



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **September 1, 2023**

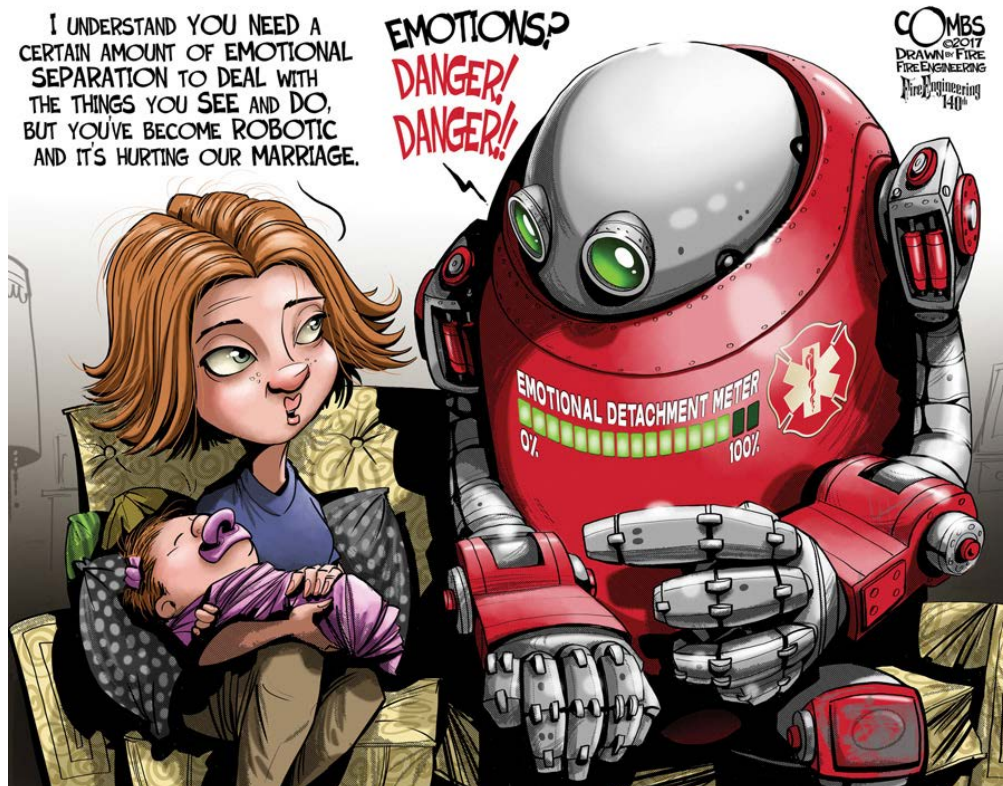
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"Successful people build each other up. They motivate, inspire, and push each other. Unsuccessful people just hate, blame, and complain."

—Unk

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The Chief's Desk

The CAFMA Board met Monday, August 28, for their monthly meeting. There are a couple of topics to bring to your attention.

First, I asked the Board to approve adding a Wellness Officer to the remainder of the three-year staffing plan. This is a position that labor and management agree is vitally important. When we break down the different facets related to our wellness programs, we find that each initiative or program seems to fall under the "other duties as assigned" category for folks who are already overworked, e.g., Training Chief/Accreditation Manager/Peer Fitness Lead, or EMS Chief/Training/CON/Coordinator and tracker of physicals/high stress incident tracking. What I'm saying is, piling more work on top of those already buried increases their stress levels and decreases the chances that we realize the true benefit of the programs we're implementing.

The Board approved adding the position and asked us to make the move sooner rather than later. This doesn't mean that we can add the position this year, but we'd like to consider adding the position sometime later in 2024. While we have some job description templates, we still must develop a job description that best serves our organization.

Our intent is to consolidate all things wellness and safety under one person to ensure that programs and/or initiatives related to wellness are not lost along the way. Some examples of programs that could be managed by a wellness officer include scheduling and tracking of physicals, development and tracking of a cancer screening program, oversight of Peer Fitness, tracking of high incident stress calls, liaison for the Peer team and Start Moving On, etc. When we start making a list of all the programs we currently have or would like to implement, it's easy to see that there's no shortage of work for the position.

Second, the Board approved the purchase of a new Battalion Chief truck for B3, a fire prevention truck, and a replacement chassis for one of the Type 6s. Domenic has not located the vehicles yet because inventory is still an issue. The intent of approving the vehicles now is to allow him to move quickly when he finds something that fits our needs. These vehicles were part of the approved capital budget for this year.

