



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **May 3, 2024**

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**"I learned that it is the weak who are
cruel, and that gentleness is to be
expected only from the strong."**

Leo Rosten

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The Chief's Desk

I was in Washington DC for the Congressional Fire Service Institute (CFSI) for most of this week. CFSI brings together chief officers from around the nation and assembles them in Washington DC for several days of training, as well as meetings with their respective Senators and Representatives. I was there this year along with Chief Duran (Phoenix FD), Chief Shannon (Scottsdale FD), Chief Freeburg (Glendale FD), Chief Cameli and Chief Smith (Mesa FD).

Our talking points were aligned with the talking points presented by the IAFF during their visit to Washington DC a couple months ago. There were a couple of minor things we called attention to beyond the IAFF talking points. I'll point any differences out as I outline each one.

Ask: Support the PFAS Alternatives Act.

The PFAS Alternatives ACT (HR 4769) will authorize a \$25 million grant within the U.S. Fire Administration to drive the development of the next-generation protective gear. This research will be conducted in partnership between firefighters and scientists and focus on key goals:

- The elimination of all PFAS chemicals
- Resistance to carcinogens and chemicals from fires and other emergencies
- Visual alerting of the need to clean the gear, and/or perform other maintenance.
- Better accounting for varied individual firefighters body types and composition
- More comprehensive protection from the dangers that firefighters face

Ask: Reauthorize the U.S. Fire Administration and AFG/SAFER Grants

The need for a robust and comprehensive U.S. Fire Administration cannot be overstated. As the principal liaison between the federal government and the fire service, the United States Fire Administration (USFA) stands at the forefront of ensuring fire departments readiness to tackle diverse emergencies. Through pivotal initiatives such as training programs at the esteemed National Fire Academy, spearheading data collection and analysis to inform public education campaigns, and conducting vital research on threats like PFAS, the USFA plays an indispensable role in safeguarding firefighter health and safety. However, the urgency is compounded by the expiration of the U.S. Fire Administration's authorization at the conclusion of FY 2023, necessitating its reauthorization to sustain its critical support for the fire service.

We did point out to our elected officials that over the last several years it seems most of the SAFER funding has remained on the east coast and Midwest, with only a smattering for the western states. While we greatly appreciate their letters of support, we need them to reach out through FEMA requesting a more equitable distribution of funds. **Cont. Page 4**

Upcoming Events:

May 6: Visit Engineers Academy, Senior Staff Meeting, Community Relations Check in, Meet with attainable housing group Chino School District, Virtual meeting re regional communications
May 7: Labor/Management, Meeting with Stifel, write self eval, possibly record podcast.
May 8: Chiefs interviews for Engineer, Fingerprint report review, maybe record podcast
May 9: AFSI meeting, CAFMA/Stifel/Fitch meeting, monthly CAFMA/PFD Accreditation meeting

Board Meeting:

Board Meeting: May 27
CAFMA – 1700-1830

Discharging discipline: An officer's guide to employee counseling

By: Trevor Frodge

Every fire officer wants to lead that perfect crew – the crew that always does the right thing, never causes issues, and never had any disciplinary problems. The problem with the perfect crew is that it doesn't exist. Even for the best crews, there will likely be a disciplinary issue. Perhaps a firefighter will say something stupid on a run, or maybe they run a red light in the apparatus. It could be that a member shows up late to work, or maybe they get a little bit heated at the kitchen table about that other unit or the underperforming firefighter at the other station.

These types of issues occur in every firehouse across the country, but little time is actually devoted to training the fire officers who have to manage various administrative issues and discharge discipline. I've found that it is easy to follow the three Ds – Document, Discover and Discharge.

Before we dive into the general principles of discipline, followed by a review of the three Ds, it should be noted that each situation is different because we are all different. We are human beings, and as such, we are going to bring very human emotions and ideas to various situations. As officers, it would be amazing if we could just simply ride the right front seat of the rig, give size-ups and lead crews on the fireground all day long. And while we have those days, we also have the responsibility to lead our team and uphold our department's standards, policies, rules and regulations – and to keep order in the firehouse. The company officer must be the constant leader, and it is what we tolerate that will ultimately shape the crew.

