



# THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **March 3, 2023**

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**"Whatever good things we build end up building us."**

**Jim Rohn**

**[The CAFMA Connect YouTube Channel](#) – Like, Subscribe, Watch, and Learn**



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## The Chief's Desk

Holy winter, this has been ridiculous! I moved away from winter weather, and I still dislike snow very much. However, as a homeowner who's well went dry, I guess I should be more grateful for the snow.

Staff presented our three-year staffing plan to the Board on Monday evening. We appreciate VP Shaun Jones providing input from the Labor group. The Board gave us direction to include seven new firefighter positions and two Tech Services positions in the budget so that they can consider the overall financial impact. They also gave us direction to submit for a SAFER Grant, which we're now in the process of writing.

This does not mean the Board approved the positions requested, or the SAFER Grant. The positions will be included along with whatever idea Labor and Management agree on for paramedic pay, PEHP, capital funding, as well as our regular maintenance and operations increases, etc. This will allow us to have a dialogue about the tax rate required to fund our requests. As you may recall, the Board does not consider approval of a SAFER Grant until an award is on the table.

Even if we receive approval this year, it doesn't mean that it will take three years to implement our three-year plan – I know, weird right. We'll need to take the requests for additional staffing along with wages and benefits as part of the budget each of the next three years.

Depending on the economy, we may or may not be able to implement all, or even a portion of, what we've included. However, the time frame doesn't negate the need, nor does it necessarily reduce the plan numbers. In fact, based on how things are going today, there could be a need to increase the numbers in our plan.

If you don't like to read and would like more information regarding the staffing plan, you can watch or listen to the CAFMA Connect this week. Chief Feddema and I spend some time covering the plan more in-depth. If you want to avoid the beginning ramblings, fast forward to about the 10-minute mark. There, see, I can be helpful – and don't forget to like and subscribe!

Despite a not-so-stable economic outlook, we're still talking with developers and builders about new master plan community projects, hotels, businesses, and potentially, some level of industry. If you think back to the 2007-2008 housing collapse, there were some areas of the country that were not impacted as bad or at all. It's possible that despite what's happening around us, the economic outlook could remain good for our area. Good is better than a swift kick. **Cont. Page 4**

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### Upcoming Events:

May 6 – Senior staff meeting, Surgical follow-up  
May 7 – Labor Management, Meet with Mayor Miller, Meet with Steve Rutherford, Elks Appreciation Dinner  
March 8 – Meet with elected officials, Participate in Strategic plan session, SAFER Grant meeting with partners, meet with local community leaders, Meet with APS  
March 9 – AFSI meeting, meet with Fain Signature

### Board Meeting:

March 27: Administration  
Joint Board Training – 1500-1600  
CVFD – 1600-1630  
CYFD – 1630-1700  
CAFMA – 1700-1830

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## **'How it used to be': Glamorizing our past sends mixed messages to new members**

By: Robert Avsec

I'm done reading blog posts that start with something like, "Firefighting has been and always will be a dangerous job and we accept the risks when we take the job ...." Done.

Until we stop glamorizing the job of a firefighter with stories of "how it used to be," we will never get the newest and future generations of firefighters to understand – really understand and take it to heart – that when you look at the facts, most risks in this industry should be extinct. After all, we have the knowledge, skills, equipment and technology to make it so.

What we continue to lack is the willingness to let go of the past in order to lead today's firefighters into a new era where:

- Every firefighter is seated and belted whenever they're on a vehicle in motion.
- Every firefighter's PPE is kept free of fire-related contaminants proper cleaning after every call.
- Every firefighter wears their breathing apparatus and breathes cylinder air whenever they are in the hazard area, from initial fire attack through the completion of overhaul.
- Every incident commander conducts a thorough size-up of the structure, risk assessment, and develops an incident action plan before they commit personnel to an interior fire attack.
- Firefighter deaths and injuries are not accepted as "the cost of doing business."

I could go on and on with additional items for the list, but I trust you get the picture.