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Upcoming Events:

Sept 4: Offices closed for Labor Day
Sept 5: Labor Management, Senior Staff, Lunch meeting with PV Town Manager
Sept 6: AFCA/PFFA Joint Principles Review in Scottsdale
Sept 7-10: Fire School in Mesa

Board Meeting:

Board Meeting: Sept 25
CAFMA – 1700-1830

How to Lead When You Don't Feel Like a Leader

By: Lolly Daskal

Leadership is not always about feeling confident and in control. Even the most seasoned leaders can experience moments of self-doubt and insecurity. However, it is during these times that effective leadership is needed the most.

Here are some strategies for leading when you don't feel like a leader and how to tap into your own inner strength and resilience:

Leadership is not about perfection. It is about continuously learning and growing. Embrace your imperfections and use them as opportunities for growth.

Seek guidance from others. Surround yourself with people who believe in you and can offer guidance and encouragement.

Focus on your strengths: Remember that everyone has something unique to offer, and you have the skills and abilities to contribute in your own way.

Practice self-care: Being a leader can be demanding and overwhelming, so it is important to take care of yourself in order to be able to effectively lead others.

lollydaskal.com

NIST releases wildfire evacuation, sheltering guidance from Camp Fire research

By: Bill Carey

GAITHERSBURG, Md. — The National Institute of Standards and Technology (NIST) has released two wildfire reports from California's Camp Fire, providing specific guidance that communities must take when there is not enough time to safely evacuate all residents.

"The goal of these reports is to apply lessons learned from the Camp Fire in ways that make our communities safer in the face of continuing wildfire risks," NIST Fire Protection Engineer Alex Maranghides, an author on the two reports, said in a statement. "Tragically, we are releasing these reports in the aftermath of the fire on Maui Island in Hawai'i. Our thoughts are with everyone affected by this terrible event."

The Camp Fire began on the morning of Nov. 8, 2018. It spread quickly through the communities of Pulga and Concow and swept through the town of Paradise a couple hours later. The fire killed 85 people.

The first report, A Case Study of the Camp Fire: Notification, Evacuation, Traffic, and Temporary Refuge Areas, combines 2,600 observations and data points with the timeline of the spread of the Camp Fire to see how lifesaving actions were accomplished

The second report, WUI Fire Evacuation and Sheltering Considerations: Assessment, Planning, and Execution (ESCAPE), helps communities develop advance plans as well as process new information during wildfires.

[FireRescue1](#)

The Chief's Desk Cont.

We'll be opening applications on September 5 for a Fire Inspector, followed by opening applications for an Administrative Specialist and Human Resource Specialist a couple weeks later. These positions already exist but have gone unfilled as the focus has been on promotional testing as well as allowing some of our new managers to get comfortable in their positions. Now that they've had time to evaluate the needs of their divisions, everyone is ready to move forward. If you know anyone interested, please direct them to our website, www.cazfire.gov.

A conditional job offer was made this week for a Telecommunications Tech in Tech Services. The individual has accepted; however, we're not releasing his name until he has had a chance to meet with his current employer.

Battalion Chief testing wrapped up on Wednesday this week. I'd like to thank the six candidates for putting in the time and effort to participate in the process. The feedback from our outside evaluators was excellent, and they were very complimentary of our folks. It's nice to hear chief officers from around the state tell us how fortunate we are to have such a strong pool of people ready to take the next step in their career - not that we aren't already aware of the quality of our personnel, it's just nice to have our feelings validated.

The candidates will now have time to review their scores and receive the feedback provided by the panelists. Once that process is complete, they'll have the standard grievance period before we schedule chief's interviews. We're working to schedule chief's interviews for the company officer candidates as well.

Chief Tharp will be back in the office as of September 5 which means I no longer have to monitor my email and his 😊 I'm pretty excited about that! Since Monday, September 4 is a holiday, we've moved our Senior Staff meeting to the 5th which ensures that Dave is here and engaged.

In closing, September is National Suicide Prevention month. You'll likely see some material on our social media sites, as well as internally, encouraging folks to seek assistance if or when they are in need. I think all of you are aware, but we have a retainer agreement with Start Moving on Counseling Services that gives you great access and opportunity and includes your family. That said, as always, choose a counselor that works for you.

Remember, anyone, no matter their socioeconomic status, rank, position, or place in life can struggle with mental or behavioral health. Don't hide it or try to hide from it. If you need help, please seek it out for you as well as your family.
