



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **October 18, 2019**

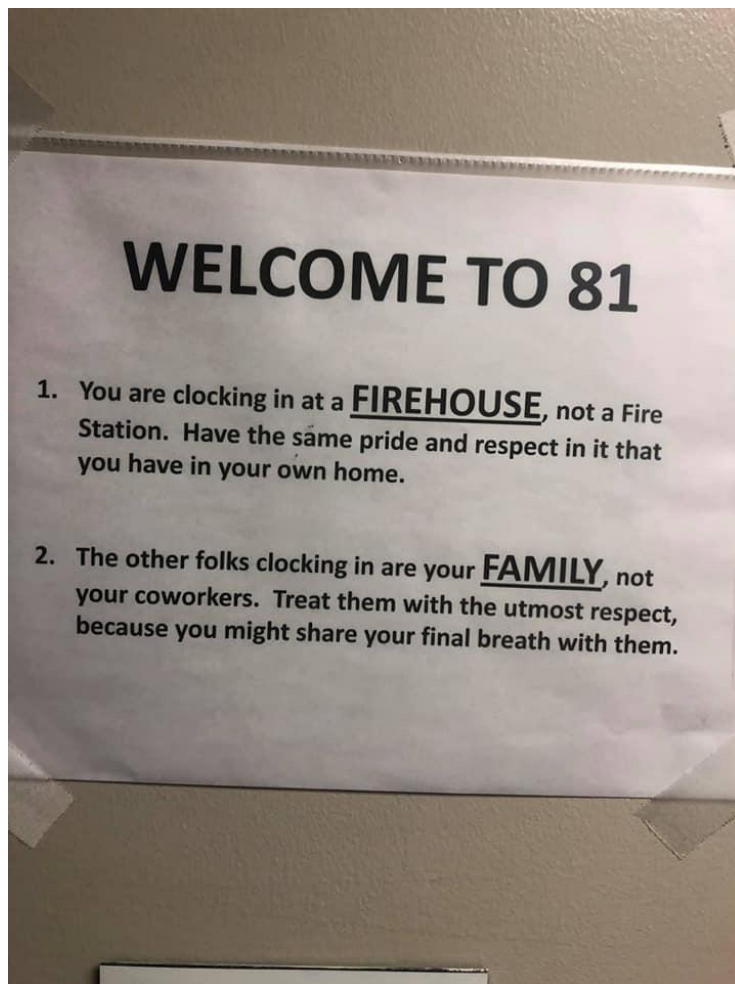
This Edition:

The Chief's Desk Page 2
Firefighters battle occupational cancerPage 3
Senate Ad Hoc Committee on RiskPage 3

Quote of the Week

"Most of us aren't defeated in one decisive battle, we're defeated one tiny seemingly insignificant surrender at a time that chips away at who we should REALLY BE."

-Jocko Willink



The Chief's Desk

Think about this for a moment – If you cannot lead yourself, you cannot lead others. Let it sink in for a minute and then I will repeat it..... If you cannot lead yourself, you cannot lead others.

Ego: a person's sense of self-esteem or self-importance.

Arrogance: an attitude of superiority manifested in an overbearing manner or in presumptuous claims or assumptions.

Attitude: Can be good or bad.

Everyone has an ego, and that's not a bad thing – unless you become egotistical. You can develop good leadership attributes as long as you balance your ego with humility. Self-confidence is good, but being self-important or self-indulgent is not. You cannot lead if you are an egotistical self-absorbed ass. Seems simple, yet so many struggle with the concept.

You cannot lead if you are arrogant. Arrogance, in my opinion, means you lack humility, you lack balance, you lack emotional intelligence and self-awareness. It is truly unfortunate to see someone with a great deal of talent squander it by letting their arrogance over ride their potential.

Why am I brining this up? Because we are in a promotional cycle, and in general terms I think it's good to look in the mirror on occasion to ensure that we are leading with humility not with an oversized ego or arrogance. If a person cannot control their ego, or they become arrogant they've lost their ability to be self-aware and are therefore unable to lead themselves or others.

