



# THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – July 19, 2019

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## Quote of the Week

"You might be on the back nine in life, but it's good to finish strong."

-Morton Shaevitz

## CAFMA FIREFIGHTERS CHARITIES Golf Tournament

**StoneRidge Golf Course**

Prescott Valley, Arizona

**SAVE THE DATE**

**October 5, 2019**

Golf –Scramble Format

Check-in 7:00 am – Start 8:00 am

**Buffet lunch and raffle included**



Sponsorship or for more information

Jaron Kirk 928-853-5142 or [jkirk@cazfire.org](mailto:jkirk@cazfire.org)

Cody Rafters 928-533-8331 or [Crafters@cazfire.org](mailto:Crafters@cazfire.org)

Registration: [www.iafflocal3066.org/golf](http://www.iafflocal3066.org/golf)

Reserve Your Hotel Room  
Hampton Inn  
2901 N. Glassford Hill Rd, Prescott Valley, AZ  
928-772-1800



In partnership with IAFF Local 3066 and  
Central Arizona Fire and Medical Authority



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## The Chief's Desk



I think a brief introduction this week is important lest you think I've lost my mind – which has actually been missing for quite a number of years. The keynote at the opening of the leadership conference this year was a motivational

speaker/magician. Following the conference I took a quick trip to California which gave me a chance to spend some time with my friend, peer, and mentor Fire Chief Scott Ferguson. Today is Scott's last day after a 37 year fire service career. I really enjoyed sitting with him discussing his career, and what it means for it to come to a close. Life is like a book, one chapter ends and another begins.

So, you might ask, WTH are you getting at? I'm not going to tell you yet.

Harry Houdini is probably one of the most well-known illusionists in history. He started with sleight of hand tricks, but was not necessarily adept at the actual sleight of hand part of the trick. Given his limited success with cards, he began working on escape routines which catapulted him to fame and fortune. He would escape from handcuffs, jails, Chinese Water Torture Tanks, Milk Containers (I would assume the really big ones), and straightjackets while suspended upside down from the ceiling. Sounds like a day in the fire department sometimes.

Some magicians as their last act of the night may make themselves disappear. I kind of picture the magician floating in mid-air with nothing and no one around, just floating by themselves in some great abyss waiting for someone to care about where they went. I know that is overly dramatic, but it is an interesting picture in my head. Maybe the rabbit is with him....

Since the conference and my conversations with Scott, I've been thinking of a fire service career as kind of a long drawn out magic show culminating with a final act – the disappearing trick.....

Some days the magic is powerful, fun, and happy –furry bunny in a hat kind of stuff. Other days our feet feel like they are shackled and we are being dropped into a Chinese Water Torture Chamber head first to see if we can escape. In the end, if we are adept and strong enough we emerge from the chamber out of breath and tired, but unscathed. Ultimately, we feel satisfied and ready for the next act. In a magic show, the magician knows the next act, in the fire service we do not.

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### Upcoming Events:

July 22 – Board Meeting Day  
July 23 – New Firefighter Interviews, Chino Valley Town Council  
July 24 – Meeting with Chief Shannon Scottsdale Fire at CAFMA, Retirement, Swearing in Ceremony at CARTA  
July 25 – Mutual Aid Meeting via Zoom, PV Town Council

### Board Meeting:

July 22<sup>nd</sup> Administration

CVFD – 1600-1630  
CYFD –1630-1700  
CAFMA – 1700-1830



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## Arson Attack on Japanese Anime Studio Kills Over 30

By: MARI YAMAGUCHI Associated Press 7/18/19



TOKYO (AP) — A man screaming "You die!" burst into an animation studio in Kyoto, doused it with a flammable liquid and set it on fire Thursday, killing 33 people in an attack that shocked anime fans across Japan and beyond.

Thirty-six others were injured, some of them critically, in a blaze that sent people scrambling up the stairs toward the roof in a desperate — and futile — attempt to escape. Others emerged bleeding, blackened and barefoot.

The suspect was injured and taken to a hospital. Police identified him only a 41-year-old man who was not a company employee. They gave no immediate details on the motive.

Most of the victims were employees of Kyoto Animation, which does work on feature films and TV productions but is best known for its mega-hit stories featuring high school girls. The stories are so popular that some of the places depicted have become pilgrimage sites for fans.

The blaze started in the three-story building in Japan's ancient capital after the attacker sprayed an unidentified liquid accelerant, police and fire officials said.

