



# THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **December 30, 2022**

## **This Edition:**

The Chief's Desk .....Page 2  
New Year's .....Page 3

## **Three Simple Rules in Life:**

1. If you don't go after what you want, you'll never have it.
2. If you don't ask, the answer is always no.
3. If you don't step forward, you're always in the same place.

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## The Chief's Desk

Congratulations to the Vanatta and Aponte families 😊 New additions to the family are a great way to start a new year!

Happy (almost) New Year!! It's time for all the New Year New Me resolution craziness to start. What's your resolution for 2023?

I don't subscribe to the concept of New Year resolutions, but only because resolving to be better is something we should do every day, not just at the beginning of a new year. We should be striving for self-improvement and growth daily, i.e., I'll be a little better today than I was yesterday.

Remember, there are no terms and conditions as we move into 2023, and there's no warranty. If you want 2023 to be better than 2022, it's up to you to make it so. You have the innate ability to choose whether you respond or react. That means you set the tone for you.

One thing's for sure, we'll all fall down at some point over the next year - that's a given. The important part of falling down is not the falling part, it's how we pick ourselves up. Mistakes can be learning opportunities if we choose to approach them from that perspective.

Personally, I'm excited for 2023 just as I was excited for 2022. Yes, there were some challenges over the last year, but overall, I'm going into the new year healthier and a bit smarter as well, but that's a pretty low bar given my level of intellect. Whatever, even a little is better than none 😊

CAFMA is ending 2022 in a good place. Yes, we still face some challenges, but our overall outlook is positive. What can we expect in 2023?

As many of you know, we're in a rebuilding phase within Fire Prevention. Fire Marshal Chase retires on February 2, 2023. Assistant Fire Marshal Dowdy took a job with the State in December and Fire Inspector/Plan Reviewer Mills will retire the first part of January. Jaime and Jim are still with us and continue to work towards additional certifications.

The Fire Marshal opening was posted before Christmas and will close on January 26; candidate interviews are scheduled for February 16. Unfortunately, we'll have a period in which we do not have anyone internally who can review new construction plans or complete inspections for new fire alarm and/or sprinkler system installs. For now, we've contracted with an outside plan reviewer and are working on an agreement with a third-party inspector. It's a good stopgap, but we need to get these spots filled with qualified people as soon as possible.

**Cont. Page 4**

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### Upcoming Events:

Jan 2: Office Closed for New Years Day  
Jan 3: Labor/Management, senior staff  
Jan 4: FRI Program Planning, Record Podcast  
Jan 5: AFDA Meeting, Meet with DHS in Phoenix

### Board Meeting:

Jan 23: Administration  
CVFD – 1600-1630  
CYFD – 1630-1700  
CAFMA – 1700-1830

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## **New Year's**

**By: History.com Editors**

Civilizations around the world have been celebrating the start of each new year for at least four millennia. Today, most New Year's festivities begin on December 31 (New Year's Eve), the last day of the Gregorian calendar, and continue into the early hours of January 1 (New Year's Day). Common traditions include attending parties, eating special New Year's foods, making resolutions for the new year and watching fireworks displays.

### **Ancient New Year's Celebrations**

The earliest recorded festivities in honor of a new year's arrival date back some 4,000 years to ancient Babylon. For the Babylonians, the first new moon following the vernal equinox—the day in late March with an equal amount of sunlight and darkness—heralded the start of a new year. They marked the occasion with a massive religious festival called Akitu (derived from the Sumerian word for barley, which was cut in the spring) that involved a different ritual on each of its 11 days. In addition to the new year, Akitu celebrated the mythical victory of the Babylonian sky god Marduk over the evil sea goddess Tiamat and served an important political purpose: It was during this time that a new king was crowned or that the current ruler's divine mandate was symbolically renewed.

Throughout antiquity, civilizations around the world developed increasingly sophisticated calendars, typically pinning the first day of the year to an agricultural or astronomical event. In Egypt, for instance, the year began with the annual flooding of the Nile, which coincided with the rising of the star Sirius. The first day of the Lunar New Year, meanwhile, occurred with the second new moon after the winter solstice.

[History.com](https://www.history.com)

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## **Chief's Desk Continued**

We're now a registered agency with the Center for Public Safety Excellence (CPSE) working towards accreditation. It's projected that it will take 18-24 months before we move from registered to applicant status. This is a really good opportunity to take a deep dive into all of our operations, find the gaps, and develop plans for improvement. It'll be a lot of work, but I think it will be well worth the effort in the end.

Our strategic planning process will start in February, as previously outlined. I'm looking forward to getting your feedback on where you think we are today, where we should be going tomorrow, and what challenges and opportunities you believe exist. This plan, coupled with our accreditation efforts, will provide a good roadmap for us over the next three to five years.

The recruit Academy will be graduating in six weeks! These ten new firefighters will provide some relief regarding the staffing challenges we've had over the last year. A majority of our new folks are looking

forward to paramedic school. Given we're at a minimum threshold for paramedics, having more people interested is important. To that end, you'll likely see a change in 2023 regarding eligibility for new hires to submit to attend a paramedic program. We're still working on details, but in general terms, I'd like to allow new firefighters that have successfully completed the first six months of probation apply for medic training. In addition, I want to budget for an increased number of students. There may be some grant options available for funding as well. The more paramedics we have, the easier it is to spread the workload.

Senior Staff will meet in early January to begin developing a three-to-five-year staffing plan. This will include new staff in Operations as well as Non-Operations. We hope to present the plan along with the budgetary requirements to the Board in January

We have a meeting January 5, 2023, with the Bureau of EMS at their offices to discuss our CON application; hopefully, we'll be able to provide the clarity they need to move our app forward. Currently, there's some confusion at the State regarding the urbanicity standards we included in our application. I'm hopeful that an in-person meeting will help everyone understand the response metrics that we submitted.

At the December Board meeting, the Board approved and executed a contract with Priority Ambulance for the company to be the primary transport agency within our jurisdiction. Priority will now submit the contract to the Bureau of EMS for review; we expect that process to take 60-90 days. Once they respond back with their comments, CAFMA and Priority will meet to address any recommended corrections. After the Bureau signs off on the agreement, our Board and Priority can finalize the contract.

For now, we'll be working with Priority over the coming weeks to make them our primary provider despite the lack of a contract. As they add more units into the system, we'll rely more heavily on them for response. The current delay is related to supply chain issues, e.g., monitors, jump bags, stretchers, etc. We're still working to integrate them fully into PRCC, which has been a bit of a technological challenge, but we're getting there.

We have engaged an outside third party to conduct a Wage and Benefit Study for 2023. We're currently working with the union to review the list of comparable agencies. We'll work with other managers as needed in non-operations to determine any additional comparisons that may be required. Once we come to an agreement, the study will move forward.

There will be a lot of training opportunities over the next year. Training staff has a plan for programs at CARTA, and there will be numerous opportunities in state as well as around the country. Don't wait, start looking for classes today! Yavapai College should have their four-year undergraduate program ready for launch in September; I believe the first degree offered is related to business and leadership, but don't quote me on that.

Finally, we will have to determine a financial path forward given the loss of Prop 310. On top of staffing, wages/benefits, it is vital that we develop a better plan for funding our capital reserve. Raising property taxes is not popular, but it's the only option we have. So, the question for us is where's the balance?

All in all, it seems to me we have a great year ahead of us! I'd like to wish you all a happy and safe New Year!! One reminder, if you're out celebrating, please designate a sober driver or call someone for a ride.