



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – February 21, 2020

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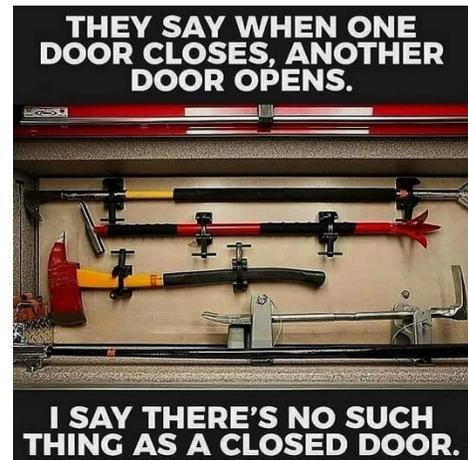
Quote of the Week

"The only way to do great work is to love what you do."

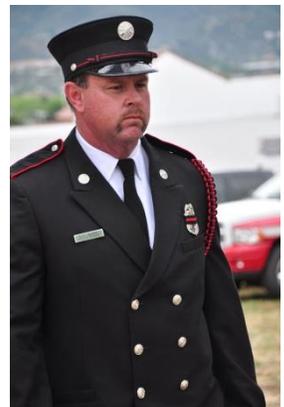
-Steve Jobs (That's right my tech services friends – APPLE!! Not Bill Gates☺)



CHIEF!!!! B-shift broke our stuff again! A- Shift. C-Shift didn't notice ☺



I would argue that they forgot one..... CAFMA's secret weapon – the one, the only Captain Mongo!!



The Chief's Desk

I have had untold opportunities open up to me since moving to Arizona. These are things that would have never been afforded had I stayed in Missouri. I know it sounds cliché but I truly am blessed to live the life that I do, and I have fun doing it.

Tuesday I had the privilege of co-presenting and spending some time with Fire Chief Greg Ruiz of the Tempe Fire Department. He is one of a kind in his passion and teaching style. I count myself fortunate to share the “stage” with him whenever possible. I also think it’s fortunate that Greg is willing to come up to CAFMA to share some of his wisdom, insight, and energy with us.

I had the opportunity to take some vacation starting Tuesday afternoon this week. It wasn’t vacation to go Jeeping, which is coming-up in a couple of weeks, but a vacation to hang with a good friend and work with the San Bernardino County Fire Department. I didn’t realize they span some 19,000 square miles with over 1300 employees. Covering that much area is a challenge for sure.

Eric and I had a great time presenting Career Survival to their folks over the latter part of the week. As always, I learn something when I present. New information usually provides me valuable insight into concepts, ideas, and in this case – privileges. Eric shared that he had recently read a bureau of labor statistic that said only 3% of those that try to become firefighters actually become firefighters. Wow!

I never thought I’d be in the top 3% of anything in my life. Other than maybe the top of the bottom 3%. But, to find out that I actually achieved something that most people will never have the opportunity or privilege to enjoy is pretty amazing. From day one of my career I’ve appreciated the opportunity to be part of our profession, and our fire service family.

For me, hearing that statistic was a reminder of how fortunate I am to call myself a firefighter. Think about it for a minute.... How many accountants have a tattoo of the latest Texas Instruments Calculator on their arm, or anywhere else on their body? Sharp might, but he’s not a real accountant so that doesn’t count.

We wear our profession on our sleeve – literally. Tattoos, stickers, toys, flags, rings, etc. we have them all. And why not? Few people take the pride in their profession that we do outside of some elite military units. This pride is not limited to operations personnel. Anyone who works for a fire department is now part of the profession and the family. We all wear our logo with honor and pride. There’s just something different about someone who works for the fire department no matter their title or position within the agency. That is pretty damn cool, if you ask me. Continued on Page 4

Upcoming Events:

Feb 24 – Meeting with Prescott FD, Board Meeting
Feb 25 – Wage and Benefit Meeting, CV Town Council
Feb 26 – Work Comp Meeting Phoenix
Feb 27 – Meeting with Chief Light, AFCA Board Meeting at CAFMA, PV Council Meeting

Board Meeting:

Feb 24th Chino
All Boards in a work study –
1600-1700
CAFMA – 1700-1830



2 firefighters killed in Calif. library blaze

By: Laura French



Captain Ramon "Ray" Figueroa, 35 years old (Left) and Firefighter Patrick Jones, 25 years old (Right)

The body of Porterville Firefighter Patrick Jones has been discovered in the library where firefighters battled a blaze late Tuesday afternoon into Wednesday.

Jones, who went missing during the early stages of the fire, had been unaccounted for as firefighters worked to fully control the blaze. The Porterville Fire Department announced the discovery of Jones' remains inside the building on Facebook late Wednesday night.

Porterville Fire Capt. Raymond Figueroa was also killed in the blaze on Tuesday. Two 13-year-old boys have been arrested and charged with arson and manslaughter in relation to the fire.

Officials have identified the Porterville firefighter who was killed as 35-year-old Capt. Raymond Figueroa, who had served with the department since 2007.

