



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – September 22, 2023

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Have a Great Weekend!

“Don't let yesterday take up too much of today.” - Anonymous

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WHAT CHOICE WILL YOU MAKE TODAY?

The Assistant Chief's Desk

I'd like to start off this week by reminding everyone that we will be okay. CAFMA, will be okay. We've navigated several challenges this last week and many more this last year, and we have the scars to prove it. Despite these challenges, we've kept moving forward, we've never stopped. Some of the challenges we've dealt with are new and some we've seen before. Unfortunately, these challenges cause us to doubt the future and question the past. But don't get down, don't dwell on what happened yesterday, today will bring with it enough challenges of its own. We should learn from the past, but we don't want to focus on the past at our own peril. If we hold onto the past too tight, we may rob ourselves of opportunities that may still lie within our grasp. So how do we learn from the past as an individual and as an agency without taking away from the future?

Upcoming Events:

Sept 25: AFCA/AFDA Educational Meeting
Sept 26: Captain Promotional Interviews
Sept 27: West Valley Fire Chiefs Meeting
Sept 28: PV Town Council Meeting

Board Meeting:

Sept 25
CAFMA – 1700-1830

History has always been a valuable teacher, providing vital lessons from our past and guiding us toward better choices in the future. To learn from the past is to understand the consequences of our actions, preserve what is valuable, and avoid repeating mistakes. In a 1948 speech to the House of Commons, Winston Churchill paraphrased Spanish-American philosopher George Santayana when he said, 'Those who fail to learn from history are condemned to repeat it.' That's true as an agency and as an individual. So how do we analyze our past without habitually recycling our same feelings? My thoughts, put history in context, learn from mistakes, acknowledge success, and move forward.

To understand the context of history is to gain a better understanding of why past events unfolded, even in our own lives. By analyzing the past, we gain a broader perspective of our current reality. This also provides the opportunity to identify patterns and understand the cause and effect of past actions. This is called experience and experience helps provide a roadmap for informed decision-making as a person and as an agency. If you want wisdom about life, talk to someone who is older and has experienced failure and life with all its challenges. If you want opinions about life, talk to someone who's just starting out. The difference between the two, one has history to reflect on, the other does not.

One of the most crucial aspects of studying history is the opportunity to learn from the mistakes of the past. Early in my career, I was teaching in an elementary school for Fire Pals and saw a poster that captured my attention. The statement on the poster was "Live Above the Line". Now, the poster was designed for children in a third-grade class, but like many elementary school lessons, the message was one that we should all follow. On the poster was an important question: Do you take responsibility for your actions? The lack of individual responsibility and accountability plagues organizations of all types and at all levels. What is accountability? Merriam-Webster defines accountability as, "... the willingness to accept responsibility or to account for one's actions." A lack of accountability can be an individual

problem as well as a departmental issue. Mistakes are part of the learning process; however, we should take corrective steps to prevent the same incident from happening in the future.

To help guide these third-grade students in answering the question as to whether they've taken responsibility for their actions, there were three additional questions that must be answered. Do you blame others? Do you make excuses? Do you tell the truth? It's about integrity. The Fire Service is a challenging career. Decisions are often made in stressful situations with little margin for error. One thing I learned very early in my career and had to quickly accept is the fact that I was going to make mistakes, and I've made plenty of them. It's sometimes difficult to understand the value of taking responsibility for our actions because there are consequences. The consequence for our actions is why we often learn more from our mistakes. If we never admit any wrongdoing, then what have we learned? Mistakes fail in their mission if we don't acknowledge and learn from them.

I have made mistakes. Some of those only I know about, some I've discussed with close friends, others I've had to admit in front of my peers. The mistakes I've learned from are the ones I've openly accounted for. I've had to discuss how I could improve my on-scene patient care, how I could have managed the scene better, or how I could better communicate directions in After-Action Reviews. These are the mistakes I've grown from and not forgotten. I have examples personally and professionally, but life is not all about mistakes. We can't deny what's happened in the past, but dwelling negatively in our past can also prevent us from and acknowledging our successes.

Our past is not solely a record of failures; it's also a testament to achievements and success. Human history offers examples inspiration and motivation. By studying the accomplishments of the past, we gain inspiration and motivation to pursue our own aspirations. Learning about great scientific discoveries, artistic masterpieces, social reforms, and technological advancements instills a sense of pride and encourages us to build upon these foundations. Our past is no different. While it's easy to focus on the negative, you should also consider acknowledging success - your success. By reflecting on the best of our past, you can often find hope for the future.

Lastly, don't stop moving forward. We can all find ourselves in a rut, but you must find a way to dig out rather than dig deeper. History's full of people that have navigated adversity and kept moving forward. You all have gone through challenges that only you may be aware of, and you've kept moving forward. One of the slogans for the Mighty Oaks is "Never Fight Alone". Stay in the fight and make wise choices today because no one is more responsible for your tomorrow than you.

Have a great weekend!

