



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – December 6, 2019

This Edition:

The Chief's Desk Page 2
60 Years Later: Our Lady of the Angels School Fire
.....Page 3
How Leaders Can Open Up to Their Teams
Without OversharingPage 3
November Run StatisticsPage 4

Quote of the Week

“Bad ships and good officers would make a better Navy than good ships and bad officers.”

-George Washington



Ohio Cities Fight Firefighters Over Cancer Benefits By Sheehan Hannan

Dave Rowell’s shirt says it all: “Euclid Fire: Nobody Fights Alone.” When I meet Rowell, a captain in the Euclid Fire Department, we pull beat-up chairs across from each other in the duty office of Station 1, a functional-looking brick building on a strip of East 222nd Street. Outside the office, the bay doors are open. A Dalmatian sits out front of the station, plopped adorably between two red garage doors. Look quickly, and you’d miss that it’s a statue. Out back, firefighters wipe down one of their fire engines, which gleams red and chrome in the morning sun. As Rowell and I talk, they whirl up the siren and flash the lights.

Some firefighters are all too happy to regale you with stories of their daring. Rowell is not one of those. He tends toward the reserved, valiant sort, the kind of guy who is almost allergic to talking about himself. When we meet, he’s wearing the breast cancer awareness shirt, sold by his union. He speaks in a serious, understated hush. He is 47, with a bald head and corded arms that he crosses over his chest.

ClevelandMagazine.com

The Chief's Desk



Thursday was the last Senate Ad Hoc Committee meeting on Minimizing Exposure and Contamination Risk for 1st Responders. The hearing room was packed to capacity and an overflow room had to be opened to accommodate fire service personnel from all over the state. While our committee's charge was to focus on education and mitigation, we've

heard testimony over the last couple of months regarding the challenges firefighters face regarding workers compensation. Despite very clear language in the presumptive law, their claims are being denied.

We had a number of firefighters share their testimony during this week's meeting concerning their on-going battles with both cancer and insurance. We also heard from the families of some of the firefighters who have fallen in the line of duty as a result of cancer. Listening to their personal stories of struggle first with the diagnoses, and then with getting coverage triggered a range of emotions. At points I wanted to cry, and at other points I wanted to yell at someone. What the workers compensation companies and municipal risk pools have done to these folks is unconscionable! (In my opinion)

There is absolutely no excuse for firefighters clearly covered under the presumptive laws to be forced into bankruptcy as a result of their treatment, and legal costs. A captain with Phoenix Fire diagnosed with colorectal cancer in 1999 was denied coverage. His medical insurance prescribed hospice and said if he wanted treatment, it would have to be out of network and out of pocket. He was forced into deep debt and had to leverage his family's home just to receive treatment. Given he's alive 20 years later, I would say that his insurance company's only approved course of treatment, hospice, was incorrect. He still owes over \$300,000 for his treatments, but says it is worth it to be alive and with his family.

We've had Retired Peoria FD Captain David Rehnke at CARTA to talk about his cancer battle, and battle with the insurance industry. He won and is still alive, thankfully. Still others in Casa Grande, Goodyear and Glendale as well as other fire departments in the state continue their fight for coverage.

I learned today that the workers compensation companies, including the municipal risk pools, have made the conscious decision not to file cancer or behavioral health claims with the industrial commission. For those not aware, if you hurt your knee out on duty, you file your work comp paperwork with Human Resources. Patty and her staff then file the paperwork with 7710, our work comp carrier, and they file the claim with the Industrial Commission in Arizona. Continued on Page 4

Upcoming Events:

Dec 9 – I am in and out on vacation this week with family in town for my son's graduation from NAU
Dec 10 – AC Testing, Chino Council Meeting
Dec 11 – AC Testing
Dec 12 – AFSI Phoenix, PV Council meeting

Board Meeting:

December 19th Chino Town Hall
CVFD – 1600-1630
CYFD – 1630-1700
CAFMA – 1700-1830



60 Years Later: Our Lady of the Angels School Fire

By: ALEX BURKHOLDER

It was a cold afternoon in Chicago on Monday, Dec. 1, 1958. It was about 20 minutes before the end of classes at Our Lady of the Angels School on the city's West Side.

A fire in a stairwell had been burning for some time when the Main Fire Alarm Office in City Hall received a telephone call from the housekeeper in the church rectory on West Iowa Street. It was just east of the two-story, U-shaped and heavily over-crowded brick school building dating back to 1910. She reported a fire using the address of the rectory—a fact that ultimately had a significant impact on the response.

