



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – Feb 19, 2021

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"Be mindful to your thoughts – thoughts become actions."

Laozi



The Chief's Desk

Have you ever had one of those couple of weeks that simply put your level of restraint to the test and wear your patience down the nub? It happens to all of us from time to time, and the last couple weeks has been my turn. To that end, we will call this the sarcastic edition of *The Review*. Personally, I think this will be fun. I'm not complaining, just highlighting a few things...

Already operating at a low tolerance for stupid stuff, I woke up this past Wednesday morning ready for my first cup of life-giving coffee. At 0500 in the morning, someone had a different plan for me – one that would test my resilience. My Keurig coffee maker would not work. This required disassembly, cleaning, and reassembly in hopes that I could revive the unit. After 20 minutes, I had my coffee. Each morning before I hit the gym, I have my coffee while browsing the internet. A quick check of the “news,” social media, and then YouTube. As I settled in to watch someone swap a 6.4L Hemi into a 2012 JK, my internet stopped working. After poking and prodding our modem for a bit, the internet was back. Honestly, I just had to laugh, I mean what else was I going to do?

I pulled up a news publication that same morning, before the internet crashed, and read a headline that started with the statement “Experts say...” Well, obviously, if the experts say it then there is no room for discussion or an alternate viewpoint regarding the topic, right? No need to look for another opinion, just get in line. It is possible that my level of cynicism has increased over the last 15 months. To that end, I have come to believe that if someone has to start a story with “experts say,” the substance of the article is immediately in question.

The funny thing about experts is that many are not actually experts, and those who are experts often disagree with each other. So, one set of experts on a subject says the answer is A, and another set of experts on the *same* subject say the answer is B. Given dissent and healthy debate seem to be quashed at the moment, the only experts that are important are the ones making statements that fit whatever narrative media outlets want you to hear.

So, what were these experts supposedly saying that morning? The number of COVID cases has not decreased because of the vaccine, rather, the number has decreased because of people modeling good behavior. Kind of feels like a nice pat on the head doesn't it. So, let's apply some critical thinking and see if what's being said holds true. First, the COVID shot is out; however, it has not been out long enough, nor have enough people received the shot, to make a substantive difference in the number of COVID cases – according to experts.

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Upcoming Events:

Feb 22: Board meeting day
Feb 23: Meet with developer
Feb 24: BC Meeting, Meet with Director Anderson
Feb 25: Record Podcast

Board Meetings:

Feb 22 Administration

CAFMA – 1700-1830

Leadership Framework: A Practical Guide to Developing Capability

By: Kristi Burns and Victor Ruiz

Leadership Development is a crucial part of organizational success, and it's more than preparing for succession. It builds critical and strategic thinking, which in turn fosters better decision making. It promotes innovation, increases accountability and morale, drives efficiency and effectiveness.

Frequently, one can limit leadership development to a classroom. Learning through formal instruction with the implied expectation that knowledge will be acquired and then applied when an opportunity arises is a laudable but incomplete process. In reality, growth is grounded in the experiential. It often comes through unique options such as project experiences and other developmental assignments. These things allow an individual or group to gain knowledge through trial, error, and practical application.

The opportunities for helping individuals develop leadership capabilities occur every day. It is paramount that those opportunities are identified and set up properly to promote growth. While flagging these developmental opportunities is a significant challenge, there are ways to identify and set up these formative experiences. Following is a framework that has proven successful in identifying and executing growth opportunities:

This framework was designed to provide a roadmap for hands-on application and build upon leadership theory and principles taught in more formal venues. Following is a more in-depth review of each element that provides tips and tactics that may benefit from utilizing the framework.

industryweek.com

How to Bounce Back From Failure

By: Michael Hyatt

We all encounter failure. Whether we want to admit it or not, it's the truth. Goals are missed. Sales numbers aren't hit. It just happens. Sometimes, it is because of mistakes we made, and other times, it is due to circumstances outside of our control. I personally believe that it is in times of failure, that the most important lessons are learned. You find the drive within yourself to get back up, to persevere, to keep going.

