



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **October 27, 2023**

This Edition:

The Chief's DeskPage 2
Rapid Response: Don't look away from Lewiston,
instead learn and preparePage 3

*"The calmer you are the clearer you think.
Move with strategy, not emotion."*

—unk

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Good morning from Moab, UT! The happiest place on earth 😊

The Chief's Desk

At the board meeting Monday evening, the board approved moving forward with negotiations on a piece of property for a future fire station. Staff believes the parcel that recently became available is the most strategic spot for a future station. We will have a meeting with the owners in a couple of weeks to discuss opportunities moving forward. Based on current as well as future proposed development, this would likely be where the next station is built. Unfortunately, we can't build until we can secure bond funding.

The board approved the purchase of a new SCBA compressor for CARTA. The CARTA compressor will be moved to Station 63 to replace their aged and worn unit. I'm not sure of the time frame for the switch. The CARTA compressor still works well, but it's getting a little weak for all the use it sees at the training center but will be a great unit for the station.

Chief Feddema got all the BCs together this week now that we have all the spots for a meeting. Your BC can provide you more specific information regarding meeting topics. We asked the BCs to set up Teams meetings with their respective shifts for November 6, 7, and 9. Chief Feddema and I will both be on the 6th and 7th, but it will just be me on the 9th as John will be in the Struggle Well Seminar. We will have an hour, but the meeting can last shorter or longer depending on the questions you have.

We will meet with everyone in the admin offices sometime that week as well. Chief Rose will be meeting with each division within planning and logistics throughout that week.

The promotional test schedule has been set for 2024. Chief Merrill has the specific months; however, I know we will be testing for Engineer and Captain in spring and BC testing will take place in August-ish. You know the tests are coming so make sure you have your minimum requirements.

Let's talk about the idea, or concept of "ready." Being ready for promotion does include having all the minimum requirements, having some additional training related to the position, as well as having some time in your current position. It's kind of like having kids, even with all the things in place, you never really feel ready. There isn't a perfect time, it's just making the decision that you're going to take the next step knowing you don't know everything – and never will.

Now that we understand ready, let's discuss interviews. We've had a lot of them lately, and I've had the opportunity to participate in some outside of our organization as well. The thing that trips up most people is approaching the interview as if you're interviewing for the position you currently hold. I've quoted Chief Polacek before and I'll do it again here – "act as if you're already in the position to which you aspire." In that same vein, interview as if you're in the position to which you aspire. **Cont. Page 4**

Upcoming Events:

Oct 30-31: Chief on Vacation in Moab
Nov 1-2: AFCA Presidents Forum in Scottsdale

Board Meeting:

Board Meeting: Nov 27
CAFMA – 1700-1830

Rapid Response: Don't look away from Lewiston, instead learn and prepare

By: Greg Friese, MS, NRP

What happened: A man shot and killed at least 16 people inside a restaurant and bowling alley in Lewiston, Maine, on Oct. 25. The suspect fled the scene, and police from throughout Maine are searching for him while advising residents to shelter-in-place. Police announced Robert Card, 40, as a person of interest. They described Card as a firearms instructor and Army Reservist who was committed to a mental health facility for two weeks this past summer.

Why it's significant: Another U.S. community is grappling with the terror and loss of a mass shooting while the rest of the country anxiously monitors the news, pledges assistance, and offers thoughts and prayers. Every mass shooting incident reminds us of our shared vulnerability to those intent on inflicting death, but also reassures us that strangers will heroically care for others, first responders will rush toward danger and neighbors will support each other through the dark days ahead, long after the spotlight moves from Lewiston to another community.

Top takeaways: It is important that we don't look away from Lewiston or become numb to this type of violence in our midst. Use the ongoing news updates from the Maine shooting to prepare yourself, your family, your department and your community for a mass shooting. Review response protocols, public message templates and communication processes in light of the immediate news and the lessons learned that will come from Lewiston.

Here are five areas worth consideration in the days ahead:

1. Facts as we know them will change

Don't expect public safety officials or the media to get everything 100% right in the minutes and hours after an incident like this. Bystander and eyewitness accounts tell part of the story. News accounts, quoting an official, not authorized to speak on the record, is passing information heard in a briefing, which might not be objective, verified or conclusive. Surveillance video and investigation findings will add additional details. Collect information from reliable sources and evaluate the credibility of information shared on social media.

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Chief's Desk Cont.

Whatever position you're testing for within CAFMA, the oral interview portion of the process is about finding out who you are as a person and who you will be as a leader. Here's a hint for those of you already employed with us – we know you. To that end, if you've erred in some way, own it, and tell us how you've successfully implemented changes. When asked how you mentor others, we're not looking for how you've taught someone to pump an engine – that's coaching/teaching. We want to know how you've helped others develop as people and as professionals as well as how you've grown in your career.

If you're trying to promote to a company officer or BC position, we want to know how you will lead, not manage. Manage is a component, but these positions are about leading others. It's also a time for you to show the panels how you have a vision larger than what you see from the front windshield of the engine. What are the emerging issues facing our agency as well as the fire service? What are the things you see in our agency and/or our people that you can help develop? There are certainly different areas and levels in which you can have an influence, but at least know what they are and what your role may be for those you supervise.

All of this is important whether you are promoting in operations or looking to promote in other managerial positions within the agency. Remember, there are people in leadership roles that are not leaders. And there are people in non-managerial roles that are leaders. Think bigger picture.

We have some amazingly talented people at all levels and in all divisions within our organization. At the same time, we continue to encourage and promote training within and outside the organization. You need to have a greater vision than just our agency and just our area. In addition, you need to have a greater vision than your current position.

Finally, seek life balance. Unfortunately, I'm not sure I'm the best example. Other than the shop on the weekends, I'm focused on work. While I've traveled a lot this year, only the three days I stayed in St. Louis to see my parents could be considered a true vacation. I did have time off for back surgery, but that doesn't really count as a vacation either. That said, I'm sending this from Moab... Hope you all have a great weekend – I know I will!