Fire and rescue operations

At 2:42 p.m., Engine Company 85 left its single-engine house less than a half-mile south of the Iowa Street address. A little more than a mile north of the location, Truck Company 35 left its quarters heading to the scene.

At 2:44 p.m., a box alarm was sounded for the fire after the owner of a candy store near the north wing of the school reported children jumping from the high second floor. The school did not have a fire alarm box so the nearest box, which was a block and a half away, was used.

When Engine 85 and Truck 35 pulled up outside the rectory, it was a scene of mass confusion with children evacuating the south wing and others throwing books out of upstairs windows. Hysterical parents and students told the firefighters that the blaze was centered in the north wing around the corner on North Avers Avenue.

Firehouse.com

How Leaders Can Open Up to Their Teams Without Oversharing

By: Liz Fosslien Mollie West Duffy

In the age of social sharing, people who work together know more and more about each other. In general, this is a good thing for peers and leaders. Research shows our brains respond positively to people when we feel a personal connection with them. We try harder, perform better, and are kinder to our colleagues. Command and control management is on its way out, and bosses who practice empathy and make an effort to connect with their subordinates are in.

This willingness in leaders to be open and honest, even if it makes them vulnerable, is important because it builds trust — people can easily sense inauthenticity. We tend to assume that leaders are marketing to us. If a leader never shows emotion, that conviction only becomes stronger. But when a leader reveals a more personal side to herself, and we sense that it is authentic, we feel a connection and are more likely to believe her words.

However, people who overdo this accomplish just the opposite and can end up completely undermining themselves. If leaders share information that suggests they are not up to the task — for example, “I’m scared, and I have no idea what to do right now” — there is a good chance their team will take on that same emotion, or worse, lose faith in their ability to lead. People in charge have to think longer and harder than the rest of us about when to be transparent because they have more eyes on them. Every time they are vulnerable (or are not vulnerable), their reports are watching and analyzing their words and actions for a deeper meaning. So, when does sharing become oversharing? We argue that the way to find a balance between the two is to be selectively vulnerable — or open up to your team while still prioritizing their boundaries, as well as your own.

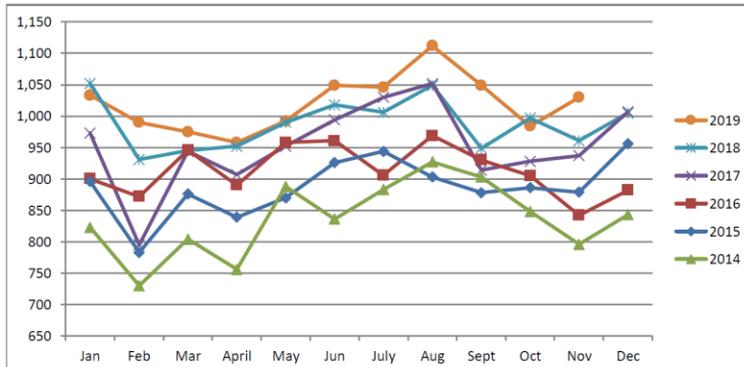
HBR.org

November Run Statistics

From: GIS/Statistician/Analyst 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	1,049
Oct	848	886	905	928	997	984
Nov	796	879	842	937	961	1,030
Dec	843	956	882	1,007	1,005	
AVG	836	886	913	953	988	1,020
TOTAL	10,037	10,636	10,961	11,433	11,855	11,218





November Response Report - 2019

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

Responses in District	
TOTAL FIRE INCIDENTS	7
STRUCTURE FIRE	0
STRUCTURE FIRE; CONFINED	2
MOBILE HOME/PORTABLE BLDG	1
VEHICLE FIRE	2
BRUSH/GRASS/WILDLAND FIRE	1
OTHER/TRASH FIRE	2

Fire is 0.68% of call volume

TOTAL EMS	666
OVERPRESSURE	2
HAZMAT	17
SERVICE	202
GOOD INTENT	112
FALSE ALARM/OTHER	24

Other is 34.66% of call volume

TOTAL # OF CALLS 1,030

Residential Fire Loss	\$0
Commercial Fire Loss	\$0
Vehicle Fire Loss	\$5,500

Calls in Town of Chino Valley	177
Calls in Town of Prescott Valley	500
Calls in Town of Dewey-Humboldt	44
Calls in District, Unincorporated Areas	309
Calls Out of District	7

