



THE REVIEW



Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 - **March 30, 2018**

March 30, 2018

This Edition:

The Chief's Desk..... Page 2
Welcome New Personnel ...Page 2
Wage and Benefits.....Page 3

Quote of the Week

"Self-confidence is the ability to exercise restraint in the face of disrespect and still show respect in response." Simon Sinek

First Annual Partners Academy Saturday, April 21st 8-4 CARTA

Has your spouse ever asked about your insurance or retirement benefits? For our newer employees, do they understand the life you live away from home at the Fire Department? Have them sign up for our first ever partners academy! Topics include:

- ❖ Health, cancer insurance and EAP (Employee Assistance Program)
- ❖ PSPRS benefits and additional retirement options
- ❖ Station tour and hands-on equipment demonstrations
- ❖ Critical Incident stress management tools and information

ALL PARTNERS OF CAFMA EMPLOYEES ARE INVITED. SEATING IS LIMITED – YOU MUST RSVP TO ATTEND

RSVP by contacting either:

Patty Brookins at 928-759-6983 or pbrookins@cazfire.org

Karen Viscardi at 928-759-6965 or kviscardi@cazfire.org

The Chief's Desk

I've been thinking a lot this week about the topic of restraint as it relates to emotional intelligence (EQ). We've talked about response vs. reaction many times in the past, but have not talked specifically about this topic. Restraint means - unemotional, dispassionate, or moderate behavior; **self-control**.

When we receive an input a space exists between it and our output. The space represents our opportunity to choose. In other words, this is your chance to decide whether or not to exercise our third "R" word – restraint. A lack of restraint in the space leads to a reaction. Taking the time to process before we choose our output allows us to better *respond*. Remember responding is good while a reaction is no bueno.

There are a tremendous number of inputs we receive every day. From the time we rise in the morning, until the time our heads hit the pillow at night we are bombarded with visual and verbal cues. This constant barrage can prove overwhelming at times leading to excessive stress – which leads to any number of health and psychological issues. I know for me, it seems things are coming at me so fast sometimes that I forget to use the opportunity I'm provided to choose my output. When that happens things just come out of my mouth. Yep, sometimes I'm even more surprised than you about what I say. However, more often than not, you heard right, and that's absolutely what I meant. Cont. Page 4

Board Meetings

April 9th

All boards budget session at Admin

Upcoming Events:

April 2 – Senior Staff Meetings

April 3 – Labor Management

April 4 – Wildland Meeting, Meet with AMR

April 5 – AFDA Meeting Phoenix

April 6 – Heroes Night at ERAU

Please Welcome our New Personnel!

Please help me welcome our new recruits! You may recognize the name Justin Vanatta... That's him with a face his mother, former Assistant Chief Mary Dalton, can appreciate 😊 I would have taken another picture to help him out, but I found this one more amusing..... I'll be introducing you to each of them, as well as Marci Lambrecht, new to finance, over the next couple of weeks.



Photo Credit: Darlene Packard
Left to Right: Jim Gillihan, Nate
Hallowell, Jake Thompson, Tim Tillich,
Justin Vanatta, Ethan Hutchison

Jake Thompson: I was born in Huntsville, Alabama. My mother is Kelli Thompson, my father is Chris Thompson. I Grew up in Chino Valley, AZ where I spent my childhood playing sports and later graduated from Chino Valley High School. Soon after graduating, I attended Cochise College in southern Arizona and later moved to Klamath Falls Oregon where I played baseball and studied Communications. In 2010, I moved back to Prescott Arizona where I began taking Fire Science classes through Yavapai College. It was then that I fell in love with firefighting and I felt the urge to give back to my community and provide a service to those in need. I am looking forward to the opportunity of becoming an upstanding member of CAFMA and having a long healthy career in the fire

service.

Justin Vanatta: My name is Justin Vanatta, I was born and raised in Prescott, Arizona, where I grew up with six brothers and sisters, I graduated from Prescott high school in 2012. After I graduated I started working for the Prescott National Forest, I was a seasonal wildland firefighter for the Prescott National Forest for five seasons. I am still attending Yavapai College to obtain my degree in fire science. I am very excited for the opportunity to work for Central Arizona Fire and Medical Authority.

Jim Gillihan: My name is Jim Gillihan I am an Arizona native and have lived in the Prescott area for 31 years. I currently live in Paulden with my wife of 13 years Jessie and our 2 daughter Josie 4, Jemma 2. We enjoy hiking, camping and anything outdoors. I personally enjoy time with my girls. I've been pursuing a career as a firefighter for 14 years and have worked for several local agencies around Prescott. I'm currently the Training Tech at CARTA.

Wage and Benefits



The wage and benefit committee met this week to discuss our health, dental and vision plans for next year. Please remember, I am the Fire Chief and not the expert in this area so if you have questions, please reach out to Patty or Karen in HR. Our current risk pool, Kairos, proposed a 3% increase on the health care side and 0% increase for Dental. In today's market a 3% increase in health care is hard to come by so we opted to remain with the current provider. Since our provider is not changing, there won't be any paperwork that you have to fill out this year! We had

a couple different options for vision care. After careful consideration, we decided to switch from Avesis to VSP. VSP is under Kairos, and they provide better coverage than Avesis. It's our understanding that a number of vision providers in our area were moving away from accepting Avesis for a variety of reasons.

Kairos will be offering on-line access to our accounts for this next year. Patty will be reviewing the plans as well as the on-line portals at the Partners Academy so don't forget to have your partner sign up to attend.

Note: Firefighter Cody Rafters, per the conversation we had months back after your wedding, and as a reminder – this is one of those things you pass on to your wife..... You're welcome☺

Chiefs Desk Continued

Restraint is self-control and self-control has a lot to do with one's level of emotional intelligence or EQ. Remember EQ is equally as important as IQ, and in my opinion is more important in some instances. As parents we do our best to teach our kids to exercise self-control, or at least we used to. Today we are witnessing the results of the everyone gets a trophy movement, and it's not good.

That said it's unfair of me to categorize this seeming failure of self-control as something that is centered on a newer generation of Americans. One need only turn on the news, or attend one of our board meetings, to witness a complete and utter failure of older adults to exercise even the slightest semblance of EQ. Self-control, in some circles, has been replaced by the absolutely irrational.

So, why broach this subject? I think it's important that we are conscious of the fact that a space does exist between input and output. Sometimes that space is seconds, and sometimes it can be days. Either way, we have an opportunity to exercise self-control. However, that takes a conscious effort which means we have to have an awareness of the topic.

No one is perfect, and sometimes it can take an outside source to help guide us, if the space is days. As an example, I had a fantastic idea Tuesday morning that I shared with Chief Bliss. He mentioned something about him being the more cautious of the two of us and that maybe my fantastic idea, while funny, was not the best approach – whatever killjoy☺ Unfortunately, I knew he was correct and that I needed to exercise a public face of self-restraint, which has led to this diatribe. In fairness, Chief Bliss has served a safe sounding board and for that I'm grateful. On the other hand, because of that I sometimes avoid running things by him first..... There are times that it's just fun to see what he'll say;) Now I have another idea, but that would set a bad example at this point. Just know, it would make you laugh.