



# THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – April 27, 2018

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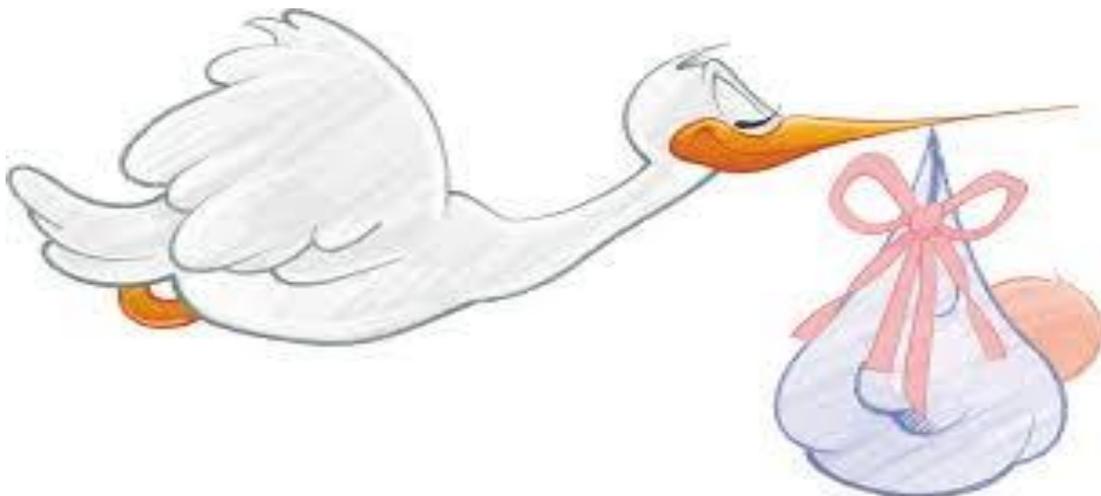
## Quote of the Week

“No. No. I’m listening. It just takes me a minute to process that much stupid all at once.” Sheldon (Big Bang Theory)

## Announcements

### From Captain Merrill:

Congratulations are in order in welcoming a new member of the CAFMA family! **Willow Ann Corbiere was born** at 1831, April 23, 2018 to Samantha and Aaron Corbiere. She weighed 5lbs 11oz and 19.5” long. Mom and baby are doing great and Aaron is scared to death (as he should be). Wish them all the best as they will never sleep again!



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## The Chief's Desk

We had a surprise delivery this week at fleet – one new ladder truck! I stopped by Wednesday to take a look and have to commend the truck committee on their work. An in service date has not been estimated at this time; it will be a large project. Fleet is completing the work on the two new engines. I'm told we should have a hard date for completion of 62 soon, and that 54 shouldn't be too far behind. When the new Type 3 arrives it will become the priority in an effort to have it available for wildland season – which has already started. As far as I know, we do not have an estimate delivery date at this time.

The National Forests and State Division of Forestry and Fire Management are reporting that conditions are already the same or similar to when the Goodwin Fire started last year. This is not a good sign as it means we are nearly two months ahead of 2017, and temperatures are only getting warmer while fuels continue to dry out. We've already had crews' off-district both in state and out of state this year. Expect the requests for assistance to increase, and be ready for an event in our area. We're expected to move to Stage 2 fire restrictions in the near future.

### Upcoming Events:

April 30 – Catch up from last week day  
May 1 – Labor Management Meeting, IT Audit kick-off meeting  
May 2 – Zoom meeting Yavapai College  
May 3 – AFDA meeting Glendale  
May 4 – AFCA Exec Meeting  
May 5 – PV Chamber Team up to Clean up

### Board Meetings

May 24th  
Admin Building  
1600 CVFD  
1630 Joint Budget  
1700 CAFMA  
1830 CYFD

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## Partners Academy

Last week Saturday we hosted our first annual Partners Academy. We had 18 partners attend, which was a great turnout for an eight hour class on a Saturday. Attendees included partners of brand new employees still in the academy as well as partners who have been with us, or around emergency services, for 15 years or more. The feedback we received about the day was outstanding! No matter the length of time they've been involved, each said they learned something through their participation. It was great to see the interaction among the participants as they took the opportunity meet and form relationships with those they had not met before.

The program includes:

- Introduction to CAFMA: history, The Compass, structure, governance, and finance
- Overview of training, professional development tools/opportunities, and responsibilities
- Overview of cancer, cardiac and PTSD prevention and treatment
- Overview of health, dental, vision, and life benefits under CAFMA as well as enrollment in the each



- Overview of retirement plans and the importance of planning
- Fire Station and equipment tour as well as an opportunity to don gear and manipulate a hose line to hit a target

We'd like to thank 53 A-shift - Captain Burch, Captain Mauldin, and Firefighter (soon to be engineer) Runo – for their gracious hospitality!



