



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **May 12, 2023**

This Edition:

The Chief's DeskPage 2
Patriots receiver's NFL backup plan was to become
Ohio firefighterPage 3
New employees and self-fulfilling prophecies
.....Page 3

"Remember, when making important decisions, always ask yourself: "Is it illegal or just frowned upon?" 😊

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The Chief's Desk

I can't believe we're already partway through May. This year has been crazy busy so far – and most of it's been good things. We completed Captains promotional testing on Wednesday of this week. Chief's interviews will be scheduled once the candidates have an opportunity to review their tests and we complete the grievance period.

We held an AAR after the testing was complete so we could get direct feedback from our evaluators. Overall, things seem to have gone well and they felt the process was sound. Next up is Battalion Chief testing in August. There are no company officer positions open at this time; however, as we all know, that will change after BC testing. The number of spots projected for the next 12 months will change as our staffing changes which is dependent on budget approval and a successful SAFER grant. So, let's call it fluid.

The \$150 million appropriations bill that was moving through the legislature to help fund fire district projects is now dead on arrival. We don't know what happened, but it died a sudden and unfortunate death on Tuesday this week. I guess I can't say completely dead – they did appropriate \$5 million of the \$150 million. I'll be honest, the money was better than a swift kick, but the bill had been watered down to the point that the money was not necessarily for fire districts. Rather, it included fire districts, municipal fire departments, and law enforcement. In the end, the original intent of the bill was not being met. Maybe we can still get something funded, but it's going to be tuff with so little money for all agencies in the state.

I won't go into my personal opinions here – I know, shocker right... However, I will say two districts in the state that have been poorly managed received bailouts. That's great for them, but the rest of us who are making sound financial decisions are paying the political price for the transgressions of others. What does that mean exactly? When we try to address the fire district funding challenges in the state, legislators and special interest groups use the two districts above to paint all fire districts with a broad brush. That couldn't be further from the truth. Yes, we have a few bad apples, but overall districts are managed as well, if not better, than most other governmental entities in the state.

We had a second district in Yavapai County that made poor financial decisions this past year regarding bonds; they ended up being bailed out with Federal dollars. This is important to note because they were the example used by legislators to push GO Bond limitations for fire districts. Remember, fire districts are the only governmental entities in the state that now have restrictions on their ability to ask voters for GO Bonds. Poor choices are made, those districts get bailed out by the feds, and the rest of us get stuck with the fallout. **Cont. Page 4**

Upcoming Events:

May 15 – PT, Training at CARTA
May 16 – Prehospital CE meeting, Meet with Police Chief

May 17 – FRI program planning, joint PFD/CAFMA Command Staff Meeting, Western Fire Chiefs Association Board Meeting, Hosting Alive After Five Chamber Event at CARTA, Leave for Tempe

May 18 – Baggers in Tempe

May 19 – Baggers in Tempe, Cancer Screening

May 20-24 – Washington DC Congressional Fire Service Institute

Board Meeting:

Board Meeting: May 22

CVFD – 1600-1630

CYFD – 1630-1700

CAFMA – 1700-1830

Patriots receiver's NFL backup plan was to become Ohio firefighter

By: Nick O'Malley

Before he was a legendary receiver for the New England Patriots, Julian Edelman's future in the NFL was very much in doubt.

A dual-threat quarterback at Kent State, Edelman wasn't a lock to make it in the league — and he knew it. During a recent interview with actor Kevin Hart, Edelman explained that he'd actually started to explore an alternative career if football didn't pan out.

"When I walked off that field, I was thinking of new careers," Edelman said. "I went to like a firehouse in Cincinnati, looked at some stuff like that."

Hart joked that Edelman would have been in line to do some firefighter calendars, which didn't sound like a bad idea to the former Patriot.

"A couple calendars, give back to charity," Edelman said. "Was that what it goes for, right? You do the calendar, you give it to charity. That's what we do."

It seems like Edelman had a lot of appreciation for that fire department giving him a backup plan. In 2016, Edelman posted a photo of himself at the Ross Township Fire Department with chief Steve Miller. Edelman said that the department just outside Cincinnati, Ohio was ready to give him a shot.

"Going down memory lane here in Cincinnati," Edelman wrote on Facebook. "I stopped by the Ross Township Fire Department to see Chief Steve Miller. It was 9 years ago and I was looking to possibly work with Steve and his staff. He's a good man that was going to give me a shot. I eventually decided to try and live out my dream of playing football," Edelman wrote"

firerescue1.com

New employees and self-fulfilling prophecies

By: John Cuomo

It finally happened. It took almost three years, but the dream of my life was here. I was a firefighter, hired just as I was turning 21.