One thing that matters most when I think about long-term success is resiliency. Whether you are an entrepreneur, business leader, parent, spouse, resilience is one trait that is critical to overcoming obstacles and achieving your goals. Other traits can take you a long way. Resilience is what gets you back up when life knocks you down.

It can be tempting at the start of the year to jump into your new goals planning to "power through" until you achieve them. The pitfall in this thinking is that it doesn't take into account what you will do when a

setback comes along. When some of the initial excitement wears off, it takes a mindset of resilience to keep going.

You Have What It Takes

Resilience is a choice. Each time you encounter a setback, you have the choice to either quit or keep trying.

michaelhyatt.com

Chief's Desk Continued

Nonetheless, cases have decreased over the last few weeks. Since it doesn't appear they can tie it directly to the vaccine, there must be some other explanation. Secondly, we saw a significant decrease in the number of cold and flu cases this season because people are wearing masks and social distancing. However, the number of COVID cases soared. Why? Because people are not wearing masks or social distancing. What? That makes zero sense. And yes, I did hear this said firsthand by an expert.

I would pose this to you for consideration. The spike in COVID cases seemed to coincide with cold and flu season. The decrease in cases appears to coincide with the warmer weather and waning of cold and flu season. Is it at all possible that the virus is following the course of a virus? I would argue that there are a number of factors that have led to the decrease in cases. The COVID shots may be having an impact commensurate with the number of doses given, the number of people that have natural antibodies as a result of contracting COVID has increased, people have been more careful this season, and virus season is slowly coming to a close. I'll stay silent on the masquerade issue. I'm sure there are many other factors as well, but these are just a few that come to mind at the moment. I'm not an expert, but as with most challenges it seems there might be a variety of factors playing a part. Is it possible that some experts, and others, are looking for a way to justify their recommendations and decisions related to COVID? Maybe...

So, I'm thinking I might remove the title "Fire Chief" from my business card and replace it with "Expert." Once it says expert, no one can question anything I say. Reminds me of one of my favorite lines from the movie *A Knight's Tale*, words uttered by a king to his people, "That is my word and therefore it is beyond contestation!" Sounds like what we hear from our elected officials today. You know, those people we've elected to represent and serve us.

Now let's discuss H2802. You can probably tell by the opening paragraphs that things did not go as planned. I spent over three hours on Zoom in the House committee waiting for our bill to be heard. There were only two organizations signed on in opposition. I don't want to name them directly, but their initials are AMR. During testimony by an opposition attorney, she thanked the committee chair for not having discussion or allowing a vote on the bill. As you can imagine, that came as a complete surprise to us. Ultimately, no committee members asked questions, no discussion was held, and no vote was taken. This means the bill is dead – for now. Come on, you didn't think we would just walk away with our heads down kicking the dirt did you? That's not how the Fire Service in this state works.

The opposition arguments against our bill language are extremely weak at best. However, it is impossible to counter the arguments when the committee doesn't ask questions and no discussion is allowed. All is not lost. We have options available this session; however, we have developed an alternate plan that we believe will lead to changes in statute at a later date. This legislative session seems a large cluster as a result of federal election stuff, so best to let it go. That said, one just never knows what we might do.

Maybe listening to so many hearings over the last couple of weeks has led to the disintegration of my patience? Politics requires a level of restraint, and my restraint has been greatly tested. I know, that's not what we typically see today, but I believe it is far more effective to carefully choose my words and not attack the person. I mean really, I don't have to point out that someone is an idiot, they put that on full display themselves. Yet, it can be somewhat satisfying to make the statement 😊

A hearing on H2455 – fire districts; pension liability; financing was held Wednesday this week. It passed out of committee and will now head to the COW for consideration. There is an emergency clause with this bill as well as the mirrored bill that passed out of a Senate committee. Once approved by both Houses, the bill will move on to the Governor for signature. The emergency clause means that the bill will become law once the Governor signs it. We hope that this will allow fire districts to take advantage of lower interest rates if they believe that using a COP will benefit their agency.

Hopefully, between access to COPs and the marijuana tax we will see some relief in the next couple of years related to our PSPRS payments. Oh, as a general reminder, don't do drugs. Marijuana may be legal in the state, but it's not legal federally so it is still off limits to CAFMA employees. You're welcome for the reminder 😊