Average total # of calls per day	34.33
Average fire calls per day	0.23
Average EMS calls per day	22.2
Average all other calls per day	11.9

Aid Given to Prescott	122
Aid Received from Prescott	75
Mutual Aid Given	3
Mutual Aid Received	0

Unit Responses		
	In District	Total
E50	139	147
E51	32	171
E53	162	163
E54	143	144
E57	38	40
E58	126	129
E59	120	130
E61	95	95
E62	142	148
E63	52	53
T50	3	4
B3	48	50
B6	19	26

Call Volume at PRCC		
	MONTH	YTD
PFD	694	7,956
CAFMA	1,030	11,218
GCFD	13	136
OD	7	82
WKFD	5	37

Top 5 Call Types

614	EMS
96	Assist Invalid
67	Cancelled en Route
65	Public Service Assistance
29	Vehicle Accident w/Injuries

Move Ups by Station

50:	39	57:	2
51:	55	61:	15
53:	17	62:	8
54:	0	63:	21
58:	3		
59:	12	TOTAL:	172

Chief's Desk Continued

Not only have these companies decided not to follow the same guidelines as they do with an orthopedic injury, they didn't tell anyone they would not file the paperwork for a cancer or behavioral health claim. In fact, they issued what appeared to be claim numbers, but were in fact only internal tracking numbers. It was months before these firefighters realized the numbers they were given were not actual claim numbers.

Now that we all know what the companies are doing, we can assist a firefighter diagnosed with cancer with filling out the appropriate forms and filing them direct with the Industrial Commission. The PFFA, Local 3066, and our HR staff are fantastic resources available to assist.

I cannot say the practices adopted by the workers compensation companies is illegal, however it is absolutely, in my opinion, unethical and immoral.

I will keep you apprised of any legislative updates as we move into next session. However, I can tell you that the insurance lobbyists are already trying to work some legislators complaining that they should not be forced to cover work related cancers. They do not have the courage to say anything publicly.

Our committee voted on a list of recommendations that will be forwarded to the Senate President for consideration. These recommendations are not mandatory, but are recommended best practice. Below is a broad overview of the nine categories of recommendations:

1. Adoption of cancer prevention best practices by fire departments and regular updates in communication with other departments across the Arizona to incorporate the most up-to-date research.
2. Increase cancer screenings at ages established by medical professionals based on exposures and risk factors.
3. Ensure statewide availability of equipment scientifically proven to minimize exposure and contaminant risk for firefighters, including turnouts, hoods, gloves and washing machines or access to commercial laundry services.
4. Educate fire departments and fire service agencies on cancer exposure and mitigation, ensure first responder training programs utilize up-to-date research on cancer prevention and establish a cancer database for Arizona first responders.
5. Reform independent medical examination law to ensure only the appropriate examiner evaluates presumptive cancer workers' compensation cases.
6. Provide financial support to further the National Firefighter Cancer Registry.
7. Consider legislation that adds to the list of cancers resulting in disability or death that are presumed to be an occupational disease arising out of employment under Workers' Compensation statutes.
8. Establish a fund to provide funding for the offset of implementation costs.
9. Consider a potential requirement for sprinklers for the purposes of fire prevention.

Six additional pages accompany the above recommendations that include specific details. As CAFMA, we will be looking at the specifics over the coming weeks to determine what we have in place, and what we need to consider. We will be visiting with Dr. Shukla in January at her offices in Phoenix to determine how we can implement some of her cancer screenings. She and I spoke after the meeting today and she offered to be an advocate for any of our CAFMA employees that receive a cancer diagnoses.

The bottom line for us is to know and understand our exposure risks. Remember, we can mitigate, but we cannot eliminate exposure. We need to implement best practices where practical, and then follow the guidelines. Finally, we need to ensure that if someone is diagnosed with an occupational cancer covered under the presumptive law, that they are covered. Keep in mind, if you use tobacco products, the insurance industry may have a solid case for declining your claim. Do not do anything that jeopardizes you or your family's future. Patty sends out information regarding cessation programs from time to time. I would recommend that if you still use a tobacco product that you pick a program and work towards quitting.

We will do everything we can as an organization to protect you, and we need each of you to do what you can as individuals to protect yourselves.