General principles of discipline

There are some general principles to discharging discipline that officers, especially new officers, should know:

- Understand the overall purpose of the discipline process. The process is not to simply yell or berate a subordinate for a decision that they made but rather to correct a behavior. For whatever reason, our firefighter has strayed from the normal course of action and violated some type of rule or standard. Yelling does little to solve the problem. Therefore, discipline is always aimed at correcting the issue, not to exude power over our firefighters.
- Keep your emotions in check. When officers react emotionally to a situation, it can be very easy to stop thinking strategically on how to correct the issue. Emotions are inevitable during a discipline process, but when you as an officer are angry and upset, the strategic goal of correcting behavior turns more into a personal attack, leaving you as the officer open for liability and perhaps a hostile work environment claim. Conversations are rarely productive when tempers flare, not to mention that points and counterpoints are missed. Simply put, when emotions are high, we stop listening. Regardless of how angry or upset you are, you must control your emotions and calm down, consider the situation, and work the process.

[FireRescue1](#)

Chief's Desk Cont.

Ask: Support the Honor Act

It's imperative for Congress to throw its support behind the Honor Act, addressing a critical gap in the Public Safety Officers Benefits (PSOB) Program administered by the Department of Justice. The program currently fails to acknowledge occupational cancer as an eligible cause of death. To that end, a member who is retired from service because of an occupational cancer can receive benefits. However, should the member pass because of the cancer, the benefits cease immediately. We need Congress to act and fill the loophole by adding occupational cancer to the PSOB Program.

Ask: Support the elimination of a Windfall Elimination Provision (WEP) as it relates to first responders

The Windfall Elimination Provision (WEP) was created in 1983 in an effort to prevent individuals who didn't qualify for Social Security under the Government Pension Offset (GPO) from receiving full benefits. However, the WEP/GPO fails to differentiate between those who never contributed to Social Security and those who did through secondary employment. Consequently, retired firefighters may see their Social Security benefits reduced by other \$500 per month despite them contributing to Social Security by other means throughout their career.

Ask: Support Setting Consumer Standards for Lithium-Ion Batteries Act

The Arizona Fire Service has a vested interest in securing congressional support for the Setting Consumer Standards for Lithium-Ion Batteries Act, recognizing its critically important in enhancing consumer safety and mitigating fire risks associated with the devices. As frontline responders to emergencies, firefighters in Arizona understand firsthand the potential dangers posed by battery-related incidents, which can lead to devastating fires that endanger both lives and properties.

We explained that in a Lithium-Ion battery incident, the time for someone to escape a home fire drops from three minutes to one minute or less, depending on the size of the battery. Additionally, we shared with them that when our turnout gear is exposed to a Lithium-Ion battery fire, that we are required to ship the gear to the one place in the country equipped to provide deep cleaning and decontamination. The cost per set of gear with shipping is estimated at \$500. If you have an electric vehicle fire that requires a first alarm assignment, using the Phoenix model, you could have 15-20 sets of gear that have to be shipped at a total cost of \$7500 to \$10,000. The other piece folks seem to dismiss, is that the water runoff is creating a secondary hazardous materials issue because of the chemicals released from the batteries.

Ultimately, Scottsdale Fire Department and CAFMA plan to seek permission from our respective elected bodies to classify Lithium-Ion battery fires, to include EV fires, as Haz-Mat incidents. This will allow us to bill the "spiller" i.e., owner for our expenses related to the fire e.g., gear cleaning, any water runoff mitigation required, etc. In addition, we will provide the amount of water used for extinguishment to the cities, towns, and county so they can bill for the water used – should they choose. We expect other agencies will follow suit.

