



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **Dec 31, 2021**

This Edition:

The Chief's Desk	Page 2
Should You Even Bother with New Year's Resolutions This Year?	Page 3
How To Set Effective New Year's Goals For 2022	Page 3

"You'll never get bored when you try something new. There's really no limit to what you can do."

- Dr. Seuss

(Cancel that one!! 😊 Woke)



Engine 61 A-Shift with Baby Lily on her 1st Birthday 😊 Minus Ren because he's camera shy...



What a wonderful
2021!! 😊

62 B-Shift with Baby Easton and his family. Congratulations on a successful delivery!



The Chief's Desk

Is it adiós 2021, farewell, maybe good riddance... However, you choose to look at it, 2021 is nearly in the rear-view mirror. Hopefully you're walking into the New Year like an action hero walking away after blowing something up in an epic explosion ☺ Stay with me as I start out with the negative, but finish on a strong positive.

So, what did we experience in 2021? Well, we were involuntarily enrolled in the Variant of the Month Club. Personally, I think they should stop naming all the new variants and instead go with "OMG, there's another one!" I think it has a better ring to it. Unfortunately, it's much more difficult to scare people into compliance with the government's coercive efforts if people aren't scared. Just saying. Viruses usually become less deadly with each variant – which is what we are seeing with Omicron (OMG). Maybe, just maybe we should start focusing on treatments that work.... I don't know, just a thought.

Here's something I saw that made me laugh – so the vaccine and all its boosters do not stop COVID, but you think your Hello Kitty mask will? I am easily amused. Oh, let's not forget the brilliant idea by hospitals and feds to mandate vaccines for health care workers. We now face ever increasing shortages of medical staff at hospitals across the country. Brilliant plan, especially when they were already short personnel. If you run a health care facility and did not see this coming, you probably shouldn't be allowed to be in charge of anything. As my dad always told me," Don't do dumb stuff."

On top of the continuation of COVID, which is not going away, we have runaway inflation, e.g. higher fuel prices, food prices, and well, let's just go with everything is more expensive. We shut down pipeline construction in an effort to avoid energy independence, and want to push everyone towards electric vehicles in an effort to move away from the evil fossil fuels. I wonder when people will realize that many of these clean environment efforts are actually worse for the environment. Never mind, nothing to see here, just follow orders. As an aside, CAFMA will not be ordering an "electric" Fire Engine any time soon.

Businesses continued to struggle as people refused to come back to work after all of the ill-advised COVID shut downs. That may explain why TikTok was the number one visited site in 2021. I'm not sure if that's a good thing, or something that should concern us. I guess if you're going to stay home and live off of I don't know what rather than working, making and watching short videos may be a healthy outlet. (Positive stuff on page 4 ☺)

Cont. Page 4

Upcoming Events:

Jan 3: Chief on Vacation
Jan 4: Labor/Management
Jan 5: Speak at County Supervisor's Meeting, FRI Program Committee Meeting, YouTube Meeting
Jan 6: AFDA Meeting, Department Head Meeting, Meeting with Senate President Fann in Phoenix

Board Meetings:

Dec 28: Administration Special Meeting
CAFMA 1400-1500

January 24: Administration
CAFMA – 1700-1830

Should You Even Bother with New Year's Resolutions This Year?

By: Elizabeth Grace Saunders

Summary. Setting resolutions often feels like a pointless exercise — something we do at the beginning of each year only to then feel guilty by February. The pandemic has only made the practice feel more helpless. Why even attempt to set resolutions when you have no idea...

Even in the best of times, you may feel some ambivalence about making new year's resolutions. On the one hand, it's a fresh start where you're unboxing 12 new months of opportunity. On the other hand, your past experience may have told you that it's unlikely you'll stick with doing anything dramatically different than before. And by February, you may have completely discarded — or even forgotten about — the resolutions that you felt so excited about at the start of the year.

After having weathered two years of never-before-seen global uncertainty, the ambivalence may have slid into helplessness. Why even attempt to set resolutions when I have no idea what will transpire in the coming months?

I hear you. And as a time management coach who has helped clients around the world navigate all the ups and downs of 2020 and 2021, I understand how there's been a vast array of unforeseen challenges in making and keeping resolutions.

However, I've also seen that even in the midst of uncertainty that you really can move forward on what's important to you. And in fact, making a resolution and keeping it could greatly boost your sense of self efficacy, i.e. your belief in your ability to take action that benefits yourself and your situation.

hbr.org

How To Set Effective New Year's Goals For 2022

By: Hannah Trivette

Every year, business leaders set goals for the new year. These goals are typically ambitious, and that's probably true for you as well. Yet how many times have you set a New Year's resolution just for it to fizzle out after January ends? If your resolutions rarely come to fruition, it's time to rethink the way you create goals. No matter what your goal is — you want to onboard new clients, decrease turnover, bring new technology into your office, etc. — it's important to take the right approach.

As you set big goals for next year, make a solid plan so they become a reality. Increase your success with these tips on setting effective goals the right way.