Porterville Fire Chief David LaPere said at a press conference Wednesday morning that Firefighter Patrick Jones, 25, remains unaccounted for as firefighters continue controlling flames at the city library, according to ABC 30.

Additionally, police officials announced the arrests of two 13-year-old boys in relation to the fire.

Porterville Police Chief Eric Kroutil said during the press conference that the boys have been charged with arson and manslaughter and that a full investigation is ongoing.

On Wednesday night, the Porterville Fire Department released additional details about Figueroa's career, sharing that he started his career with the Lindsay (California) Fire Department and later moved to the Porterville Fire Department, where he rose through the ranks from firefighter to engineer and ultimately captain.

[Firerescue1.com](http://firerescue1.com)

5 critical issues facing HR directors in 2019

By: Dave Delaney

If you're an HR professional, your skills matter now more than ever.

Unemployment levels are low and companies are becoming more competitive with salaries and perks for new employees. Savvy HR directors must shift with the times in order to retain employees and make strong new hires.

I asked HR managers and directors what they found were their biggest challenges. The following are five key takeaways every business leader should consider, because this doesn't just affect the human resources department – it will affect your entire company.

1. Communication and culture

Corporate communication and company culture go hand-in-hand. Mark Lewis, Co-founder and CEO of Hellocecil explained: “This challenge focuses on the importance of effective communication skills and systems throughout an organisation. Few things are more frustrating or destructive to the quality productivity efforts of individuals and teams than the failure to communicate. One dimension of this challenge is the communication skills of individuals within a team; another is the communication skills of teams with each other.

“The larger the organisation, the larger the potential problem. An organisation is always well served to invest time and money on training programmes and workshops that elevate skills such as verbal and writing skills; presentations; listening skills; dispute resolution skills; providing and accepting feedback; systems for addressing complaints or dissatisfaction; and the like.”

I have personally suffered as an employee working for companies with poor communication that resulted in a toxic culture. This was part of my inspiration to launch

Humanresourcesonline.net

Chief's Desk Continued

There are times that we lose our focus and forget how fortunate we are to be able to do what we do. When we apply for our positions we're ready to take on the world! We're going to fight the dragon, break stuff, and save lives in the process. We will do this 24 hours a day until the end of time..... At least that's what the brochure said.

When I started, along with many of our more “seasoned” folks, we came from backgrounds that included the military, trades, grunt work, or a series of crap jobs before we finally landed our big break. Once we did, many held on to what it meant to work towards a dream and finally realize success. Over the years as generations changed we hired fewer people with diverse backgrounds and more folks fresh out of school and still living at home with mom and dad. Don't get me wrong, we are seeing a shift back the other way in some areas, but we're now hiring yet another different generation. They're not bad, just different. Honestly, when I was hired I was one of the “new” generation who just didn't understand the sacrifice of all those who paved the way for me.... Whatever, it's a load of crap. Things change, and we need to evolve. It's not that we don't want change, we do. However, we are only comfortable with change as long as things stay the same....???? There's an interesting dichotomy for you.

I have been around seasoned firefighters who have lost their passion and no longer respect the privilege of being called a firefighter. And, I've seen newer firefighters not respect the honor of carrying the title. I

don't think it's as much generational as it is personal. However, I will say that our marketing strategy to attract new firefighters needs some adjustment.



Departments across the country create videos, fliers, and social media posts with dramatic/hard driving music. The music goes along with pictures and videos of firefighters fighting “the dragon,” breaking down doors, cutting people out of cars, or saving the lives of people experiencing a medical emergency. Folks get hired expecting a 24/7 adrenaline rush. News flash, that's not how our day goes. Yes, there are certainly times that we get to do all the exciting things we dreamed of as a little kid. However, a majority of our time is spent running calls that sound more exciting on initial dispatch than they are when we arrive. Mix in some training, inspections, hydrant testing, sweeping, mopping, toilet scrubbing, public education, etc. and now you have a real picture of our day.

I think CAFMA definitely needs to develop a marketing video, but what I have in my head, as you should expect, is not the heart pounding adrenaline rush of the Blue Angels set to some Van Halen. For our newer generation folks – Google Van Halen, you'll find them 😊 Nope, I want a bit of parity that includes the exciting stuff mixed with a comical play on some of the mundane e.g. toilet bowl scrubbing. Why you may ask? One, I'm just wired to have fun. Two, I think a video that is clear about what we do, shows pride in our profession, and has fun at the same time is more attractive than 2 minutes of stuff blowing up. And, it's real.

I was recently putting on my white shirt and badge for some chief's interviews. As I buttoned my shirt in the mirror, I couldn't help but smile with pride as I admired the CAFMA patch on my sleeve, my badge, and my nameplate. What an honor and privilege it is for me anytime I get to put on our logo and represent all of us as well as our profession.

Don't take this day for granted, and don't take your career or this agency for granted. We are blessed every day that we wake up above the ground, don our CAFMA best, and come to work for the purpose of serving each other and the community. Yes, there are grumpy people out there who have lost their way and aren't interested in finding it again. Don't let their lack of respect for themselves and the uniform bring you down. Hold your head up high and be proud of who and where you are.