



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **January 5, 2024**

This Edition:

The Chief's DeskPage 2
The Top 5 Leadership Trends That Will Drive
Success In 2024.....Page 3
December Response ReportPage 4

“Some of you don’t even realize how you light up rooms and inspire people just by being you. You’re literally magnetic and you don’t even realize it.”

Unk

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

REDUCE YOUR CANCER RISK

at the fire station



FIRE FIGHTER CANCER AWARENESS MONTH

The Chief's Desk

Happy first week of 2024! So far, everything seems to be progressing swimmingly. I mean, we're five days in so that's a good measurement – right?

I can tell you that things are already getting busy from an administrative perspective. Applications are open for new firefighters as of this week and will close on February 8. If you know anyone interested, please direct them to our website as www.cazfire.gov. At this point we are looking for at least nine, and possibly ten positions. To aid Chief Rose with the math, that means potentially 14 positions – maybe 15. It depends...

Our plan is to run two application processes and two academies a year for the next two or three years. This will put a lot of pressure on the training division, our RTO's, as well as all of you as we introduce more and more new firefighters to our ranks. I don't think there is any division within the organization that will not be impacted by running multiple processes and academies. It's an exciting time that also brings a lot of work.

We will be opening applications for a position in finance on Monday next week. Again, if you know anyone interested in working with a dynamic team of finance professionals, send them our way.

Our first labor/management meeting of the new year was on Tuesday this week. One of the main topics was the wage/benefit study which is progressing well. While I cannot put a number to it at this time, we know that a COLA will be necessary. Personally, I'm not happy with the starting wage for new firefighters. I believe that we are below market at this point which hurts our recruitment efforts. This will need to be addressed as we work through the wage/benefit process and then as we work through the budget process with the board. Changes will be necessary across the board which is something both labor and management agreed to during our meeting.

I spoke with Chief Durre on Wednesday this week. He let me know that they have been running tests with the new move-up module in dispatch. So far, things are working as we'd hoped. There's a meeting on January 11th with the software company, Prescott Fire, and CAFMA to discuss a couple final things before the program goes live. Once it's live, we will be better able to evaluate how the initial settings are performing and adjust as necessary. I'll have more on this in the coming weeks.

Cont. Page 3

Upcoming Events:

Jan 8: Policy meeting, AFCA
Exec Team meeting, Senior
staff meeting

Jan 9-11: Surgery

Jan 10: SOG Meeting

Jan 11: AFSI meeting, EVAC

Zone stakeholders meeting,

Monthly CAFMA-OFD

Accreditation meeting

Board Meeting:

Board Meeting: Jan 22

CAFMA – 1700-1830

The Top 5 Leadership Trends That Will Drive Success In 2024

By: Brent Gleeson and Mathew Lehnig

This article was co-authored with Mathew Lehnig, retired Navy SEAL officer and VP of Programs at Taking Point Leadership, and written from his perspective

“Embrace the currents of leadership trends, for in their evolution lies the compass to navigate the ever-changing landscapes of success.” – Mathew Lehnig

In 2024, the leadership landscape continues to evolve in response to dynamic global, technological, and societal shifts. Leaders are facing unprecedented challenges and opportunities, prompting the emergence of key trends that are reshaping leadership methodologies and practices. In this context, leaders must stay ahead of the curve, adapting their approaches to meet the demands of a rapidly changing world. Let's delve into our top five leadership trends for 2024, exploring how these trends influence the way leaders navigate complexity, inspire teams, and drive organizational success.

From the rise of adaptive leadership to the growing importance of emotional intelligence and purpose-driven leadership, these trends reflect the imperative for leaders to cultivate a diverse skill set that aligns with the demands of the modern era. Additionally, as remote work becomes more entrenched, leaders must hone their remote leadership skills, leveraging technology and data literacy to lead effectively in virtual environments.

