



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **Mar 11, 2022**

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"The reason gas prices are so high is because the oil is in Texas and Oklahoma and all the dipsticks are in Washington."

- Yakov Smirnoff



The Chief's Desk

Is carpooling a thing again? I mean, it feels like carpooling should be a thing... Didn't the Jetsons model the future with their flying cars? I thought for sure we would all be in the air by now. I can't remember if I ever saw George filling up at a flying car fuel station. That said, if it was an electric flying car, I do not recall any reference to their inability to properly recycle lithium ion battery systems. Better for the environment? Doubtful at best.

It is nice that the government has provided us some "recommendations" to improve our fuel economy. For example:

1. Slow down (In Phoenix? I'll get run over!)
2. Air up your tires (Pretty certain we knew that already)
3. Avoid starting and stopping (So, red lights and stop signs are now optional?)

I have a recommendation for the Federal Government – finish the Keystone pipeline and start producing more oil in our country again. Crazy, I know, but WTH!! The level of idiocy on display by some of our elected officials is beyond comprehension! Just one person's opinion.

Just when we thought it was safe to travel again, we get hit with the most ridiculous fuel prices in history. We had added \$85,000 to our fuel budget for next year, but now we have to reevaluate as it may not be enough.

Inflation, rising interest rates, supply chain issues, housing costs, etc. are killing our economy and our way of life. At least COVID is taking a back seat to all the other craziness. I have to at least write something positive.

In addition to all of the above, our workers' compensation rate for next fiscal year is increasing by 104%, which in dollars is somewhere in the neighborhood of \$564,711 plus an assessment estimated at \$375,730 for a total hit of \$940,441. COVID accounts for 35% of the total work comp increase. The municipal risk pool has a \$20 million-dollar annual infusion to help cover cancer claims. That money is from a TPT tax collection fee the state has been charging the municipal governments. It is not specifically for cancer as it can be used however is needed to sustain their pool. Those municipal agencies serviced by Fire Districts receive a credit for their TPT fee each year. In addition, the municipal and county governments have received millions of dollars in COVID relief monies, and the State has received billions.

The fire district risk pool receives no monies from the State, or from any other government entity. We simply have to eat the costs. As stated, the communities that fire districts serve receive an annual credit to ensure they are not covering expenses for other municipal governments; it would have been helpful if those dollars went to the fire district trust. In addition, we have received exactly zero COVID relief dollars. COVID sick time has cost our agency approximately \$587,207.40 to date. That does not include monies spent on other COVID-related expenses. **Cont. Page 4**

Upcoming Events:

Mar 14: Stakeholders meeting in Phoenix,
Mar 15: AFCA Meeting, PRCC Meeting, Firefighter of the Year Elks Dinner
Mar 16: Wage and Benefit, PVEDF
Mar 17: St. Patrick's Day

Board Meetings:

Mar 28: Administration
CAFMA – 1700-1830

Create Strategic Thinking And Mindset In Your Workforce

By: Bill Hall

Hiring managers often outdo themselves and get employees with market-leading skills. Other times, they go for the individuals with the best talents and prospects who will contribute to making a highly formidable workforce in the future. Once a highly efficient workforce is formed in your corporation, it needs guidance from seasoned leadership teams to ensure smooth operations, efficiency and timely attainment of the set corporate goals. Your workforce is the power behind the corporation's overall performance, productivity, resilience and adaptability. It should be flexible and willing to accept new corporate strategies and develop a strategic mindset. These traits will play a central role in strategy implementation and acceleration, which are critical for a corporation's growth and battling business challenges.

Strategic Thinking

So what is strategic thinking? What is a strategic mindset? Harvard Business School, in its Disruptive Strategy issue, introduces strategic thinking as the ability to critically think through complex business problems, align your thoughts with corporate goals and plan toward the future. It dwells on formulating business objectives and outmaneuvering corporate setbacks and current prevailing challenges.

