



# THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **March 8, 2024**

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**“Just because a person smiles all the time doesn’t mean their life is perfect. That smile is a symbol of hope and strength.”**

**Unk**

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**WHAT PEOPLE  
SEE**

**WHAT PEOPLE  
DON'T SEE.**

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## The Chief's Desk

By now, many of you have heard about or reviewed the Segal wage study and its findings, especially as it relates to the larger than anticipated 75<sup>th</sup> percentile gap. However, following our recent recruitment posting, it's evident that our Firefighter/EMT starting pay falls short compared to others in the field. Both Staff and the Board agree that adjustments are necessary to ensure competitiveness in the market. To give you a sense of things, Prescott PD just posted their hiring flyer advertising over \$62,000 a year for a new police officer. Currently, our starting Firefighter/EMT is just over \$52,000 per year. Under the wage plan, in year two of implementation, our starting Firefighter/EMT will be around the \$62,000 mark and a starting Firefighter/Paramedic will be \$75,000-\$77,000 – ish.

I want to be clear with everyone, it is not financially possible for us to implement the entire pay plan in one or two years, three is the only option. However, we're not going to approach this market adjustment the same way we approached the wage scale/wage changes last time. The plan we presented to the Wage and Benefit Committee on Thursday this week implements the market adjustment over three years.

We intend to give the largest possible portion of the raise in year one along with your annual merit increase. Trying to stay ahead of the 75<sup>th</sup> percentile in year one, we set the rates a bit higher than the 75<sup>th</sup> percentile. In year two, you will get another percent of the adjustment, your annual merit, and a 3% COLA as an escalator. We will complete the market adjustment in year three to include your annual merit and a 3% COLA as an additional escalator. Senior staff has scheduled all hands Teams meetings in a couple of weeks so we can walk everyone through the plan. We'll also have the proposed wage scales by then so you'll be able to see exactly how it works.

While I used a Firefighter/EMT as an example, all positions will see increases.

I want to be completely open with everyone, it's important that we implement this wage study and build in the escalators to stay within market at the 75<sup>th</sup> percentile. However, *if* in three years the numbers come back this high again, we have to have a very real conversation about whether the 75<sup>th</sup> percentile is the right target for us. We cannot become a payroll that occasionally does other stuff, we must maintain fiscal responsibility always considering the sustainability of the agency. All indications are that the economy is slowing, and that inflation is starting to come down. So, hopefully the numbers won't be as drastic next time. For now, the Board and Staff are committed to maintaining the 75<sup>th</sup> percentile because that's what we told you all we would strive for, and we have to remain competitive.

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### **Upcoming Events:**

March 11 and 12: Chief on vacation

March 13: Record podcast with Chief Durre, medical follow-up

March 14: AFSI meeting in Phoenix, monthly CAFMA/PFD accreditation meeting

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### **Board Meeting:**

Board Meeting: March 25

CAFMA – 1700-1830

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# How to develop a personal mission statement

By: Fire Chief Marc Bashoor

Written by former Delta Force Operator Pete Blaber, the book “The Mission, The Men, and Me” drives home the simple and powerful principle that “being ready” trumps having a “perfect plan” any time. So, let’s get you ready.

You’ve likely heard someone say, “If you want to succeed here, you need to take the work personally.” As a young volunteer firefighter, I recall the repetitiveness of washing fire trucks, racking hose, throwing ladders and, yes cleaning the toilets – every day, sometimes more than once. It’s all the same principles as the book: You will need to be ready if you expect to succeed.

We didn’t keep up the repetitiveness at the firehouse because we “didn’t get it” or “couldn’t do it.” We kept it up because we wanted to be the best in the business, and we cared how we looked doing it and, most importantly, because we wanted to be ready. I see that same pride in firehouses today – sometimes to different degrees, yet as a culture we care, and we want to look good doing it, and we want to be ready.

## Follow the KISS principle

Remember when you first got hired or joined your local VFD? They likely gave you some books to read, some papers to fill out and disclosures to sign. Somewhere in there was probably a copy of your organization’s mission, vision and values.

Understanding the mission was really your first test – the first step in understanding why you were getting ready to do whatever it was you were going to do. If your department had a mission statement, I suspect that it was a verbose regurgitation of an epiphany that once came to some administrator from the past. I don’t need people to memorize a paragraph; I need them to be ready to fulfill the mission. Keep the organizational mission statements simple, like the KISS principle – “Keep it simple, stupid.”

[FireChief.com](http://FireChief.com)

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## Chief’s Desk Cont.

Staff at the City of Prescott and staff with CAFMA have come to an agreement regarding the 51/72 swap. Escrow has been opened, and we’ll be taking the property exchange for final approval to our respective elected bodies at the end of March. If approved, the target closing date would be April 5<sup>th</sup>. Once the property is owned by CAFMA, we will be free to do whatever we need to make the building more serviceable for our crews.

A full remodel of the building would be part of a future GO bond along with other major remodels and infrastructure. That said, we’ll be moving the extractors to the Warehouse from 51 and will look at converting that space to a gear room. Regarding the weight equipment, we’ll look into removing all the

offices in the basement, create a second means of egress to the exterior of the building, and move the weights downstairs. In talking with Chief Rose, those would be the priorities. It all comes down to what funding we have available to do the work. There was some talk about a captain's room and office as well.

