



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **February 16, 2024**

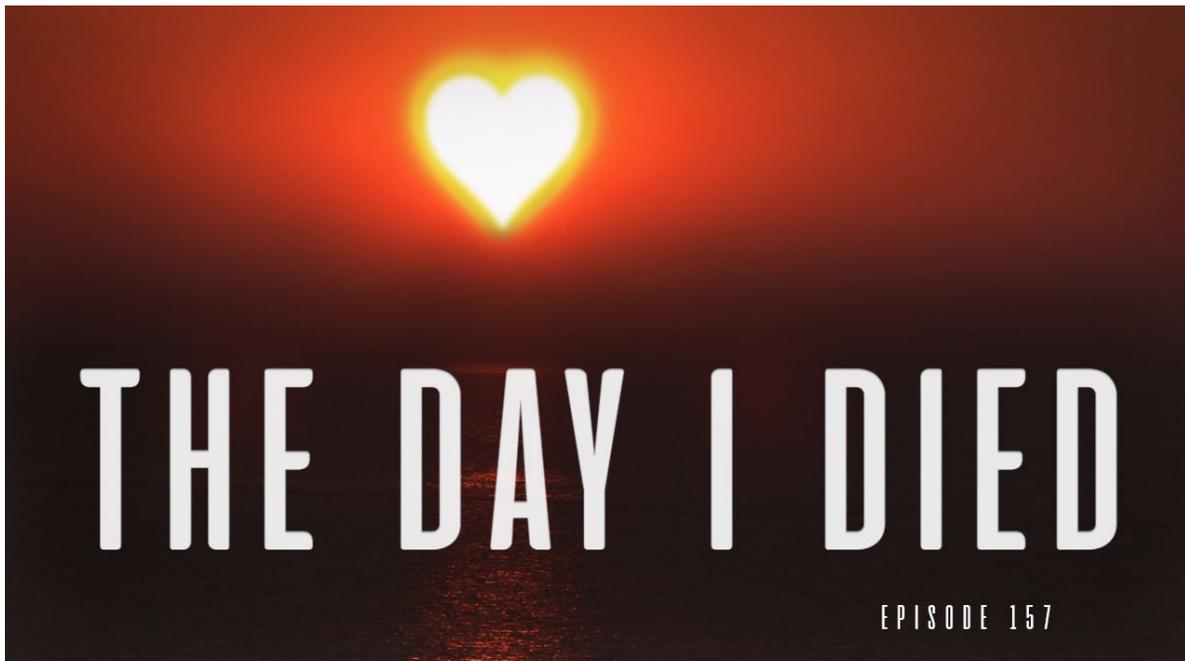
This Edition:

The Chief's DeskPage 2
How To Activate Your Leadership Potential Page 3
We want YOU: What the fire service can learn
from the military's recruitment experience...Page 3

**"It is often the small steps, not the giant
leaps, that bring about the most lasting
change."**

Queen Elizabeth

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



CAFMA Connect Episode 157 with Special Guests Administrative Specialist Denise Krizo and
Engineer Paramedic Russ Smith: Youtube: <https://youtu.be/pz6WhxC08sg>

The Chief's Desk

This week's podcast is pretty special. Administrative Specialist Denise Krizo is my guest along with Engineer/Paramedic Russ Smith. The podcast marks the first time Denise has seen Russ since Denise suffered a sudden cardiac arrest at CARTA on December 3 while wrapping gifts for Firefighter Angel. Russ was the first face she saw after he administered the shock that converted her heart from VFib to normal sinus rhythm. Denise is the first patient Russ has had immediately open their eyes and start talking to him after cardioversion. It's rare to get a save and even more rare to have a patient A&O x3 immediately following a sudden cardiac arrest. Captain/Paramedic Travis Smith and Firefighter Cammi Hoobler were part of the team that treated Denise on scene. Chief Rose was there, but he's a Chief, so does he really count? LOL!

While you would think this would be a heavy podcast given the subject matter, it's actually light and funny. We spent time stressing the importance of CPR and AED training for the community. It's a longer podcast, but worth your time to watch. Especially the hug at the end 😊 "But did you die?!" I mean, yes, but only for three minutes...

The new firefighter interview process ended this week with the Chief's interviews – 16 candidates over two days. Our panel included me, Chief Parra, Chief Merrill, and Patty. As a reminder, we received nearly 70 applications. Of those, 48 applications were 100% complete. After Wonderlic testing, 38 candidates moved forward for the initial interview panel; that panel sent 16 to the Chief's interview.

All 16 candidates were hireable. However, being mindful of the budget, we established a maximum number of ten. At the end of the day, we felt that there were 12 candidates we needed to hire. Honestly, if we had the money, we would've picked up all 16. Our hope is that the four who weren't hired this time will reapply in the late summer or fall when we run our next recruitment.

Because these are conditional offers and the candidates still have to get through the initial screenings, we cannot list their names at this time. We also want to ensure the candidates have time to notify their current employers before we send out the AD.