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

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## The Fundamentals of Leadership Still Haven't Changed



By: Ron Ashkenas and Brook Manville

Recently the Chief HR Officer for a healthcare firm asked us to identify the best new framework for leadership that she could use to train and develop a cadre of high potentials. The challenge, she said, was that these managers were highly proficient in their own disciplines such as finance, marketing, research, clinical care, and insurance reimbursement — and had demonstrated that they could manage people in these areas — but she needed them to be “bigger” leaders. What, she asked us, did the newest thinking about leadership development say they needed to learn to lead multiple functions, or influence whole segments of the organization, particularly in the rapidly changing world of healthcare?

Explicit in our HR officer's question was her assumption that the newest thinking on leadership development must contain something essential. After all, there are hundreds of books written about leadership every year, adding to the thousands of titles already available on Amazon. There also are new assessment tools based on advancements in brain science, emotional intelligence, and relational modeling; new computer aided algorithms for decision-making; virtual reality simulations; and a host of new experiential programs, online courses, and university certifications. With such a flurry of developments, there must be some useful new ways to think about leadership.

[HBR.org](http://HBR.org)

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## **Stuff That's Happening**

After a very long week consisting of long hours in a small room, our initial oral board panel has finished screening 24 potential applicants for the new firefighter positions. After a de-brief with them this evening, we are trying to schedule Chief's interviews for some time next week.

We did make a conditional offer to a new person for the tech division Wednesday this week. His information will be out soon.

A flagpole has been installed at administration to finish off the governmental look of the building. We are working on a plan for around the base of the pole. For now it looks like mud when it rains and dirt when it's dry.

Rick and I attended the PVEDF breakfast. The topic of the day was building a work force within skilled trades. As you are probably aware, it's a struggle for companies to find the skilled trades people they need for construction, welding, etc. I had not realized that the schools had removed shop classes from their curriculum – very unfortunate.

Employers are willing to train entry level folks, but they are running into a couple of issues. First, they need to pass a drug test which is proving problematic. Second, they need affordable work force housing. The Central Arizona Partnership (CAP) will be holding a panel discussion on August 8<sup>th</sup> about the need for workforce housing in our area. CAFMA has been invited to serve on the panel. I will be at FRI and unable to participate, so Chief Tharp will serve on the panel. However, I will be on a conference call this morning with CAP representatives and the panelists to further discuss the topic.

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## **Chief's Desk Continued**

And so it goes with our careers, the majesty and suspense of magic acts one after the other. It requires personal and situational awareness, emotional intelligence, and a willingness to put ourselves out in front while trying new things. We have to master the magic of effective communications, the ability to

manage, the ability to lead, and the ability to step away, reassess, and reengage. We make the best decisions we can with the information we have and hope we don't screw it up.

We do our best to get each other home to our families, make it to retirement, and live a long life after retirement. We are finding it more and more difficult to provide that safety as we recognize the impact of cancer and PTSD on first responders.



For those fortunate enough to make it to retirement, they ride off into the sunset and emerge on a tropical beach living happily ever after next to a bar that provides for endless tropical beverages. That is a great image, but not as many as we like get there. The fact is many of our first responders retire to find themselves lost, and without the only identity they've known for 20-40 years. One day we put on a uniform and the next we do not; it can be a struggle.

I know Scott has experienced the joyful magic of a long fire service career coupled with the difficult and dangerous struggles that come with an illusionist's escape act. He has the scars to prove it – really he's beat up and looks a little rough. Just kidding my friend! I used an app to make you look like that....

For his last act, as with any fire or police retiree, he will make himself disappear from the Murrietta Fire Department. Some will applaud – not all for the same reasons – others will shed a tear. But, at the end of the day, they will all go home, get up the next day and don the uniform, show up for work, and the fire department will go on.

I think he's left a lasting impact on the fire department. As we discussed over cocktails and a cigar, I believe he has left the fire service better than he found it. Not just the agencies he's served, but in all those he's come in contact with over the years. I met him in 1998 and we are still friends today. As I've said before, I would not be where I am without his influence and guidance. Some of you in our agency would not be where you are without his influence; the importance of networks and opportunities.

I hope he "disappears" as his final act only to reemerge energized and ready to balance the joy of retirement with the happiness of engaging in new opportunities and challenges. He certainly will not be floating in the abyss I described earlier.

My recommendation to all of you, some sage advice Scott provided me years ago, do not be defined solely by this profession. Have a healthy hobby, care for your family, and surround yourself with good friends. Don't disappear completely as your final act. Reappear, take a bow, and mingle with the audience. Our time is short, and our impact is not long remembered. Don't question your legacy; be comfortable in the fact that you made a difference.

All the best Scott, I'm thankful for your friendship as well as your guidance and look forward to working side by side with you in the coming years. Now, go have your "sea breeze" and a good cigar. I'll raise a toast to you from here – with a real drink;)

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