



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **May 31, 2024**

This Edition:

The Chief's DeskPage 2
3 Steps to More Compassionate Self-Leadership
..... Page 3
In Just 5 Steps: Conquer Overwhelm and Stop
Feeling Stretched Thin as a LeaderPage 3

"You are the greatest project you'll ever work on. Restart. Reset. Refocus. As many times as you need. Just don't give up."

Unk

[The CAFMA Connect YouTube Channel](#) – Like, Subscribe, Watch, and Learn

The Family You Choose

CAFMA's Hiring

FIRE FIGHTER RECRUITS

BENEFITS

- Firefighter / EMT \$57,041 / Annual
- Paramedic Stipend: \$13,500 \$70,541 / Annual
- Employee + Family Benefits
- Education Assistance
- Mental Health Wellness Programs

OPPORTUNITIES

- Wildland
- HAZMAT
- Paramedic School
- Technical Rescue Team
- Drone Program
- Peer Fitness
- SWAT Medic, and more!

Questions? 928-772-7711

APPLY TODAY
cazfire.gov/join-us

The Chief's Desk

Earlier this year, I applied for a program at the Harvard Kennedy School (HKS). A few months ago, I was thrilled to learn that I was selected to attend the HKS Senior Executives in State and Local Government program. This Sunday, I'll be heading to Cambridge, MA, to spend three weeks on the Harvard Campus attending classes.

The Town Manager and Deputy Town Manager of Prescott Valley have both attended the same program, as have a few of my peers in the Fire Service. Each has stated that it was the best training/learning opportunity they've experienced in their careers.

My cohort has 60-65 participants from across the country and potentially a few from other countries. The diversity of backgrounds and cultures in the classroom will be unlike anything I've ever experienced. While a few of us represent law enforcement and fire, the rest come from all different sectors of government in a variety of high-level positions, including elected officials. During our orientation last week, the faculty made it clear that we should expect intense discussions on a variety of topics, as well as opportunities to share new ideas, theories, and practical applications of policy.

Some of the instructors in the program are the authors of several books assigned in the Executive Fire Officer Program at the National Fire Academy. I've quoted their work several times in *The Review* over the years, and now I get to sit in the classroom and learn directly from them.

The program is intense, so I'll be focused on the classroom and not on emails, texts, or phone calls for much of the day while on campus. That said, I'll be checking in at breaks and over lunch. We start on campus each day at 0730 and end at 1700. Because I'll be three hours ahead, we'll be out of class at 1400 Arizona time, leaving me another three hours of the day to address work-related business.

While I'm gone, please refer to the following guidelines for assistance:

1. If you have an Operations question: Chief Feddema.
2. If you have a Planning and Logistics question: Chief Rose.
3. If you have a question about Administration: Chief Barnes.
4. If you have a question for me, please email or text, and I'll get back with you as soon as possible.

Senior Staff will split the responsibility for publishing *The Review* each week as follows: of the three, they'll decide who has to put it together and send it– it's a sorta kinda democracy of sorts 😊 I'm pretty sure Chief Barnes has next week because Chief Feddema is out. Training Chief Merrill will work with Kathy to ensure the podcast is recorded. Somewhere in there, Chief Rose will be assigned something.

Cont. Page 4

Upcoming Events:

June 3-21: Chief in Training

Board Meeting:

Board Meeting: June 24
CAFMA – 1700-1830

3 Steps to More Compassionate Self-Leadership

By: Hannah Williamson

“Everybody has a plan until they get punched in the face,” Mike Tyson said.

Sometimes, that punch isn't literal. It's life dealing you a blow. And it doesn't even have to be major to knock the air from your lungs—just well-timed.

I turned on my phone for the first time since my brother and I had walked out of the movie theater, the barrage of simulated gunfire from the film still echoing in my nervous system. We'd just sat down to order dinner when I saw the text from my neighbor. My puppy was yowling. The text had come in an hour ago, undelivered while my phone was off. My neighbor confirmed she was quiet now, but the behavior was so unlike her.

My puppy normally had no problem resting in her crate for a few hours. She'd eaten and had plenty of exercise to set her up for a long nap. But she hadn't eliminated when given the option. What if she'd really needed to go outside during the movie? Had she made a mess in her crate and was now alone sitting in it? I had to get back to her.