Ask: Reauthorize the Firefighter Cancer Registry ACT (H.R. 3821)

Ask: Support the HERO ACT H.R.3671/S.1925

The Helping Emergency Responders Overcome Act is a legislative proposal aimed at providing comprehensive mental health support and resources to emergency responders across the United States. This bill recognizes the unique challenges and traumatic experiences faced by firefighters, paramedics, LEOs, and other first responders in the line of duty. This ACT proposes to establish a grant program to fund mental health services, peer support programs and training initiatives tailored to first responders.

Other conversations in DC:

We also met with researchers regarding recruit training programs. Phoenix FD, Glendale FD, Mesa FD, and CAFMA are all partnering with the researchers through our recruit training academies looking at ways we may help recruits be more successful in their respective academies as well as their careers. The key factors include determining baseline resiliency, helping recruits learn how to build resiliency today and throughout their careers, physical fitness, nutrition, hydration, healthy sleep habits, as well as the impact of including responder families earlier in the process. There's a lot more to this than I've included here; I'll have more information to share after we meet with Chief Feddema, Chief Merrill, Chief Durre, and the research team.

Finally, we will be meeting with the NERIS team in Mesa on May 13th. NERIS is the federal reporting program that will replace NFIRS in 2025. We will be one of the first ten agencies in the country to serve as a test site for implementation of the new system. In our opinion, it's better to help set the course than just move to the system when NFIRS is shut down. Our participation will allow us to help identify opportunities, glitches, or other concerns before NERIS goes live. It will work more in the background alongside NFIRS and our RMS system so the impact to all of you should be minimal.

April Call Statistics

By: GIS/Statistician Michael Freeman

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April Response Report - 2024

Land Area: 369 sq. miles Population: ≈106,500 Fire Stations: 10 Full-Staffed

Responses in District

TOTAL FIRE INCIDENTS	12
STRUCTURE FIRE	5
STRUCTURE FIRE; CONFINED	3
MOBILE HOME/PORTABLE BLDG	0
VEHICLE FIRE	0
BRUSH/GRASS/WILDLAND FIRE	1
TRASH FIRE/OTHER	3

Fire is 1.04% of call volume

TOTAL RESCUE & EMS	755
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EMS is 65.26% of call volume

OVERPRESSURE / OVERHEAT	0
HAZARDOUS CONDITION	7
SERVICE CALL	227
GOOD INTENT	125
FALSE ALARM/OTHER	31

Other is 33.71% of call volume

TOTAL INCIDENTS IN DISTRICT	1,157
INCIDENT RESPONSES BY CAFMA	1,306
TYPE-1 UNIT RESPONSES BY CAFMA	1,402

Fire Loss Summary

Residential Fire Loss	\$181,680
Commercial Fire Loss	\$61,687,020
Vehicle Fire Loss	\$0

Top 5 Call Types

695	EMS
121	Assist Invalid
73	Cancelled en Route
55	Public Service
29	Medical Assist

Average total # of calls per day	38.57
Average fire calls per day	0.40
Average EMS calls per day	25.17
Average all other calls per day	13.00

Call Volume at PRCC

	Month	Year-to-Date
PFD	847	3,318
CAFMA	1,156	4,816
GCFD	12	41
OD	12	42
WKFD	4	11

Unit Responses

Unit	District	Total	Move Up
E50	135	144	0
E51	34	194	1
E53	195	197	3
E540	32	37	22
E54	151	152	1
E57	32	34	4
E58	135	141	0
E59	125	134	4
E61	113	117	0
E62	157	159	1
E63	43	47	2
TR50	2	4	0
B3	50	56	0
B6	14	17	0
Rescues	0	0	0

TYPE-1 ENGINES

Calls by Municipality

Calls in Town of Chino Valley	203
Calls in Town of Prescott Valley	610
Calls in Town of Dewey-Humboldt	58
Calls in District, Unincorporated Areas	286
Calls Out of District	10

Aid Agreement Summary

Aid Given to Prescott	151
Aid Received from Prescott	62
Aid Given to WVFD	0
Aid Received from WVFD	0
Mutual Aid Given	0
Mutual Aid Received	3