That first year would involve probation, monthly training, and testing to make sure I could do the job to the satisfaction of the department. I was learning all new things and dealing with people's emergencies and tragedies. At that young age, I saw things I had never seen before in my life. Despite all this, I was on cloud 9. Nothing could wipe the smile off my face. I was proud that I was a firefighter, helping people, and was working as hard as I could to be a part of the team, the brotherhood.

Three days into the job, before I did a single 24-hour shift, an assistant chief told me that my generation is lazy, entitled, soft and doesn't want to work. I didn't know what to say so I didn't say anything.

Throughout my first few years, I would hear this mantra repeated over and over again by senior members of the department. No matter how hard I worked, I heard it so much that I ultimately came to accept it and believe it.

THE CURSE OF EVERY NEW GENERATION

Fast forward to 10 years into my career. A new generation of firefighters are coming onboard – firefighters who are very different than me and the people I got hired with. Computers and video games were a much bigger part of their life growing up. I soon began to hear the same verbiage – this generation was lazy, entitled, soft and didn't want to work.

As another 10 years passed and the millennials began to come onboard, low and behold, they too were lazy, entitled, soft and didn't want to work. What is happening? Is every generation lazy, entitled and unwilling to work? Are we getting worse as a society? Will the next generation be the same? Is there a way to stop this descent?

firechief.com

The Chief's Desk Cont.

The question we have as fire districts is, now what? The fire district funding structure in Arizona is broken and not sustainable long-term. Chief Danny Johnson of Verde Valley FD and I are setting up a meeting with our new County Administrator and chair of the County supervisors. Our intent is to have a conversation with them regarding other potential models that could be viable for fire districts in Yavapai County. We don't really know what that would look like, but we need to at least have the conversation.

Ultimately, all is not lost. Am I frustrated? Without a doubt. Am I ready to throw my hands up and say there's nothing more we can do? Absolutely not, we just need to be more creative in our approach. We will create a true sustainable model; it's just going to take some time to get there.

NAU has submitted their research proposal regarding attainable housing for our area to the Board of Regents for approval. The intent of the research is to determine what other communities have done across the state and country to address attainable housing for first responders, and to make recommendations for us. This information will be helpful as we continue to work with local developers, our community, and the state towards viable solutions.

They're fully behind our concept of a cadet program. Based on what they've seen preliminarily, they feel building a local pipeline is one of the better options for recruitment and retention. And, because they already live here, housing may not be as much of a challenge. Let's be honest, that means they live at home with their parents longer. Certainly not ideal, but at least they can pay rent. What we need is

access to homes priced at an attainable level, and additional rentals at reasonable prices. Financial assistance with down payments would also be nice.

As a reminder, the Board will approve a tentative budget at the May Board meeting. Once approved, the budget can be reduced, but not increased. The boards have asked us for additional budget proposals above the currently recommended rate increases by \$.01-\$.02. These monies may be directed to our Capital Reserve accounts. As I've mentioned, we've recommended that we delay the order of any new engines until the Capital Reserve account balance is increased above the current \$7.9 million. The target, based on our current budget and generally accepted accounting principles, is that account should be closer to \$14 million. Stuff has just gotten stupid expensive – as you all know.

You'll start seeing promotions for our upcoming firefighter hiring process on social media before we open applications. It's a marketing thing, please share and engage with the posts to help spread the word. Because the final budget will not be approved until June, we don't know exactly how many positions we have open. That said, whether the seven new positions are approved or not, we have positions we need to fill. Applications will open on June 5th, so start recruiting today.

My cancer screening is scheduled for next week Friday in Phoenix. Yes, I'm nervous about what they might find, but I'm also excited to have such a comprehensive physical exam. If they find something, hopefully it's early enough for effective treatments. If they don't find anything, then I can walk away feeling halfway decent – honestly, I'm still limping a bit, so I can limp away feeling okay, minus the back stuff and RA 😊

The grant we received for these screenings has provided us a fantastic opportunity for many of our operations folks to get a good baseline of their current health. These are not required, but certainly something that I would recommend taking advantage of while we have the grant funding. We're not sure at this point whether we will have the future funding to provide full screenings to everyone. Hopefully, we'll find funding to do at least periodic screenings.

Don't forget Sunday is Mother's Day. Happy Mom's Day to all our CAFMA moms!!