Here at takingpointleadership, we are always ahead of the power curve by exploring and delving into the essence of leadership trends, exploring the strategies and insights that will guide leaders in steering their organizations toward success in the dynamic landscape of 2024 and beyond. Here are our top five Leadership trends that will help you drive success and crush 2024:

1 - Adaptive Leadership

The skill of leading in unpredictable and ever-changing environments is expected to remain a prominent trend. The SEAL Teams excel in operating within dynamic and uncertain settings. Adaptive leadership is crucial for them to navigate the volatile, uncertain, complex, and ambiguous (VUCA) conditions, enabling quick decision-making and the ability to adjust plans in real-time during missions. Successfully steering teams through ongoing challenges in such environments requires making agile decisions and fostering a culture of continuous learning and adaptability.

forbes.com

Chief's Desk Cont.

The Pro QA, or Emergency Medical Dispatch system, should be live in May. This is when you will see changes in how calls are dispatched. Instead of Med 2 or Med 3, you should see an alpha, bravo, charlie,

delta, or echo response. An alpha call is considered low acuity and may not result in a transport. This should be an ARU or ambulance only response. A bravo call would constitute an ambulance only emergency response. Charlie calls through echo would be an engine and ambulance response with additional units assigned based on the call. This is how it's supposed to work. That said, it may take a bit of time to implement fully as we don't have ARU's in the system currently, and the area is still down transport resources.

Chief Feddema, Chief Niemynski, and others will be meeting with the Priority team in the coming weeks to discuss the path forward with our joint staffing agreement. There are lots of moving parts with this, so I'd just ask for your continued patience as we work to ensure those who call 911 get the best care and transport possible.

We don't yet have a closing date for the property at Glassford Hill Road and Santa Fe Loop, however we still expect to close this month. Our conversations with the City of Prescott regarding Stations 51 and 72 are ongoing.

I am having carpal tunnel release surgery Tuesday morning Jan 9, and will be out the remainder of the week. I'll ask Chief Feddema to take care of writing *The Review* for the next couple weeks as it will be two weeks before I can use my right hand. I could use voice to text, but what you may find surprising is my fingers serve as kind of a filter as I write. If I just say things, the filter is disengaged and that would not likely be good for anyone – especially me.

I'm asking Chief Rose and Chief Barnes to handle the podcast next week. This will be an opportunity for Chief Barnes to introduce himself to everyone as he continues to work his way around the agency and will coincide with the press release regarding his appointment to the agency.

While I have some meetings in Phoenix the week I get back from my convalescence, my hope is to get by a few more stations to visit. I won't be able to write, but I can sit and chat.

December Response Report

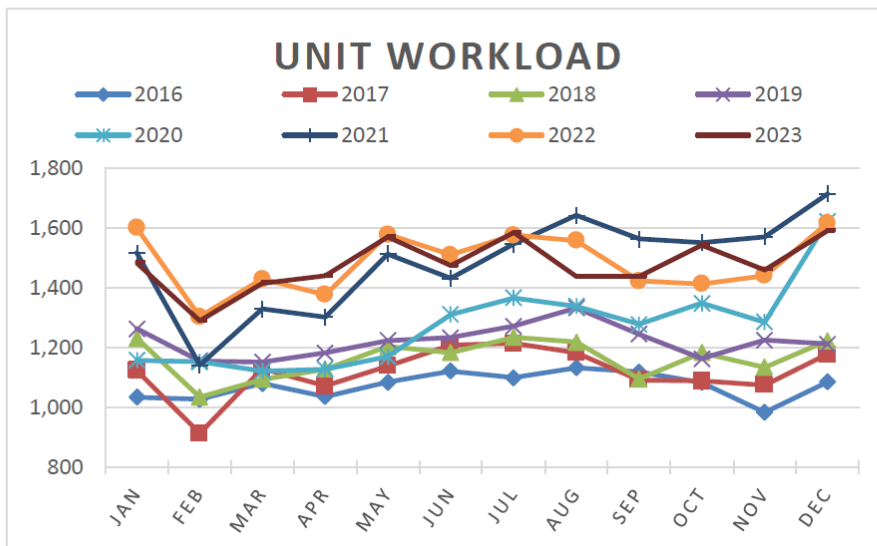
By: GIS/Statistician Michael Freeman

See next page.