[firerescue1.com](http://firerescue1.com)

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## **Mo. firefighter pleads guilty to 3 counts of manslaughter, is sentenced to probation**

By: Katie Moore, Glenn E. Rice The Kansas City Star

KANSAS CITY, Mo. — A Kansas City firefighter who pleaded guilty to three counts of involuntary manslaughter reached a plea agreement with prosecutors, allowing him to be sentenced to three years of probation.

Dominic Biscari, 22, was charged Tuesday in a 2021 crash that claimed the lives of three Kansas Citians.

According to the Jackson County Prosecutor's Office, Biscari was placed on probation for three years. He is prohibited from carrying a firearm and must complete 40 hours of community service.

Judge Janette Rodecap approved the plea agreement during a court hearing Tuesday.

Biscari did not make a statement, but confirmed to Rodecap that there was enough evidence for him to be convicted at a trial. He waived his right to a preliminary hearing.

The fire department said he had been placed on unpaid leave and that they were seeking termination.

Biscari was driving a Kansas City Fire Department truck on Dec. 15, 2021 when it struck a Honda CRV at the intersection of Westport Road and Broadway Boulevard. The force of the crash propelled the vehicles northwest, causing them to hit a pedestrian before slamming into a building.

According to charging documents, Biscari was traveling at 51 mph in a 35 mph zone, against a red light, at the time of the crash.

Jennifer San Nicolas and Michael Elwood, who were in the Honda, and Tami Knight, the pedestrian, were killed. San Nicolas and Elwood worked at the restaurant Ragazza and Knight was a Kansas City Public Schools employee.

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## **The Chief's Desk Cont.**

Our strategic plan process/sessions started Thursday morning this week for shift personnel and will continue through next week. Non-shift personnel will take part in their sessions over two days next week. We appreciate your participation in the process along with your open and honest feedback.

Once our personnel sessions are completed, we'll begin the next phase which will include compiling the input from all of us as well as beginning Board and external stakeholder feedback. I need to confirm with the company which sessions will be in-person, and which will be online. There's a lot going on right now, and my brain can only absorb so much 😊

Our Staffing Plan will be absorbed into the Strategic Plan as part of the process. In addition, the Staffing Plan will be included as part of our accreditation process. We already know that we have holes in our system, which includes Prescott. Chief Durre and I are fairly certain that what ISO pointed out to CAFMA regarding effective firefighting force and lack of equipment, will be the same thing pointed out in our joint standards of cover. You can be accredited despite lacking all the resources you need so long as you can demonstrate a sound and realistic plan for addressing the issues.

Carrie started in Fire Prevention on Monday this week. She was already completing work for us, so we just had to get her uniforms and assign a vehicle to make everything official. I really think you'll all like her, as well as how she works with developers to find solutions without compromising life safety. If you get by Admin, or see her in the field, please take some time to introduce yourselves.

Jaime's last day as a Fire Inspector/Investigator with CAFMA was Thursday this week. She will be starting her new job with the state in short order. We wish her the best as she embarks on the next chapter of her career.

Kathy started in the Community Relations Division on Monday. It's a division of one currently, but still counts as a division. She'll be reaching out to many of you for feedback on our current presence in the media, on social media, with public education, etc. Her work will be vital as we talk with our constituents about our Staffing Plan, paramedic pay issues, and need to add equipment.

Kevin starts in Fire Prevention Monday. It will be an interesting beginning to his time with us as we will not yet have a Fire Marshal and remain short-staffed. Chief Rose is Acting Fire Marshal in absence of a real one – so probably not the best 😊

Ben will be starting at Fleet next week Monday. Fortunately, he has a completely staffed division with which to work. We're excited to have another fabricator in Fleet and look forward to him joining the team.

Our new Fire Marshal will start on March 20 – so we're getting closer! Once he starts, we'll be back up to four people in Prevention, so we'll only need to hire one additional person. For now, we're going to wait until Daryl is in his position and let him evaluate with his team what their needs will be going forward. Quite honestly, rebuilding/reimagining our Prevention division will be good for us as well as those we serve.

Hope you all have a great weekend!