HR Manager Patty Brookins is now collecting email addresses for your partners under a new email group. From here on out any information we email to you e.g. health benefits, retirement, etc., will also be sent to your partners. Additionally, starting today I will be sending The Review to the partners in an effort to better communicate with our entire fire department family. If your significant other would like to be added to the list, please get their email address to Patty.

Based on the feedback, we will make a couple minor adjustments and run the program again next spring. We understand there were a number of partners who would have liked to attend, but did not have arrangements for child care. Patty is working on a plan to provide child care for the next academy should you need it at no charge to you. We feel this program is important and it is our intent to provide every opportunity for those interested to attend. You are welcome to attend with your significant other as well.

I'd like thank Patty and Karen for their effort in developing and implementing this program – outstanding work!

### **Chief's Desk Continued**



On Monday, the CAFMA board approved the submittal of a SAFER Grant for five firefighters. Chiefs Polacek, Tharp, Bliss and I worked over the last few weeks to get the grant information together and complete the narratives. The grant was officially submitted late yesterday afternoon. We feel we made a strong case for approval of the grant, but it's a Federal process so we'll have to wait and see. In the intervening time, we will reach out to our partners with the PFFA as well as our elected officials both State and Federal seeking their support.

The SAFER Grant will cover new employees for the first two years of employment. In the first year expenses per employee are covered at 75% and in the second year at 50%. If we hire a veteran, the

grant will extend to a third year. Keep in mind that when we say 75% this means of their base salary and employee related expenses (EREs). It does not cover overtime.

Should we be successful in obtaining the grant, we have discussed the idea of starting an alternative response vehicle (ARV) pilot program. As our call volume continues to increase, we need to think of ways to address the workload while remaining fiscally responsible. There are several ways to approach an ARV e.g. peak hour and then staff four person engines overnight, or run the ARV for 24hrs. Any decisions related to this type of program will be based on statistical data analysis and other background research. The new positions may also help us curb some of our overtime expenses.

As you are all aware, we run a three platoon operation i.e. A-shift, B-shift and C-shift. However, it does appear that we had implemented a fourth platoon known as "Light Duty" or affectionately titled F-shift. Our injury rate lately is staggering mainly related to knee, back and shoulder injuries. Making the situation worse for everyone is the time it's taking to get our injured personnel seen by a physician. Waiting four weeks or longer to be seen before a course of treatment can be decided and implemented is absolutely unacceptable. It's not good for you, and it costs us additional dollars. To that end, we are working with HR to either come to a resolution with the physicians group we use, or find other alternatives. Please ensure that if you are injured, you are in constant contact with HR. If you cannot get an appointment with a specialist within one week, then my expectation is that we are working together to get you in with a different physicians group. This may mean that we will be sending you to Phoenix more often than not to ensure you are cared for in a timely manner.

As YRMC currently does not have an occupational medicine doctor for us to work with, and we're not sure if they will hire another one, we may have to look outside our area to fill the void. If it means an improvement in service, I have no issue with using a provider in Cottonwood or in the Valley.

Senior staff, Patty, and training met this week to review the draft syllabus, goal, and objectives related to the Senior Leadership Academy currently under development. While nothing is concrete, the general structure looks like a 9-12 month program 1-2 days per month. The program would be open to Captains and above along with Administrative staff/Managers at yet to be determined levels for all divisions. Chief Feddema and I will have a preliminary meeting with representatives of Yavapai College via video conference Wednesday. Our hope is to partner with them through one of their existing leadership programs for at least a portion of our program. Ultimately, we'd like to see the Senior Leadership Academy offer some level of certification upon completion.

Our standing Strategic Planning committee met on Wednesday to review our current goals and objectives as well as our progress for this fiscal year. Overall, we have done fairly well this year with achieving our established objectives. Some will carry over in to next year simply due to the magnitude of the projects. As a group, it was decided that the goals are relevant and on-going. To that end, each division has been tasked with creating objectives for next fiscal year that will help us continue work towards achievement of our goals. We will meet again in May to ensure we have an updated plan for the board to review in June.

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# Retirement, Graduation, and Promotional Ceremony!!



Retiring Captain  
Armando Valadez



Retiring Firefighter  
Sam Ramirez



Firefighter Ethan  
Hutchinson (Pinned  
by his mom Lisa)



Firefighter Nate  
Hallowell (Pinned by  
his daughters)



Firefighter Jake  
Thompson (Pinned by  
his wife Marissa)



Firefighter Justin  
Vanatta (Pinned by  
his dad retired CYFD  
Captain Davin  
Vanatta)



Firefighter Tim Tillich  
(Pinned by his Dad)

**Photo Credit: Bill Brookins**

**Congratulations to each of you  
on your accomplishments!**



Engineer Adam  
Wagner (Pinned by his  
Dad retired CYFD Chief  
Mechanic Dale  
Wagner)



Captain Jaron Kirk  
(Pinned by his Fiancée  
Carley)

# Congratulations Captain Jaron Kirk and the Future Mrs. Carli Kirk!!

