



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **September 21, 2023**

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Tip for Today:


**Control how you respond to things sent to
destroy your peace.**

—Unk

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

OCTOBER 2, 2023
18:00 - 20:00


REMEMBER CAPT
ZACH FIELDS



OCT 2 2022

CARTA - OUTSIDE CLASSROOM
9601 E VALLEY RD, PRESCOTT VALLEY

ALL ARE WELCOME TO JOIN IN REMEMBERING ZACH
THROUGH SHARED MEMORIES AND CONVERSATION



Captain Zach Fields
Memorial Workout

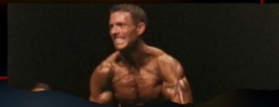
Saturday, September 30
8:00 & 9:30 a.m.
Red Tail Gym
330 N Washington Ave
Prescott, Arizona
or join wherever you are

Buy In:
54 barbell curls

Then:
9 rounds =
25 pushups
7 deadlifts -
225# (M) 155# (F)

8 dumbbell thrusters -
50# (M) 35# (F)

Cash Out:
54 barbell curls



The Chief's Desk

It's been a whirlwind three weeks. If I remember correctly, I did a brief download with you after Fire School, came back to the office for a week, then left for the Western Fire Chiefs President's Forum. For those not aware, Congress appointed a Wildfire Commission to study the wildfire crisis plaguing the United States, especially the western states.

We were able to hear from Commission members at the forum and receive a draft copy of the report prior to its release. In addition, we learned more about the fire on Maui from the former Maui fire chief, who had a lot of history to share regarding how the community approached wildfire issues in the years before the fire, and some of what occurred the day of the fire. As you know, I don't have a wildfire background; however, I know enough that a fire being pushed by 100 mph winds at ground level is near impossible to stop.

We're working to add staffing to meet demand and hiring to replace for attrition. To that end, we currently have postings for spots in Fire Prevention, Human Resources, and Administration. If you know anyone interested, send them our way. Interested parties can apply online at <https://www.cazfire.gov/join-us>. Each of these spots are existing positions, not newly created positions.

We posted the opening for an Assistant Chief of Administration on Wednesday this week; this is an internal and external posting. All job requirements are listed in both the posting and our internal position description. Please note that the education requirement changed in 2021, so an undergraduate degree is now required to apply.

I know it may seem that we posted this position quickly; however, we're closing in on the holiday season and must either post now or wait until January. Given the workload, we don't believe waiting is in our best interest. That said, if we don't get the right applicant for the position, we have a plan A, B, C, and D. The application process for this position will close on October 25th at which point Human Resources will conduct initial interviews and identify final candidates via Teams. Final testing will be November 14 - 16 in person at Administration.

Our second 'green' recruit academy (comprising both individuals that have completed Firefighter I and II and those who have not) started on Monday this week with ten recruits in attendance. There was a rumor that two of our recruits had already taken positions in the Valley, which would have left us with eight, but I can assure you that I counted ten when I met with them.

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Upcoming Events:

Sept 30: Partners Academy
Oct 1: Aaron Karrer Memorial in Tucson
Oct 2: Senior Staff Meeting, Captain Fields Remembrance
Oct 3: Labor Management, Dentist, AFCA Meeting with new ED
Oct 4: Participate with the Prescott Workforce Housing Committee, Chief Interviews for BC
Oct 5: Day blocked to meet with CON attorneys.
Oct 6: Assist Prescott FD with Ops Chief Interviews

Board Meeting:

Board Meeting: Oct 23
CAFMA – 1700-1830

Investigators focus on overgrown gully, utility pole in deadly Hawaii wildfire

By: Michael Biesecker, Jennifer McDermott and Bernard Condon Associated Press

Melted remains of an old car tire. Heavily burned trees. A charred stump of an abandoned utility pole.

Investigators are examining these and other pieces of evidence as they seek to solve the mystery of last month's deadly Maui wildfire: How did a small, wind-whipped fire sparked by downed power lines and declared extinguished flare up again hours later into a devastating inferno?

The answer may lie in an overgrown gully beneath Hawaiian Electric Co. power lines and something that harbored smoldering embers from the initial fire before rekindling in high winds into a wall of flame that quickly overtook the town of Lahaina, destroying thousands of structures and killing at least 97 people.

But as investigators sift through blackened debris to explain the deadliest U.S. wildfire in more than a century, one fact has become clear: Hawaiian Electric's right-of-way was untrimmed and unkempt for years, despite being in an area classified as being at high risk for wildfires.

Aerial and satellite imagery reviewed by The Associated Press show the gully has long been choked with thick grass, shrubs, small trees and trash, which a severe summer drought turned into tinder-dry fuel for fires. Photos taken after the blaze show charred foliage in the utility's right-of-way still more than 10 feet high.