Since the academy starts March 18, we'll move these folks through the pre-hire screenings as quickly as possible, and I hope to have the names public in the next week or so. Given this is the fire service, you'll all know their names before we send out the list, but we'll send it anyways 😊

Cont. Page 4

Upcoming Events:

Feb 26: Meet with SMO, WFCA Meeting, Board Meeting
Feb 27: Captains Academy
Feb 28: Captains Academy
Feb 29: Captains Academy

Board Meeting:

Board Meeting: Feb 26
CAFMA – 1700-1830

How To Activate Your Leadership Potential

By: [Paola Cecchi-Dimeglio](#)

The journey of leadership is both an inward and outward adventure. Building on the foundation of self-awareness, harnessing this profound insight is necessary to activate and amplify leadership potential. The linkage between self-aware leaders and the prosperity of their organizations is well-documented; leaders who understand themselves can more effectively guide their teams toward success.

Building a Robust Professional Network

The essence of a powerful leadership journey lies in the strength of one's professional network. Networking is not merely a strategic endeavor but an art form that, when mastered, opens doors to endless opportunities and support systems. Effective networking in diverse settings can significantly amplify a leader's impact. Leaders like LinkedIn co-founder Reid Hoffman attest to the indispensable role of a well-curated network in achieving professional milestones. The key is to seek diversity in connections, ensuring a wide array of perspectives and expertise is just a conversation away.

Embracing Continuous Learning

In the realm of leadership, stagnation is the antithesis of success. Continuous learning is the fuel that keeps the leadership engine running, pushing boundaries and challenging the status quo. Leaders can weave learning into the fabric of their daily routines by engaging with online platforms like Coursera or LinkedIn Learning, delving into the latest leadership books, or subscribing to podcasts that explore innovative management theories and practices. This commitment to learning ensures leaders remain relevant and resilient in the face of change.

[Forbes.com](https://www.forbes.com)

We want YOU: What the fire service can learn from the military's recruitment experience

By: Robert Rielage

The U.S. military entered 2024 with its smallest force in more than 80 years after the service branches collectively missed their 2023 recruiting goals by 41,000 troops. Only the U.S. Marine Corps (USMC), which bills itself as the branch for high-performing service members, and Space Force hit their target recruiting goals.

According to a Department of Defense (DoD) study titled "The Target Population for Military Recruitment – Youth Eligible to Enlist Without a Waiver," released in May 2023, the pool of young Americans eligible to serve in the Armed Forces has dropped to 23%. This number was reached based primarily on enlistment requirements related to medical/physical factors, mental health, drug use, conduct (misdemeanors or felonies), dependents and aptitude. What does 23% look like? It means, in essence, of the country's 33 million youths, only 7.6 million men and women ages 18 to 22 are eligible for military duty. Of those individuals, roughly 4 million (12%) are eligible for immediate duty, but only

2.1 million (7%) would qualify, be available, and able to score above the 50th percentile on the Armed Forces Qualification Test (AFQT).

With such a small proportion of the population eligible to serve, it is little wonder that the Army, Navy and Air Force are all missing their monthly goals at recruitment. Furthermore, it's no wonder the fire service is having similar recruitment troubles, as we are often pulling from the same pool of young people as the military.

Working from the same playbook

According to the What Firefighters Want (WFW) in 2023 report, 94% of respondents said their department has experienced staffing challenges in the past three years. So, what can we in the fire service learn from the DoD study and military experience regarding our own recruitment efforts? What are some things we can do to get a fire service commitment?

[FireChief.com](https://www.firechief.com)

Chief's Desk Cont.

Both the folks on the initial panel and those of us on the Chief's panel are excited for the next academy as we feel we were able to hire some outstanding recruits! A few of the recruits are moving from other states, or from the far reaches of Arizona. A couple currently live in the Valley and will commute. When asked if they'd considered the logistics of accepting a position with us, they said that they had already considered the possibility of a move, and/or arrangements for the 15-week academy. We also confirmed that they know and understand our shift schedule.

We met with the Wage and Benefit Committee on Wednesday this week to review the Segal study. There were some great questions and good preliminary conversation. Segal will present their information to the Board on Monday, and then staff will present the numbers we've run regarding implementation.

Chief Rose and Chief Barnes will send the Segal study along with our spreadsheets to the Committee members for further review. We plan to meet again in two weeks after folks have had a chance to digest the information.

We'd planned to have the final numbers for the budget Wednesday, but they were not available. Our hope is that they'll be provided by the close of business tomorrow, or the first of next week. We'd like to have them in advance of the board meeting on Monday so we can paint a better picture for the Board.

The Captain's Academy starts next week at CARTA. I'll be sitting on a Chiefs Panel Tuesday morning and then presenting Tuesday afternoon. I plan to spend time at the academy Wednesday when Chief Ruiz is presenting and then again on Thursday for the presentation regarding mental and behavioral health.

Planning continues with Prescott FD for our first joint, green academy next fall; we could have as many as 28 new firefighters in the academy between the two agencies. One of the challenges we could face is a lack of apparatus. We'll have the CAFMA training engine along with one from Prescott, but that may not be enough. In the future, we plan to add another training engine at CARTA, but that won't be until the next two engines arrive in approximately two years... Crazy, absolutely crazy!