



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – September 5, 2019

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Quote of the Week

"Everything in your life is a reflection of a choice you have made. If you want a different result make a different choice."

Unk



- The Patriot Run is a fundraising event for the Central Arizona Honor Guard
- September 7th at the Prescott Valley Civic Center
- 10k & 5k check-in/registration 6am – start time 7am
- Online Registration and reasonable entry fees at www.patriotrunpv.com
- U.S. Military Vets and Active Duty run the 10k, 5k, & 1 mile for free. (Free registration only on the day of the event with any form of verification of service.)
- Central Arizona Honor Guard & Pipes and Drums perform at 9:30am
- 1 mile fun run and family fun event with fire trucks & kids obstacle course starts at 10:30am.



Follow the Patriot Run 2019 on:



The Chief's Desk

Good morning from beautiful downtown Mesa and the Mesa Convention Center! I am attending the 46th Annual State Fire School co-facilitating and presenting at the New Chief's Seminar. We have a full class this year with 23 participants from around the State to include our very own Chief Tharp. This is a great opportunity to build your network, learn from Chiefs from all across the State, and learn more about what the fire service in Arizona has to offer.

I had the privilege of attending the transfer of command ceremony in Sedona on Tuesday. New Fire Chief John Trautwein has now officially taken over the reins of the Sedona Fire District, and Interim Chief Jayson Coil has stepped back into the Assistant Chief roll. As Chief Coil put it, the ceremony was a nice way to demote him. Actually, it ended up being a promotion for Jayson as well since he is no longer the Interim Assistant Chief, he is now the official Assistant Chief.

Our newly reformed and reformatted Wage and Benefit Committee met this past week to start the conversation about our upcoming wage and benefit study. The committee which includes the Union E-Board, Division Managers, and Senior Staff developed a comprehensive list of items for a company to consider when conducting the study. Patty made contact with three companies this week and has started scheduling meetings with them for late September early October. The committee will consider each company and their proposals before deciding which best fits our needs.

Sedona Fire is also looking to conduct a study utilizing an outside third party. Our agencies have been talking and plan to move forward with a joint study. Both unions have also been in contact and have agreed that CAFMA and Sedona working together is a good approach. Financially, it makes much more sense to work together rather than duplicate efforts and cost.

Chief Tharp has been actively involved in running our actuarial software related to PSPRS, as well as attending PSPRS meetings both in person and via video conference. PSPRS will hold their annual membership meeting the 26th and 27th of September. As Chief Tharp put it, the question we have is will the PSPRS board have the intestinal fortitude to make the tough decisions required to stop some of the bleeding? These decisions relate to the assumed earnings rate, the assumption related to annual pay increases, and the mortality tables.

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Upcoming Events:

Sept 9 – Policy Committee Meeting
Sept 10 – Breakfast meeting, Chief's interviews Admin Assistant
Sept 11 – Patriots Day Ceremony
Sept 12 – AFSI, Leave for Seminar in KC – Surviving the Fire Service
Sept 13-14 – Seminar – Surviving the Fire Service

Board Meeting:

September 23rd Administration

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



More Remains of 9/11 FDNY Firefighter Found

By: Larry McShane

A second wake and memorial service were set for an FDNY firefighter killed on 9/11 after the medical examiner recently identified additional Ground Zero remains as belonging to the hero victim, authorities confirmed Thursday.

The event once again honoring Firefighter Michael Haub, 34, was set for Sept. 10 — one day before the 18th anniversary of his death inside the south tower of the World Trade Center. Haub will be remembered again at the Krauss Funeral Home in Franklin Square, L.I., where Mayor Bloomberg and FDNY Commissioner Nicholas Scoppetta were among the mourners at his March 2002 wake.

The city Medical Examiner's office confirmed Thursday that it was recently able to identify additional remains found at the site as belonging to Haub. Back in March 2002, about six months after his death, the ME previously identified remains recovered from the trade center ruins.

Haub, who was on the job for two years on Sept. 11, 2001, had long aspired to joining the FDNY, starting his time as a probationary firefight at age 31. He was one of eight members of Ladder Co. 4 killed after responding to the Twin Towers from their Midtown firehouse just north of Times Square.

Firehouse.com

Why Great Employees Leave “Great Cultures”

By: Firerecruit.com

“We have a great culture.” We have all heard it. We have all said it. But what does that mean?

Ping-Pong tables, free meals, and beer on tap? No.

Yoga, CrossFit classes, and massage chairs? I so need that, but no.

The promise of being part of a hip, equity-incentivized, fast growing team? Closer, but still no.

