



The Review

Jan 26, 2018

Central Arizona Fire and Medical Authority

Year 2, Number 30

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My Calendar

Event	Date
Staff Budget Meeting to review PIR's, Testify in Committee Phoenix	1/29
Morning meeting, office work catch up, PAL Mixer	1/30
Meeting with Denny from EMA	1/31
AFDA Meeting Phoenix, PV Council Meeting	2/1
AFCA conference call	2/2

Board Meetings

February 26th Chino Town Hall
 1600 CVFD
 1630 CAFMA
 1730 CYFD

Chief's Desk

Quote of the week: "It's sometimes difficult to see while on the path the lessons you will have learned at the end." Me

Good morning CAFMA and everyone else! For our CAFMA members, the board and I decided that The Review is a good tool for promoting our agency and letting everyone know what we're accomplishing. To that end we decided to follow the model set forth by my good friend Chief Scott Ferguson of the Murrieta FD. Chief Ferguson writes the Murrieta Fire Dispatch each week for his agency and sends it out to members of the community as well as posts it on their Facebook Page. His layout and structure is far superior to mine..... We'll see what I can do.

From here on out The Review will be posted on our Facebook Page as well as on the home page of our web-site each week. Additionally, it will be emailed to a group of folks who may find what we have to say interesting. This change in distribution will not change the way I write or issues I tackle from time to time - you know I'm not that politically correct and sometimes lack a filter☺

HR Manager Patty Brookins just emailed the Administrative Directive yesterday announcing our five new firefighters hired to replace our five folks retiring this year. I'd like to welcome to the family

- Tim Tillich,
- Ethan Hutchison
- Justin Vanatta
- Nat Hallowell
- Jake Thompson

Congratulations gentlemen! These five did an outstanding job throughout our hiring process. I do not have the exact start date of the academy, but I know it's scheduled to begin sometime in March.

While we welcome five new members, we must say goodbye to one. Rhonda Skinner in finance tendered her resignation recently. She will be missed, but we wish her well in her future endeavors. Marcy, who's been working in finance as a temporary employee through Ellwood Staffing has

been moved to full time hours and will continue in the position for now. A timeline for a hiring process has yet to be established.

I attended the Statewide Mutual Aid meeting Monday in Phoenix. The group is working to revise and update the current state program. Our focus is to focus more attention on regional aid responses using a concentric ring model to dispatch the closest most appropriate resources. Once an event extends beyond two regions worth of resources, it will be upgraded utilizing a Statewide activation from a single point of dispatch in Phoenix. The new system will include one dispatch center identified in each region as the single point of contact for that region. We want the Incident Commanders (IC's) to be able to focus on the incident and not on having to identify what resources and from where are the most appropriate.

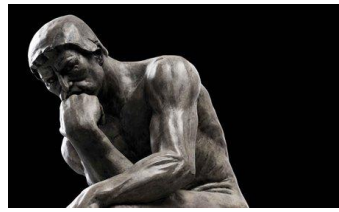
I was in Phoenix again on Wednesday to testify on two bills in committee, and for Attorney Nick Cornelius and me to meet with Andy Tobin. Andy was very helpful on a number of issues. Both HB 2151 and 2180 passed out of committee by unanimous vote. As a reminder, 2151 is an omnibus bill that clarifies some language and adds other language to the Exercise of Joint Powers Authority Statute 48.805.01. It does not extend the authority of JPA's, just clarifies and adds some additional options. As part of my testimony I explained how and why we opted for the Fire Authority as well as letting them know we saved tax payers a verifiable \$600,000 in the first year, and improved the net position of both CYFD and CVFD. One member of the committee publicly offered her thanks to us for our efforts. HB2180 simply changes language related to mid-year budget adjustments for Fire Districts. The late Senator Crandall had set more stringent measures in place for a mid-year adjustment than are required to set up the entire budget. This bill rolls the language back to what it had been allowing mid-year adjustments to follow the same model as the annual budget.