It is a dichotomy of sorts. To be a leader, you have to be self-confident, but not overly self-confident. You have to possess a level of intellect, IQ, that gives you the ability to learn and retain knowledge. However, you cannot believe yourself superior to others, nor can you believe you have achieved mastery. Personal mastery is a journey, not a destination. Successful people teach others; they share their intellect.

To lead you have to be emotionally intelligent, and be able to maintain control over your emotions. No one is perfect, and we all have our moments. However, if your default is to wear your emotions on your sleeve, you cannot be a successful leader or manager. A person must be able to maintain control over their emotions which includes attitude, tone, body language, and temper. I've certainly lost my temper, and have been unable to contain my disdain for a person or situation, however that is not my default. Rather, it is rare and in those moments, or days, I try to stay away from other people. Or, find a confidant to whom I can vent some frustration.

Continued on Page 5

Upcoming Events:

Oct 21 – Thinking about using my floating holiday
Oct 22 – PV Chamber Breakfast, Fire Service Mutual Aid ZOOM meeting, Chino Town Council
Oct 23 – Meeting with Marnie Uhl (Because she's cool)
Oct 24 – Teach the afternoon session at the BC Academy
Oct 25 – Attend BC Academy Graduation

Board Meeting:

October 28th Chino Valley Town Hall

CAFMA – 1700-1830



Firefighters battle occupational cancer

Produced by: Sari Aviv

It's one of the most dangerous jobs in the world. Every day firefighters risk their own lives to protect the lives of others. Firefighters like Fire Captain Mike Palumbo. During his more than two decades of service, his wife Chrissy and their five kids couldn't help worrying about the job's more obvious dangers.

"He was drawn to service, I think," Chrissy said. "He was very passionate about giving back to the community that gave him the opportunity to have that career."

But a few years ago, far from any smoke or fire, something else caught up with Palumbo while hiking near the family's home in Beachwood, Ohio

"I knew as soon as we got there, something was wrong," Chrissy told correspondent Tony Dokoupil. "And I tried to convince him just to get back in the car. He was, like, 'No, I'm fine, I'm fine.' And we got down the ravine. And he literally walked into a tree. And I just panicked."

She rushed Mike to the hospital, where they learned he had stage 4 brain cancer.

Dokoupil asked, "What do you do when you get that kind of news?"

"I literally crawled into bed with him and prayed into his ear," Chrissy replied, crying. "I had my kids brought in, 'cause I didn't know if they'd ever see him again."

CBSNews.com

Senate Ad Hoc Committee on Risk

By: Chief Freitag

The first meeting of the Senate Ad Hoc Committee on Minimizing Contaminant Risk and Exposure for First Responders was held yesterday, Thursday. Dr. Jeff Burgess with the U of A presented the results of his study related to firefighters and cancer completed in partnership with the Tucson Fire Department. The research is ground breaking in many aspects, and serves to support other research findings related to firefighter cancers i.e. firefighters have a higher risk of cancer than the rest of the population based on our exposures.

It is not the charge or the intent of the committee to take on the worker's compensation company at the center of the controversy surrounding the denial of claims – Copperpoint. Despite the law being abundantly clear, urging from the Governor, and a letter from the AG they continue to be a problem. Not really relevant to what I'm writing, I just thought I would put it out there.

Our focus will be more on mitigating the risk of contamination before, during, and after a fire which includes training fires. Before and after the fire includes things like station design to prevent cross

contamination e.g. non-porous countertops and flooring, as well as proper ventilation and gear storage. It also includes the clean cab concept – something CAFMA will be exploring over the next several months. By exploring, for clarification, I mean working towards.

After the fire also means rapid decontamination. Not long ago I mentioned that rapid decon after a fire before doffing our gear reduces contaminants by 85%. Rapid decontamination requires a mild soap, a five-gallon bucket, and a brush. Pretty inexpensive insurance.

Dr. Burgess and his researches were surprised to find that engineers were exposed to as much as or more carcinogens than entry crews, and that paramedics running rehab actually showed higher exposure rates than entry crews. Tucson has instituted a policy that engineers will wear their SCBA's while pumping a fire to avoid exposure. Rehab sectors have been relocated, and medics wear appropriate PPE to check and monitor entry crews. Think about it, you exit a fire, doff your gear without decon, and go see a medic who is now absorbing the carcinogens from you as well as your gear while they check your vitals. At the same time, the wind is swirling and pushing smoke into the rehab location.