"It was not manicured at all," said Lahaina resident Gemsley Balagso, who has lived next to the gully for 20 years and never saw it mowed. He watched and took video Aug. 8 after the flames reignited there and were stoked by winds from a hurricane churning offshore.

"The winds were blowing 90 miles an hour (145 kmh) downhill," Balagso told the AP. "From the time of reignition or rekindling to the time it passed my house, it was less than a minute."

[FireRescue1](#)

The big 4: Firefighter wellness warning signs

By: Bruce Bjorge and Rachelle Zemlok, PsyD

Do you think your agency and its members are struggling with mental health and wellness, resilience today? Before you get defensive, consider some more specific questions that can help you identify firefighter wellness warning signs:

- Do you see an environment of negativity in your stations?
- Are people up at all hours?
- Is your staff complaining about stress, or problems with their home life?

- Is your leadership struggling to manage challenges equitably and objectively because of their own struggles at work or home?
- Has your department responded to a series of traumatic emergencies lately?
- Do you know members who drink too much alcohol?
- Have you seen an increase in sick leave usage? Do you have a lot of firefighters out on leave for post-traumatic stress?
- And if you're in a volunteer agency – do you have members who don't show up for calls?

It's easy to say "we're fine." But if you're genuinely willing to look, you're likely to see symptoms that not everything is perfect. The fire service has taken huge strides in recognizing the importance of member wellness. At the same time, every fire department across the country has room to improve.

In our previous article, we discussed reducing firefighter exposure to trauma on the job. That's critical – but it's only one-half of the equation. Your personnel come to you with their own set of personal experiences and challenges. They may bring with them financial strain, relationship issues, substance use disorders, or other elements that impact their resilience and how they process job-related stress. While these are not necessarily elements leaders can control, they underscore how important it is to be aware of whether members are struggling.

[FireRescue1](#)

The Chief's Desk Cont.

We completed chiefs' interviews for Company Officer this week and will hold chiefs' interviews for Battalion Chief next week Wednesday. We normally announce our decision regarding promotions the day after chiefs' interviews; however, this time we notified each captain candidate that we would not make final decisions and announcements until next week Wednesday after the BC interviews. Expect personnel changes pretty quickly after Wednesday.

Finally, Jake from the Warehouse (not Statefarm) is moving to Tech Services where he will apprentice with Dave and Tony as a Radio Tech. Ivonne will be moving from Training Tech to the Warehouse, replacing Jake. An offer has been made and accepted by a new training tech who will start in two weeks.

We have a lot of movement happening now, and at the same time have vacant positions on the floor. As a growing organization, and not unlike other agencies our size, we're learning to accept that we won't be able to keep all positions filled at all times. We'll keep trying, but things move quickly, and individuals make decisions that are beyond our influence.

Comments have been made over the last several months regarding Training that I think are important to address. First, we've heard comments that training should offer more programs at CARTA. To answer the concern, we'll have Training on an upcoming podcast to review this year's training calendar – hint, it's full.

Second, CAFMA should support more training opportunities outside of CARTA/CAFMA. To better

understand this concern, I asked Chief Feddema how many times he had denied a training nomination request to attend training outside of our agency when he served as Training Chief. He couldn't recall a time that he'd declined a request.

Now, we've been going through our out-of-area training budget pretty quickly already this year, so there may be a point that we have to pull back the reins a bit. That said, if we're suddenly looking at more training requests for out-of-area training, then we'll have to consider a budget adjustment next year to better accommodate.

There's one upcoming training program in Phoenix that I've directed we hold pending further assessment of the program. We're not the only agency that's not actively supporting the training this year, despite what the group lists on their website.

Ultimately, to the sentiment that we should be supporting more training opportunities outside the agency, I'd like to emphasize that seeking or applying for external training starts with the individual. Training outside our agency is promoted, has been promoted, and will continue to be supported.

The third and final concern relates to employee recommendations for CARTA-hosted classes. Our Training staff continues to seek ideas from our personnel regarding training. While your recommendations are valuable, the recommendation itself doesn't guarantee immediate implementation, but it also doesn't rule out the possibility of them being considered in the future. There are logistics involved in bringing in outside resources to provide certain classes, and their schedules don't always match ours. In the end, there are a lot of factors that go into whether we can host a program, but that doesn't mean Training is not open to your ideas or suggestions. The Training staff is also open to classes you may want to provide if you're certified in instructing the training.

We continually strive to provide the best training possible at CARTA and have always actively backed looking outside of CAFMA for training. That said, we'll provide and support training in line with well researched standards based on years of verified scientific study performed by agencies like Underwriter Laboratories, ISFSI, etc., and supported by NFPA.