Strategic thinking calls for exquisite problem-solving and decision-making skills obtained through experience or corporate training. These skills empower employees and equip them with additional skills that differentiate them from the rest. They become high-value assets to the company, as they possess other strategic thinking skills, which greatly help the corporation. These additional strategic thinking skills include:

[Forbes.com](https://www.forbes.com)

11 Tips for Leaders Who Want to Encourage Positive Workplace Relationships

By: Newsweek Expert Panel

For most people, work takes up the majority of their waking hours. Whether you're working a 9-to-5 or running your own business, your professional life can sometimes blend in with your personal one, especially when it comes to friendships in the workplace.

While it's normal and natural for colleagues to form strong bonds, it's important for leaders to encourage their staff members to forge appropriate and productive connections. Otherwise, they may

let close personal relationships with their coworkers cloud their judgment or cause them to play favorites when it comes to working with the rest of the team.

Below, 11 members of Newsweek Expert Forum offered their best tips for leaders who want to encourage meaningful but appropriate relationships among their employees.

1. Communicate Forward Feedback

Team well-being and whole-person leadership are critical to support and elevate engagement. However, with emotional connection comes blurred lines. Have courageous conversations and set clear expectations, communicating forward feedback to reinforce healthy boundaries.

2. Meet With Colleagues Consistently

You must be authentic in your interactions. Take the time to learn about and connect with them personally. Give more than you receive by assisting where you can, and it is possible to do so. It is incredible what can happen personally and professionally if you focus on others.

[Newsweek.com](https://www.newsweek.com)

Chief's Desk Continued

I was at the Capitol on Wednesday this week and was told there may be some movement regarding the State providing some relief funds to fire districts; however, I don't know how much, or when that might take place. We are trying to get funds deposited directly into our workers' comp trust to help cover some of our expenses. That would definitely help avoid the additional assessment of approximately \$375,730. If the state contributes COVID monies, it would definitely off-set or cancel the assessment. That said, we still have the 104% premium increase we have to absorb.

Thankfully, the Board approved the use of Certificates of Participation (COPs) to refinance our PSPRS debt. That held our increase this year to 3%. In real dollars, that is still an increase of around \$882,766. Without the COPs our rate would have increased nearly 5.44%, or \$1,559,359. It will still be a few years before we level off, but at least the increases are a bit more sustainable.

In a race to see who can pay the most to PRCC, I'm happy to report that we shot from fourth place to second in one year! And, we may actually move into the number one spot in the 23/24 fiscal year. I mean, we do strive to be number one. The rates are based on call volume. Our 2021 call volume increases mean our bill for PRCC went up by \$167,000. If you've paid any attention to our call numbers the first two months of this year, you already know that we are not slowing down.

So far, this edition has not contained a lot of positive information, just some less-than-pleasant facts. Allow me to shift gears and update you all on some ambulance stuff.

On Tuesday this week I spoke at the Republican Women of Prescott (RWOP) luncheon in front of a crowd estimated at 450. They asked me to speak to them about the ambulance crisis in our community. The presentation was very well received, and there was a lot of conversation that continued in the

hallways and parking lot after the event. So, score one for us – our message is getting out and it is resonating with important members of our area.

Chief Rose tells me that our stretchers should be in March 17. We should be ready to slide them in the back of the Rescues and deploy our units soon after they arrive. The Mesa units will be cleaned, serviced, and returned once ours are in service. Given the number of transports we do, we cannot function without the ability to properly transport patients.

According to the latest count from Chief Niemynski, our medics have had to ride in to the hospital with AMR 342 times since July 1 last year as a result of them sending BLS only units. How the state believes this is okay is beyond me. Our taxpayers are supplementing a private company – let that sink in for a moment. I would love to ask residents to share some of their ambulance bills from those instances when we had to provide the paramedic. It would be good to know if AMR is charging for the ALS services we are providing.

I spoke with Priority Ambulance on Wednesday this week. The Office of Administrative Hearings has yet to post the Administrative Law Judge's (ALJ) ruling as would normally be the case after a CON hearing. That means we have another 20 days before anyone knows whether or not Priority will be granted a CON. Because they have no information, they are unable to start ramping up to service our area. The Bureau of EMS and AZDHS have played a lot of games throughout their CON process. Any guesses as to why they might be "forgetting" to do things, or why they fought to set Priority's rates 33% below AMR's? I have my theories, but would be interested in hearing from you...

Think positive – this too shall pass. It may pass like a kidney stone, but it will pass 😊