At the March Board meeting, the Board will consider a professional services agreement with CPSE for work on a regional Standard of over (SOC) for CAFMA and Prescott. The cost of the consulting will be split between the two agencies. According to Chief Durre and Accreditation Chief Parra (new title I made up to honor him) the concept of a regional standard is groundbreaking. It does not appear that anyone else in the country has approached accreditation in this way. That said, we're just trying to do what's best for the communities we serve. If it helps set a new standard, great! But, in the end, we just want something that works for our agencies.

Caden leaving for Myrtle Beach FD led to another vacancy. We hired Hermey, aka Mathew Lind, to fill the spot. Hermey is a Priority EMT working out of Station 62 on B-Shift. He's well respected at 62, and Captain Jacobsen speaks very highly of him. Again, we had some amazing candidates, all of whom we wanted to hire. We encourage those not picked up this time to reapply in the July/August time frame. This brings the recruit academy to 13. Personally, I think even numbers are better and we should round up to 14, but – Chief Rose and Chief Barnes... They do budget number stuff 😊 Chief Feddema and I do real math... LOL.

We wish Caden and his family all the best in their new adventure! I completely understand his reason for making the move and congratulate them on their new home purchase.

Patty, Chief Barnes, and I met with SECURIS and Kairos on Wednesday along with some of the other member districts. They floated a plan that would allow us to use Start Moving On as our EAP. In addition, they're proposing an increase in our EAP sessions for responders from 12 to 36 to be in line with the parameters of the Craig Tiger Act. This would be a huge benefit to you and reduce the workload on our staff. Our family members would continue to receive 12 EAP visits per year.

We also discussed Kairos and SECURIS covering the cancer screenings that to date have been covered by grants. While we, as a SECURIS collective, will continue to seek grants, the coverage will ensure the cancer screenings continue as prescribed whether we have grants or not. Additionally, we are looking at extending the cancer screening to all employees. This may be a cost share situation, but given we were looking at funding it as CAFMA, this would certainly make the program more viable.

In the end, there's some very positive movement within our current plans with both mental and behavioral health coverage, as well as cancer screening. More information to come.

Overall, we end this week on a very positive note. Don't forget to tune into the CAFMA Connect this week with very special guests Captain Rick "Mongo" Olson and Warehouse Manager Erik "Papa T" Trujillo discussing the latest firefighter testing oral boards. Hint, it's funny and we had some fun with Kathy – during the second recording 😊 Next week on the CAFMA Connect, Coffee with the Chiefs. Chief Durre and I will drink coffee and discuss stuff.

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## **February Call Report**

By: GIS/Statistician Michael Freema





# February Response Report - 2024

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

### Responses in District

TOTAL FIRE INCIDENTS	7
STRUCTURE FIRE	0
STRUCTURE FIRE; CONFINED	3
MOBILE HOME/PORTABLE BLDG	0
VEHICLE FIRE	2
BRUSH/GRASS/WILDLAND FIRE	1
TRASH FIRE/OTHER	1

**Fire is 0.59% of call volume**

TOTAL RESCUE & EMS	796
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**EMS is 67.63% of call volume**

OVERPRESSURE / OVERHEAT	1
HAZARDOUS CONDITION	11
SERVICE CALL	214
GOOD INTENT	105
FALSE ALARM/OTHER	43

**Other is 31.78% of call volume**

TOTAL INCIDENTS IN DISTRICT	1,177
INCIDENT RESPONSES BY CAFMA	1,297
TYPE-1 UNIT RESPONSES BY CAFMA	1,381

### Fire Loss Summary

Residential Fire Loss	\$0
Commercial Fire Loss	\$0
Vehicle Fire Loss	\$15,500

### Top 5 Call Types

739	EMS
118	Assist Invalid
64	Cancelled en Route
60	Public Service
26	No Incident Found on Arrival

Average total # of calls per day	40.59
Average fire calls per day	0.24
Average EMS calls per day	27.45
Average all other calls per day	12.90

### Call Volume at PRCC

	Month	Year-to-Date
PFD	871	1,621
CAFMA	1,177	2,545
GCFD	9	16
OD	7	17
WKFD	0	3

### Unit Responses

Unit	District	Total	Move Up
E50	159	165	11
E51	34	196	39
E53	208	209	2
E540	28	29	21
E54	125	126	0
E57	56	61	1
E58	160	163	0
E59	144	148	1
E61	98	100	2
E62	126	132	0
E63	45	47	8
TR50	3	4	0
B3	43	51	0
B6	14	17	0
Rescues	0	0	0

TYPE-1 ENGINES

### Calls by Municipality

Calls in Town of Chino Valley	175
Calls in Town of Prescott Valley	623
Calls in Town of Dewey-Humboldt	39
Calls in District, Unincorporated Areas	340
Calls Out of District	6

### Aid Agreement Summary

Aid Given to Prescott	146
Aid Received from Prescott	76
Aid Given to WVFD	0
Aid Received from WVFD	7
Mutual Aid Given	0
Mutual Aid Received	0