Tangible Goals Means Real Results

A major predictor of a goal's success is how founded it is in reality. While it's natural to have big dreams for your company, assess your plans to see how realistic they are based on your current situation.

Whenever you think of the best-case scenario, outline the steps it would take to achieve that. A realistic goal is one grounded in tangible, solid data. Lack of quantification can make your goal — and the path it takes to get there — obscure. Without a clear route, the process is more prone to fall apart.

[forbes.com](https://www.forbes.com)

Chief's Desk Continued

2021 did give us the slogan “Let’s Go Brandon” which I find hilarious 😂 And, it’s only been a year... Frightening, in my opinion.

As I write this in Discount Tire’s lobby, I see an elusive Lifeline/AMR ambulance on 69. At this point, I think Bigfoot might be easier to find – and I’m pretty sure he would actually understand the issue. Am I saying Bigfoot is smarter than those in charge at the state level? You decide.... Yes, yes, I am as a matter of fact. We all understand this is a corporate issue – one related to providing the necessary resources to service our area. The AMR paramedics and EMTs on the street are doing an outstanding job in the face of seeming insurmountable challenges. Tuesday this week we transported eleven patients using all four Rescues throughout the day. Thankfully we have the Rescues so our patients don’t suffer in the face of corporate greed.

We are fortunate to work in a state in which the fire service works so closely together to support one another. I would offer our gratitude to Mesa Fire and Medical and Northwest Fire District for loaning us Rescues. The units have proven invaluable as additional resources! I know baby Lily and her family greatly appreciate our crew, as well as Mesa’s willingness to help out. Not only did we have a hand in baby Lily’s rescue, our crews also delivered baby Easton. In my opinion, these two little miracles shine a light on all that is right with 2021.

In addition, we have had seven little bundles of joy born into the CAFMA family. The Apolinar, Kumpula, Anglin, Jones, Moore, Burch, and Rafters families have all welcomed new babies in the last year. We’ve also welcomed quite a few new members:

- Shelly Clark 02-08-21
- Tessa Russell 02-22-21
- James Madden 04-19-21
- Nicole Engel 05-04-21
- Firefighters 09-20-21
 - William (Tate) Nall
 - Kevin Young
 - Buddy Wagoner
 - Paul Murray
 - Andrew Kontz
 - Samuel Breyer

- Anthony Aponte
- Gerald Schiffmacher 11-08-21
- Jake Anglin 11-17-21

We are happy they chose to work with us! Each person is already making a difference within our organization.

After years of work, we submitted our CON application in October 2021. Hopefully, we will receive our CON and have our ambulances operational in 2022. At our Special Board meeting on Tuesday this week, the Board approved the purchase for three new Rescues, and one new-to-us Rescue. That is a big step for us, and a much-needed acquisition so we can return the borrowed equipment. We are purchasing only units that are readily available, so we should take delivery by the end of January, with the exception of the RAM chassis that is waiting on a fuel pump recall. Yes, two of these are the dreaded Fords. That said, Wheel Coach replaced the Ford badging, so that should help 😊 We're asking Republic to do the same....

We started moving everyone to the new wage scale in July, and will complete the transition in July of 2022. In even bigger news, we helped run legislation that allowed us to take advantage of Certificates of Participation (COPs). With the issuance of the certificates we refinanced \$53 million in pension debt from 7.3% interest down to 2.9% interest, saving taxpayers an estimated \$21 million over the 17-year life of the loan. Not too shabby. Based on the actuarial study we received for the '22/'23 fiscal year, our PSPRS contributions would have gone up by \$1.5 million. However, because of the refinancing, our contribution rate will remain flat or increase slightly in the next fiscal year. Don't get me wrong, it's still a lot of money, and we will see our rates increase over the next several fiscal cycles before leveling off. Still, we have some breathing room.

Personally, I think some of the craziness in our country will continue in 2022, likely getting a little crazier as we close in on the mid-term elections. However, as you can see from the recap of 2021, it really was a pretty good year for CAFMA and many of our families. In reality, 2021 was a good year for our organization.

Chief Feddema and I have been discussing the idea of seeking a SAFER Grant in 2022 to hire five additional Operations positions. The purpose is not to replace folks who are retiring, but to add capacity. In addition, we will hire another person for Tech Services, and possibly one other Non-Operations person. When we receive our CON, we will hire six new paramedics and six new EMTs to operate the two units. There is a lot of opportunity ahead for us.

All in all, I don't believe we need to blow up 2021, but instead wish the year a fond farewell. Ultimately, we were challenged, we met those challenges, and we are stronger in the end. We also took advantage of, and created new opportunities throughout the year. I believe we will be challenged in 2022 and that we will once again rise to the occasion creating opportunity where challenges once existed. I also believe we will be presented with great opportunities. To that end, welcome 2022 – bring it on!

I do not typically make New Year's resolutions, but here's mine for 2022: I choose to enter the year with a positive attitude, and I will finish the year better than I was at the beginning. In the end, it's your choice.