Only once we returned to the car did I remember I'd gotten myself into a tricky parallel parking situation. Cortisol was pumping through my veins from the movie and the image of my puppy scared and uncomfortable. As I was trying to avoid hitting the cars ahead and behind me, I managed to hit a tree to my right, unprotected by a curb. I hopped out, saw the new dent in my car, and then the flood came:

Expensive repairs... Should I even be considering buying a house if this expense stresses me out so much?... I'm a better driver than this!... My insurance will be more expensive now... Stupid, stupid, stupid... Ruining a great night...

FullFocus.co

In Just 5 Steps: Conquer Overwhelm and Stop Feeling Stretched Thin as a Leader

By: Lolly Daskal

As an executive leadership coach, I've worked with countless leaders around the world who often find themselves in a perpetual state of overwhelm. The demands of leadership can leave you feeling stretched thin, with too much to do and not enough time to do it. The good news is that overwhelm is

not a permanent state; it's a challenge that can be conquered. In this blog post, I'll share a practical five-step approach to help you regain control, reduce stress, and lead with clarity and confidence.

Assess Your Priorities: The first step in conquering overwhelm is to assess your priorities. Take a close look at your tasks and responsibilities and identify what truly matters. What are the most critical objectives for your role as a leader? By clarifying your priorities, you can focus your energy on what will have the most significant impact.

Delegate Effectively: Leaders often fall into the trap of trying to do everything themselves. Delegation is a powerful tool that can help you distribute tasks and responsibilities to your team members. Identify tasks that can be delegated and empower your team to take ownership. Effective delegation not only lightens your workload but also fosters team growth.

LollyDaskal.com

Chief's Desk Cont.

At the last Board meeting, the boards approved the not to exceed budgets. In addition, we asked for permission to use the July wage scale for starting firefighter so we could post the positions immediately. At last count, we need 18 for this next academy. This will be the largest single hiring in our history, at least as far as we're aware. We need all of you to promote the process and help us guide people to apply. The team has a good marketing plan that they'll be implementing in the coming days. To that end, fully expect Kathy to track you down and try to get you on camera for a reel – whatever that is. Personally, I'd like to see Wyatt do another one... The last one he did was outstanding! I need him on the podcast...

In addition, the Board approved the purchase of two new ambulances. We don't have to pay for them for a year, and it takes two years for delivery. We're hoping to hear good news about the congressionally directed spending we requested to cover the cost of both units and equipment sometime early next year. We need them one way or the other, so it's important that we get them ordered. The feedback our EMS division has received is that most of you prefer the Rescue 61 rig on the RAM chassis – less likely to break than the Ford... Anyway, the two new ones will be the RAM 4x4 chassis with the same/similar box to Rescue 61. They'll be red in color as we work to standardize the fleet.

The final budget will be approved at the June 24 meeting. At this point, the market adjustments that we've laid out for you all and presented to the Board is a go. As long as everything follows the current plan and direction, you'll see your pay adjustments in July. Don't hold me to a pay period because I don't remember exactly how that works, but I think it's the second pay period in July.

Our current recruit class is set to graduate the last week of June. I was able to visit with them a bit on Wednesday as they worked through PSTrax and their driving skills. It's clear that they're excited to hit the floor knowing that the really intense training starts day one on the engine. The recruit Training Officers, and our Training staff have done an outstanding job laying the foundation. Once they get to the stations it's up to you to continue their training, and up to them to continue learning. That's one thing that should be clear about this profession, i.e., training doesn't stop until you retire. Our profession requires constant learning and honing of your skills.

I look forward to attending the recruit Family Night and their graduation as soon as I return from my training!

This next academy will be intense for our Training folks as it will be the first regional academy to include CAFMA and Prescott together. I'm excited for this opportunity and I'm confident in all the work Chief Merrill and Chief Luedeman (Prescott) have done in preparation. Expect some changes to week one, and a little in week two. The changes are part of the research project we're involved with that looks at how we can better train firefighters for both mental as well as physical resilience.

Exciting times for CAFMA and Prescott FD both as we work to forge new paths as well as new opportunities for our agencies to work more closely together – short of any type of merger, just to stop any rumors up front.

FYI, as I speak at different community meetings, I'm letting folks know that we'll be asking the Board to seek a GO bond in 2026. So far, the reception has been good!