I sent an email to senior staff, Mike Kontz, and Ben Roche this evening concerning body scans as part of our physicals. In addition, I spoke with Ben – Mike is on an assignment in CA – about him and Mike attending future Ad Hoc committee meetings. I also told him I thought we needed a standing joint labor and management committee, possibly a sub-committee to the safety committee, to monitor cancer research and make recommendations for CAFMA. While the idea of clean cabs, engineers wearing SCBA's, etc. may not be popular they are far better than the alternative. This is about your long-term health and safety. Remember, it's not a matter of if it will happen to someone at CAFMA, it's a matter of when. How do we make changes today to mitigate the risk even further as we move into the future?

Some of the body scans are proving extremely effective in catching cancers even before blood tests. Not all of them expose the person to a lot of radiation. I spoke with a fellow committee member today, Dr. Vershalee Shukla, who is providing scans to a number of valley firefighters. She has been able to reduce radiation exposure to a level comparative to a mammogram.

I realize that bringing in an outside agency, if that is what's decided, to perform our annual physicals has some logistical challenges. Our job is to mitigate and control challenges, so I'm certain we can address and overcome any logistical issues. There will be an increase to our costs, however from what I have seen the fiscal impact is not insurmountable. Its far less expensive to catch a cancer early and treat it than it is to wait for a blood test to catch something.

We also heard today that clinicians are not looking at firefighters as high risk and are routinely misdiagnosing cancer as something more benign. The PFFA will be establishing a list of doctors that understand and will aggressively treat firefighters to ensure cancers are not missed.

Stay tuned for more as our meetings continue. The Ad Hoc meetings are open to the public, should anyone want to attend, just remember seating is limited. Our next meetings are scheduled for October 29th at 1130, and November 12th at 1130.

Chief's Desk Continued

To lead you have to be a decent person i.e. don't be an asshole to other people. If you want to lead other people, you have to truly care about them. That doesn't mean pat them on the head and give them a sucker, I mean show them you care. If you're an engine company captain, do you know the names of the family members of your crew? Any idea of birthdays or anniversaries? What are their hobbies outside of work? You don't have to hug them every time they walk in the room, but do something to show you care. *Per our attorney and HR – please do not go around touching people, that's not what I'm saying and it creates problems.*

It's interesting to me as I've been listening to and reading Jocko Willink. I always thought that in the military, especially special forces, that an officer simply ordered people to get moving and they got moving. That is not the case at all. In fact, military books that he refers to as part of his Podcasts, including books as old as *Sun Tzu's The Art of War*, promote the concept that a good leader must care for their people, that they must make their direct reports part of the decision process, and that you must provide for their health and well-being. Each of the books warns of the dangers of being a self-centered, arrogant, egotistical, undisciplined as a leader, or temperamental.

While I'm not talking about the normalization of deviance per se, trying to lead others when you cannot lead yourself, when you cannot control your emotions, when you exhibit egotistical behavior or arrogance all lead to a predictable surprise – failure.

If you want to realize success, recognize the dichotomy that is leadership and learn to seek balance in all that you do. Seek classes or seminars, look for opportunities to teach others, and maintain your humility. Make humor part of your day. No, setting up pranks is not what I mean. I find that injecting humor lightens the mood not only for me, but also for those around me. Have fun at work, but remember there is a balance. Make a decision, and don't be afraid to make a mistake. If you're wrong, own it, learn from it, and do better next time. Doing nothing because you're afraid to make a mistake is more detrimental than making a decision.

So, as you prepare for your promotional interviews, or if you're just looking for ways to improve day to day, make sure you check yourself. Think about what leadership really means and ask yourself "would I want to follow me?" The Podcast I'm recommending is long, but you can break it up over a period of time: Jocko Podcast 163 - <https://www.youtube.com/watch?v=MAo0wz91t8> – with former Navy Seal Jason Redman. It's a story about a fall from grace caused by arrogance, and redemption. It's also a story about coming back, and giving back. I listened to this Podcast twice on my drive to and from Murrietta, CA on Wednesday, and I will listen to it again. Actually, I ordered Mr. Redman's book.