Operations Update – Chief Feddema

Accreditation

We've been working towards accreditation and for those that may not be aware, Chief Parra has been assigned as Accreditation Manager. He's been working with Chief Durre of PFD on several items and

we're coordinating with them to ensure our regional collaboration is captured in our accreditation. We'll be moving Chief Parra out of his full-time duties as Training Chief in October, and he'll remain in this assignment as we work through accreditation.

Promotions

We currently have one vacant Shift Battalion Chief position and with Chief Parra moving we'll promote a second. We're comfortable making this move because there will be other vacancies that arise in the future that will allow us options for Chief Parra when we've successfully completed the accreditation process. Fire Chief's Interviews for Captain will be next week and the Fire Chief's interviews for Battalion Chief will be scheduled for early October.

Assistant Chief

I wanted to address several items related to the Assistant Chief of Administration. While the vacancy was unexpected, we're addressing the current staffing shortage. All three division managers have helped keep things on track and Senior Staff has divided up management of the divisions. Currently HR is being managed under Operations, Finance under Planning and Logistics, and Administration under the Fire Chief. We've developed a timeline to test for the position and the announcement will be out next week. This will be an internal and external testing process. The position will be filled by a sworn member and the preferred candidate would be someone who could fill any of the three roles. More information to come in the future.

Planning & Logistics Update – Chief Rose

Fleet

- The four new Prevention 1500 Chevy trucks are in service now.
- Work continues on the three new Type 1 engines. There was a period where no reserve engines were available, so Domenic pulled personnel off of the new engines to complete repairs on the other Type 1s so they could be back in service before the weekend. Fleet will return to the new engines next week.
- Have now converted over to using PSTrax for all apparatus truck checks. This is also being used by the mechanics when they're completing preventative maintenance and repairs on vehicles.

Tech Services

- Working through the final stages to get an additional member of the team added to the Telecommunications side of the division; the goal is October 15. This position will assist Dave and Tony with radio work.

Opticom

- Opticom devices have been added to all first-out Type 1 engines and the BC trucks. The equipment has been installed on all signaled intersections within CAFMA's jurisdiction. Programming of the intersection equipment is scheduled for the week of September 25. Once this is completed, we'll complete final testing before going live. An email will be sent out when all intersections are live.

Old Station 57

- We're working with AZ State Land to donate the block building that was used at the apparatus bay to them to release CAFMA of any future liability. This has been an ongoing project for the past five years. Fortunately, it looks like there's now light at the end of the tunnel and this may be completed by November 1, 2023. When this is completed, CAFMA will no longer have any ownership or obligations to the building and the property.

Prevention

- We're in the final stages of setting up an online platform for contractors to use when submitting for permits. This has been in the works for the past two years. This will allow our Prevention folks to expedite the review process and return documents to contractors in a timely manner. This portal will also allow for online payments.
- We currently hiring for one additional Fire Inspector. Once this process is completed and the new member is in place, our Prevention team will be fully staffed with five personnel. It's been almost a year since they have been fully staffed, which has created challenges in part due to the growth within our jurisdiction.
- Completed the first Community Smoke Detector Walk in the Ocotillo Road area of Prescott Valley. The was in partnership with the Arizona Burn Foundation and the Red Cross. They were able to install 85 smoke detectors in 23 homes. Chief Tirpak will be scheduling additional walks in the future throughout CAFMA's jurisdiction. If you see a need for smoke detectors when you are out feel free to reach out to Chief Tirpak for additional info.

Facilities

- Eric and Andrew continue to work on cancer mitigation efforts at our stations by replacing kitchen countertops with stainless steel, installing radiant heaters in the apparatus bays, and taking out the forced air heaters, ensuring the animation systems are all in proper working order, and changing the interior floors to epoxy coated flooring. This is a process that will take years and more funding before every station is completed but know that this is a priority and we're working diligently to accomplish these items.
- Perimeter fencing is being installed at CARTA behind the Warehouse and along the south side over to the existing fence on the west side of the campus. There was no fencing here previously and with the need for increased security this, too, was a priority.
- Work continues at Station 63
 - New riprap was installed along the wash on the south side of the station.

- The north side remodel of the station has been completed. We're now working on installing a sink cabinet in the bay, moving the SCBA compressor to the room where the generator is currently located, and upgrading the generator to a larger one that can run the majority of the station in the event of a power failure. Once the SCBA compressor is removed we'll be installing cabinets for the new EMS supply room.

Community Relations

- Kathy continues to work hard building relationships with folks in the community. She's been successful in getting CAFMA on several TV news stations and works diligently with local reporters to ensure they have timely, accurate information. She also highlights our organization's efforts by producing engaging social media content and has seen a significant increase in social media followers and engagement.

Lastly, members from all divisions within Planning and Logistics are doing ride-alongs with engine companies on a regular basis. This is an opportunity to learn as much as possible about each other and your work while together, the goal being education and trust so that we're a stronger team.