Unit Workload History

(RESPONSES BY TYPE-1 ENGINES)

	2016	2017	2018	2019	2020	2021	2022	2023
Jan	1,034	1,123	1,231	1,263	1,157	1,516	1,600	1,483
Feb	1,026	913	1,034	1,155	1,152	1,141	1,303	1,289
Mar	1,080	1,128	1,093	1,151	1,121	1,328	1,428	1,415
Apr	1,036	1,071	1,127	1,182	1,127	1,302	1,376	1,439
May	1,084	1,138	1,203	1,223	1,169	1,512	1,577	1,569
Jun	1,121	1,208	1,183	1,233	1,310	1,431	1,509	1,473
Jul	1,099	1,214	1,234	1,271	1,366	1,546	1,575	1,584
Aug	1,132	1,183	1,218	1,332	1,338	1,641	1,557	1,437
Sep	1,118	1,091	1,095	1,245	1,277	1,563	1,422	1,437
Oct	1,083	1,088	1,183	1,163	1,348	1,551	1,413	1,542
Nov	983	1,074	1,134	1,224	1,285	1,570	1,440	1,459
Dec	1,085	1,177	1,222	1,211	1,622	1,713	1,615	1,590
AVG	1,073	1,117	1,163	1,221	1,273	1,485	1,485	1,476
TOTAL	12,881	13,408	13,957	14,653	15,272	17,814	17,815	17,717





November Response Report - 2023

Land Area: 369 sq. miles Population: ≈106,500 Fire Stations: 10 Full-Staffed

Responses in District

TOTAL FIRE INCIDENTS	11
STRUCTURE FIRE	3
STRUCTURE FIRE; CONFINED	5
MOBILE HOME/PORTABLE BLDG	1
VEHICLE FIRE	0
BRUSH/GRASS/WILDLAND FIRE	0
TRASH FIRE/OTHER	2

Fire is 0.83% of call volume

TOTAL RESCUE & EMS	932
--------------------	-----

EMS is 69.87% of call volume

OVERPRESSURE / OVERHEAT	0
HAZARDOUS CONDITION	10
SERVICE CALL	249
GOOD INTENT	104
FALSE ALARM/OTHER	28

Other is 29.31% of call volume

TOTAL INCIDENTS IN DISTRICT	1,334
INCIDENT RESPONSES BY CAFMA	1,466
TYPE-1 UNIT RESPONSES BY CAFMA	1,590

Fire Loss Summary

Residential Fire Loss	\$137,000
Commercial Fire Loss	\$0
Vehicle Fire Loss	\$0

Top 5 Call Types

845	EMS
145	Assist Invalid
58	Cancelled en Route
53	Public Service
37	Medical Assist

Average total # of calls per day	43.03
Average fire calls per day	0.35
Average EMS calls per day	30.06
Average all other calls per day	12.61

Call Volume at PRCC

	Month	Year-to-Date
PFD	947	10,597
CAFMA	1,334	14,837
GCFD	5	132
OD	7	128
WKFD	3	25

Unit Responses

Unit	District	Total	Move Up
E50	175	190	31
E51	37	209	44
E53	201	202	7
E540	27	31	13
E54	165	165	0
E57	63	64	2
E58	202	207	4
E59	173	178	2
E61	113	113	5
E62	163	172	4
E63	52	56	26
TR50	1	3	0
B3	53	55	0
B6	15	16	0
Rescues	0	0	0

TYPE-1 ENGINES

Calls by Municipality

Calls in Town of Chino Valley	215
Calls in Town of Prescott Valley	683
Calls in Town of Dewey-Humboldt	60
Calls in District, Unincorporated Areas	376
Calls Out of District	5

Aid Agreement Summary

Aid Given to Prescott	166
Aid Received from Prescott	80
Aid Given to WVFD	0
Aid Received from WVFD	4
Mutual Aid Given	0
Mutual Aid Received	0