Our third party audit firm, Hinton Burdick, delivered their findings to each of the three boards at our Monday meetings. They provided a "clean" audit with no findings or recommendations. Our processes, thanks to Chief Tharp, Finance Manager Debbie Spingola and their staff are solid. Mr. Palmer from Hinton Burdick commented that they are always impressed with our agency, its level of professionalism, the systems/safe guards and processes we have in place. According to the audit they made about \$217 worth of adjustments in a \$20million budget. According to the auditor, such a small dollar amount in such a large budget is nearly unheard of which is a testament to how we operate. Congratulations to Chief Tharp, Ms. Spingola and staff - job well done!

In the next section I chose to philosophize as opposed to locating an article to share.

What Happened???

Chief Scott Freitag



I had something on my mind this week, so thought I would share my philosophical point of view.

Hello radio station person, I'm so and so, long time listener first time caller. For those that listen to talk radio you've heard this statement before. I've been baffled over the last several years as I've heard people call in to stations, make comments in the paper, or pontificate on TV. It seems that the following statement fits better with what we are seeing and hearing in our country today: Hello radio station person, I'm so and so, long time commenter and have never listened to anything anyone has said. I think you get where I'm going with this. We seem to have become a country of extremes, of people who seek first to be understood and not to understand (a loose reference to Stephen Covey's "seek first to understand and then to be understood").

It's hard for me to comprehend how we've gotten so far out of line with our American values; hell we're not even seeing examples of personal values in many instances. Instead what we see is an exchange of civility for hostility. As I've stated before, I try very hard to seek balance in my life and approach (I'll not ask my wife to insert a comment here). I fall short, but I try. So many others today have become fanatics both left and right leaving no room for differing opinions, or even an acknowledgment of fact. There is no balance.

In the fire service we've started studying the concept of Normalization of Deviance. As a reminder, normalization of deviance occurs when we continually work outside of standard best practice one small deviation at a time leading to a predictable surprise. A training film that depicts this concept quite clearly uses the Challenger disaster as a prime example along with depicting the problems with group think. In my opinion, normalization of deviance encompasses a scope more broad than just our actions on the fire ground.

What we see in America today has not happened over night. The fanatical environment in which we live - both right and left - started with small deviances from accepted standards of behavior. These seemingly minor infractions were allowed to continue until one day we woke up and civil discourse along with professional decorum were all but gone. We looked around asking ourselves what happened????? I can provide for you my opinion of what happened, we allowed small deviations from accepted behavior to slowly erode our values systems. With each seemingly minor infraction the distinction between right and wrong became less clear. This relates back to our opening paragraph and the concept of balance in that we have forgotten how to listen, how to reason and how to seek balance in

our lives.

This normalization of deviance isn't limited to the larger political landscape either; we're experiencing it in our own personal lives. We get married, have kids and we're focused on the love and affection of our family. However, over time work, school and life begin to erode that connection. Here's an example: when first married you don't leave the house without a kiss and saying I love you. At some point it's just I love you as you run out the door. Finally, it's just running out the door. Welcome to the new norm..... While this seems relatively minor, think about what other acknowledgements of affection have been lost along the way. One day you wake up next to a stranger that used to be the love of your life which sometimes leads to divorce i.e. a predictable surprise.

When Jen and I first moved to Arizona I looked around at the beauty and decided that I would be thankful every day for the opportunity to live and work in such a beautiful place. This lasted for quite some time, but then things became more stressful, work was always weighing on my mind. One day I forgot to notice the beauty around me. Depending on the day I'd remind myself, but pretty soon I forgot to be thankful. When we moved into our new home I committed once again to being thankful every day for the beauty around me. Once again, a little bit at a time, I'd forget.

It seems that in life it's easier to get away from doing what we know is right, being thankful, or loving than it is to remember every day. It's easier not to be accountable or to hold someone accountable than to focus on accountability. At some point folks we have to remember - remember what we committed to in our lives and families, what we should be committed to as Americans, and that we must be accountable for the things we do and say. When you wake up one morning and think "what happened?" Your answer is not something from yesterday, rather the concept of normalization of deviance indicates that your answer begins years earlier and can be found little bits at a time throughout your life. Think about it..... Are you a first time caller, long time listener? Or, have you become a long time caller, forgetting to listen?