Culture is often referred to as “the way things are done around here.” But to be useful, we need to get more specific than that. I've been working in HR for over twenty years, and the best companies I've worked with have recognized that there are three elements to a culture: behaviors, systems, and practices, all guided by an overarching set of values. A great culture is what you get when all three of these are aligned, and line up with the organization's espoused values. When gaps start to appear, that's when you start to see problems — and see great employees leave.

These gaps can take many forms. A company might espouse “work-life balance” but not offer paid parental leave or expect people to stay late consistently every night (a behaviors-system gap). You might

espouse being a learning organization that develops people, but then not give people the time to actually take classes or learn on the job (system-behaviors gap). Maybe your company tells people to be consensus-builders, but promotes people who are solely authoritative decision makers (behavior-practices gap).

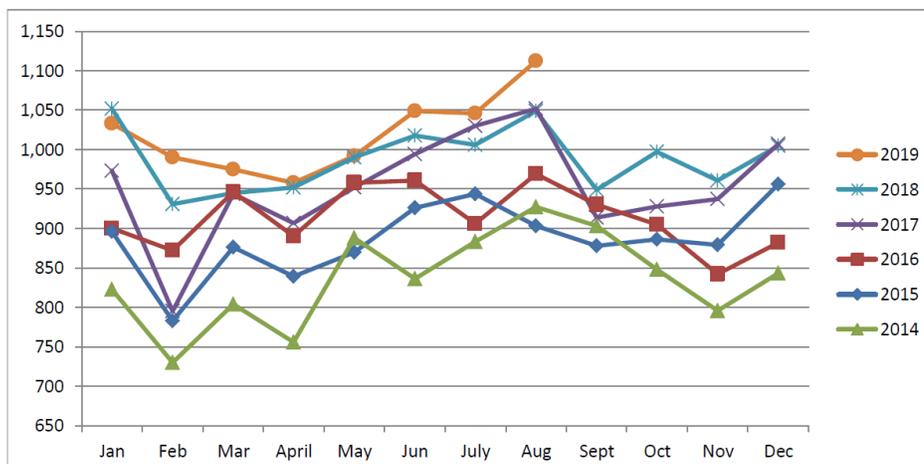
HBR.org

August Run Report

By: GIS/Statistician Michael Freeman

CALL VOLUME HISTORY

| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
|-------|---------------|---------------|---------------|---------------|---------------|--------------|
| Jan | 823 | 896 | 900 | 973 | 1,052 | 1,033 |
| Feb | 730 | 783 | 872 | 795 | 931 | 990 |
| Mar | 804 | 876 | 946 | 944 | 945 | 975 |
| April | 756 | 839 | 890 | 907 | 952 | 958 |
| May | 888 | 870 | 958 | 952 | 990 | 992 |
| Jun | 836 | 926 | 961 | 994 | 1,018 | 1,049 |
| July | 883 | 944 | 906 | 1,030 | 1,006 | 1,046 |
| Aug | 927 | 903 | 969 | 1,052 | 1,049 | 1,112 |
| Sept | 903 | 878 | 930 | 914 | 949 | |
| Oct | 848 | 886 | 905 | 928 | 997 | |
| Nov | 796 | 879 | 842 | 937 | 961 | |
| Dec | 843 | 956 | 882 | 1,007 | 1,005 | |
| AVG | 836 | 886 | 913 | 953 | 988 | 1019 |
| TOTAL | 10,037 | 10,636 | 10,961 | 11,433 | 11,855 | 8,155 |





August Response Report - 2019

Land Area: 365 sq. miles Population: ≈100,000 Fire Stations: 10 Full-Staffed

Responses in District

| | |
|---------------------------|----|
| TOTAL FIRE INCIDENTS | 16 |
| STRUCTURE FIRE | 0 |
| STRUCTURE FIRE; CONFINED | 5 |
| MOBILE HOME/PORTABLE BLDG | 0 |
| VEHICLE FIRE | 5 |
| BRUSH/GRASS/WILDLAND FIRE | 5 |
| OTHER/TRASH FIRE | 1 |

Fire is 1.44% of call volume

| | |
|-----------|-----|
| TOTAL EMS | 670 |
|-----------|-----|

EMS is 60.25% of call volume

| | |
|-------------------|-----|
| OVERPRESSURE | 2 |
| HAZMAT | 17 |
| SERVICE | 255 |
| GOOD INTENT | 103 |
| FALSE ALARM/OTHER | 49 |

