th. Given how short we've been running, Chief Parra needs to start the academy sooner rather than later.

As I have mentioned in the all hands meetings, after this process we will more than likely drop our requirement for firefighter 1 and 2 certifications. We are competing with every fire agency in the state for a finite number of people who want to become firefighters. A majority of those we are competing with do not require firefighter 1 and 2. They hold a 15-week academy in which recruits complete their certifications.

The change will open opportunities for veterans leaving the military, full-time wildland firefighters who want to make the switch, collegiate athletes, and others who maybe considering a career change. We will still require EMT, which is easily obtainable while working other places. **Cont. Page 4**

Upcoming Events:

July 5-9: Senior staff and other members will be attending the AFCA/AFDA Summer Leadership Conference in Glendale

Board Meetings:

July 26 Administration
CAFMA – 1700-1830

The History of the 4th of July and Why We Celebrate It

By: Kelly Kuehn

Let freedom ring—and the fireworks bang!

Your complete guide to the 4th of July

The 4th of July (also known as Independence Day) is an American holiday celebrated on July 4th annually. The 4th of July falls on a Sunday this year, which means it will be observed on Monday, July 5th—giving many Americans a three-day holiday weekend! While you're thinking of fun [4th of July ideas](#) for this year's celebration (like planning a trip to see the best [fireworks](#)), you may wonder about the 4th of July's history and its meaning to this nation. Why do we celebrate it each year? Well, don't worry—we're breaking it down for you with this 4th of July guide. Read on to learn why we celebrate Independence Day, its history, and what you can do to celebrate this important national holiday.

Why do we celebrate the 4th of July?

You may wonder, "Why do we celebrate the 4th of July? What does it mean?" Well, this day is incredibly significant in American history, as it marks the day the United States officially became its own nation. The Declaration of Independence was adopted on July 4th, 1776—and thus, America was born. American citizens celebrate America's birthday with festivals, parades, fireworks, barbecues, fireworks, sparklers, and other festive activities.

[ReadersDigest.com](https://www.readersdigest.com)

Do the Optics Tell the Story?

By: John K. Murphy

Your community is watching your every move, both good and bad. I opt for the good, but all too many times we see the bad. Bad news sells and more people are likely to seek out the badness of your department and not the goodness. Our job is to change that trend, although a difficult task.

I continue to be disappointed by the number of recent events involving bad behavior by firefighters. A small example ranging from: *a San Antonio firefighter suspended after he was arrested on a prostitution charge; downloading child pornography as a Denver firefighter was arrested at his fire station facing a charge for sexual exploitation of a child and the Chief of the Summers County Volunteer Fire Department was arrested on child pornography charges; embezzlement charges for a Hollidaysburg Volunteer Fire Department firefighter charged with embezzling more than \$1.5 million from a local firefighter recruitment program. Included in this bad behavior is the IAFF Union Boss Schaitberger accused of skimming \$6M from union funds, [i] to five Prince George's County volunteer firefighters being charged with setting fires in vacant homes, [ii] a Nashville Fire Department Paramedic was charged with the recent murder of his wife, and her father and finally June 2021, a North Carolina firefighter at the scene*

of an MVA was filmed pointing a gun at a driver of a car. Obviously there is more to the story, but nonetheless, here the optics tells a story and not a good one.

These and other similar events should make us aware of the optics these preventable acts are providing to the general public – bad behaviors committed by a small segment of the fire services tarnishing the reputation of the remainder of the fire service. Remember, one “bad act” can unravel hundreds of “good acts” done by the fire department due to the bad optics presented.

Optics – Optics commonly means “the scientific study of sight” or “the behavior of light,” yet it is more commonly and currently used to express a different meaning. It is the flagging of deception and dishonesty of an individual or an agency.

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Chief’s Desk Continued

As you all know, ambulance response times are increasing, as are the number of times we are transporting in our rescues. This week, Wednesday morning can only be described as an absolute collapse of the transport system - something we’ve been warning would happen. We are working diligently at the state level for someone to intervene, while still working to complete our CON packet. Our hope is that the board will approve submitting our packet as soon as possible once we are complete and ready to drop. However, that is only step one. The way the Bureau works, it could take 18-24 months for approval.



We just obtained two of these thanks to Mesa Fire and Medical Department. They should be in-service next week.

You also know that our rescues are struggling to maintain their standing as rescues. They were donated to help bridge a gap that is larger than expected so we couldn’t expect a lot out of them. Our fleet folks have done a great job patching them up, but with no backups it’s hard to take them out of service for additional repairs. To that end, we owe a big debt of gratitude to the Mesa Fire Department who has graciously loaned us two units to use as rescues, with the possibility of a couple more coming available in October. Yes, it will look strange with us responding in rescues marked as Mesa Fire Medical Department on the side. It does make for a great photo op and hopefully helps send a message. Between these units, and the radio traffic we have from Wednesday, I think

we can paint a very clear picture for the media of what is happening, should we need to go that route.

Once again, I would like to remind all of you that the problems we have with AMR are with its management and absolutely not with their crews on the street. Their folks are exhausted, and their working conditions are less than ideal. I'm asking you not take your frustrations out on them, and instead offer them support. Additionally, they are trying to bring some crews in from other parts of the state. This will create some interesting dynamics as they are not familiar with the area or our protocols. Again, do not take your frustrations out on them. If you need to ride in to assist them in learning our system, ride in. In short, offer to help rather than directing any criticisms.

Your most recent paycheck was the third paycheck in June. Remember, you do not have deductions other than taxes taken out of your paycheck when there is a third one in the month. That means the amount you took home was more than normal. Just to be clear, this check is not representative of any pay or benefit adjustments.

The first paycheck in July will include adjustments to sick and vacation hours earned, health care subsidies, etc. It is not reflective of the wage adjustments. The wage adjustments will be reflected on the first full paycheck in July which will be the July 27th paycheck.

If you have questions after you have a chance to review your PAF's, which should be available the week of July 12, please use the appropriate channels to ask. Remember, this is a rebuilding of our wage scale it's not a merit raise or a cola. We have worked closely with labor and with the wage and benefit committee to develop the best plan we could to compress the scale and move people towards the 75th percentile in the shortest time frame possible. This required the creation of sub-steps in order to affect an orderly move of some people from the old scale to the new.

Is it a perfect plan? No. Is it a plan that is equal for everyone? No. Is it a plan that creates a level of fairness based on each individual and where they are on the current wage scale? Best we could do. We do not recommend comparing PAF's as a way to determine if yours is correct or not. Chief Rose, Chief Tharp, Chief Feddema, and I worked to determine where each individual needed to move based on the plan we created compared to where they are on the current scale. The plan is consistent, but each person is different based on their situation. To that end, if you have questions about your PAF, ask the right people. Additionally, we have a lot of checks and balances in place, however we have, I believe, over 200 PAF's. As hard as we try, it would not surprise me to find a mistake. So please, check your documentation closely. Do not yell at finance, they didn't do it 😊.

In the end, while not perfect, we believe it is a good plan for moving everyone to the 75th percentiles. We do intend to run a wage study every three to four years to help ensure we do not get so far behind again in the future.