Other is 38.31% of call volume

| | |
|------------------|-------|
| TOTAL # OF CALLS | 1,112 |
|------------------|-------|

| | |
|-----------------------|-----------|
| Residential Fire Loss | \$2,000 |
| Commercial Fire Loss | \$150,000 |
| Vehicle Fire Loss | \$9,500 |

| | |
|---|-----|
| Calls in Town of Chino Valley | 177 |
| Calls in Town of Prescott Valley | 588 |
| Calls in Town of Dewey-Humboldt | 46 |
| Calls in District, Unincorporated Areas | 301 |
| Calls Out of District | 11 |

| | |
|----------------------------------|-------|
| Average total # of calls per day | 35.87 |
| Average fire calls per day | 0.52 |
| Average EMS calls per day | 21.61 |
| Average all other calls per day | 13.74 |

| | |
|----------------------------|-----|
| Aid Given to Prescott | 127 |
| Aid Received from Prescott | 83 |
| Mutual Aid Given | 1 |
| Mutual Aid Received | 0 |

Unit Responses

| | In District | Total |
|-----|-------------|-------|
| E50 | 166 | 174 |
| E51 | 27 | 180 |
| E53 | 194 | 197 |
| E54 | 136 | 137 |
| E57 | 42 | 43 |
| E58 | 172 | 175 |
| E59 | 125 | 136 |
| E61 | 107 | 111 |
| E62 | 114 | 116 |
| E63 | 51 | 54 |
| T50 | 9 | 9 |
| B3 | 42 | 50 |
| B6 | 34 | 36 |

Call Volume at PRCC

| | MONTH | YTD |
|-------|-------|-------|
| PFD | 772 | 5,979 |
| CAFMA | 1,112 | 8,155 |
| GCFD | 16 | 98 |
| OD | 13 | 62 |
| WKFD | 4 | 27 |

Top 5 Call Types

| | |
|-----|-----------------------------|
| 619 | EMS |
| 132 | Assist Invalid |
| 63 | Cancelled en Route |
| 60 | Public Service Assistance |
| 28 | Vehicle Accident w/Injuries |

Move Ups by Station

| | |
|--------|-------------------|
| 50: 45 | 57: 10 |
| 51: 47 | 61: 8 |
| 53: 23 | 62: 10 |
| 54: 0 | 63: 25 |
| 58: 1 | |
| 59: 7 | TOTAL: 176 |

Chief's Desk Continued

As you are likely aware, PSPRS has been using an assumed earnings rate of 7.4% which they have yet to realize. Each year they do not hit the assumed rate, the unfunded liability increases. The difficulty is that for every one tenth of a percent reduction in the assumed earnings rate the employer contribution rate increases by 1%. The assumed earnings rate certainly needs to decrease, but what is the appropriate methodology to decrease the rate without bankrupting Towns, Cities, and Districts?

PSPRS has been using an assumed annual wage increase of 3.5%. However, what they've found is that agencies have not been increasing wages at 3.5% per year and some actually have averages closer to .1%-.3% over the last 5-10 years. Again, not achieving 3.5% increases the unfunded liability for PSPRS. Finally, despite our issues with cancer, cardiac, and PTSD our retirees are outliving the mortality assumptions. PSPRS has been figuring on retirees dying around age 72. Personally, as I near the age of 50, I no longer consider 72 "old." Living longer increases the unfunded liability.

So what can we expect? Probably a sizeable increase in our PSPRS costs next year. Additionally, the State passed legislation that requires local agencies to develop a plan to fund our unfunded liability related to PSPRS at 100%. There are a couple of problems with that. First, PSPRS is not currently able to pay the annual interest on their unfunded liability. The inability to pay the interest leads to negative amortization (that's not a good thing). Second, as was mentioned, the unfunded liability continues to grow because their current assumptions are not reasonable. This means that local agencies cannot realistically develop a plan to fund the unfunded liability at 100% because 100% changes regularly i.e. it's a perpetual moving target.

Chief Tharp will be giving our board an overview based on the actuarial calculations he's been able to run. Suffice to say that a 20 year amortization is not real. These are not just Dave's numbers, the models from the new actuarial company hired by PSPRS mirror Dave's work.

This is not a sky is falling overview of PSPRS. The first step in correcting a problem is clearly identifying the problem itself. With some changes in the administration of PSPRS, changes in their board, along with a change in their actuarial company we are getting a clearer picture of the problem. Solutions will not come without pain, but we will get there. In my opinion, the State will have to be part of the solution. Not in passing legislation saying the locals have to develop a plan to fix an issue the State caused, but providing some sort of realistic assistance. I'll let you decide what that means. The bottom line is that it is a State run and directed system that has not been properly overseen by the State – in my opinion.

The new recruit academy starts Monday. Please take time to stop by and welcome our new firefighters as they begin their career. Our new apprentice, Jessica, starts in prevention on Monday as well. We made a conditional offer of employment to a new HR Administrative Assistant last week, which was accepted. I'm not sure when Lacey starts, but I believe it's towards the end of this month. Tuesday next week we will hold the Chief's interviews for an administrative assistant.