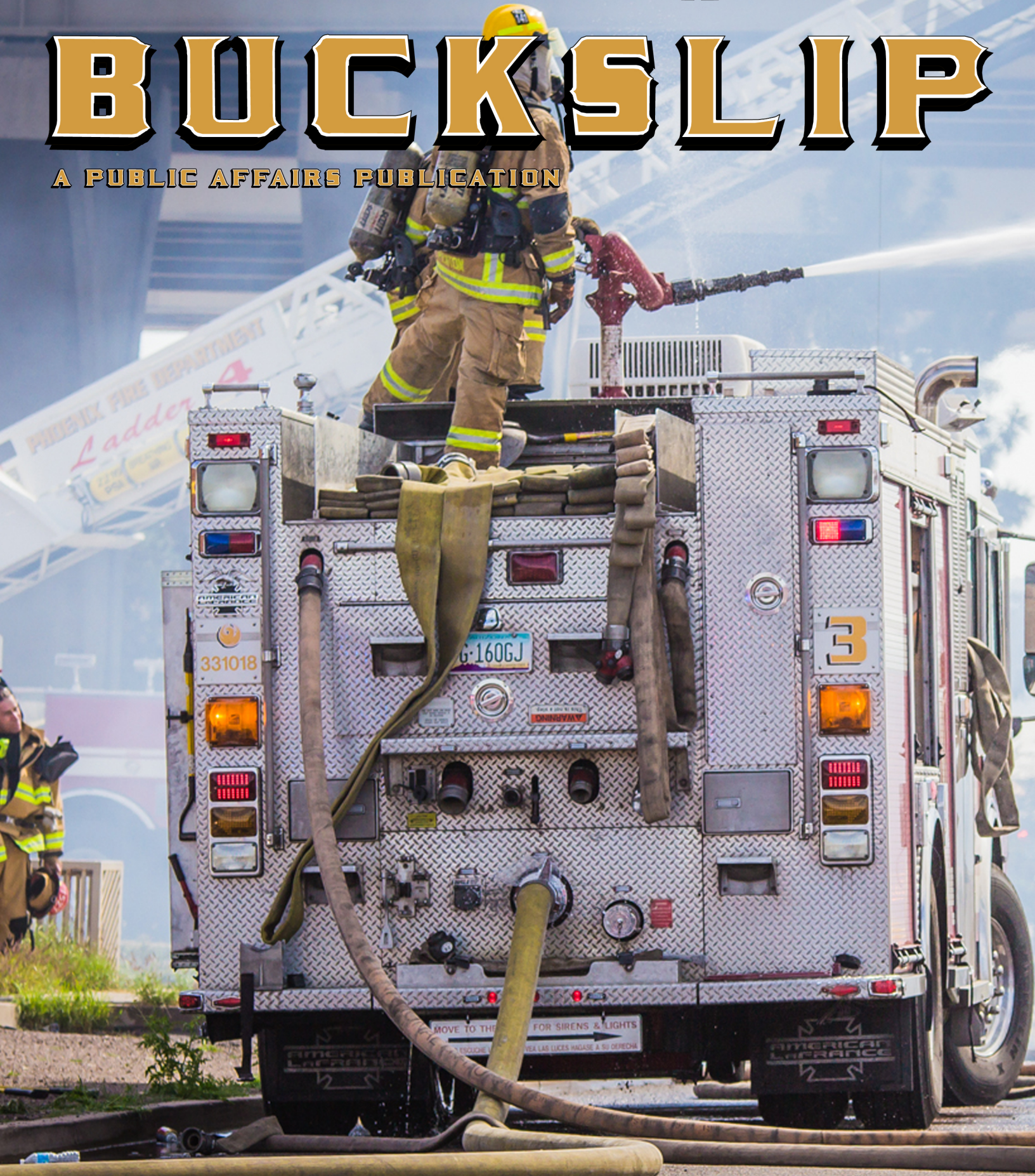


PHOENIX FIRE DEPARTMENT

BUCKSLIP

A PUBLIC AFFAIRS PUBLICATION



SEPTEMBER 1, 2023



City of Phoenix

To: All Members

Date: 8/25/2023

From: Scott Wardell, Deputy Chief
Emergency Response Staffing Officer (ERSO)

Subject: DISTRICT VACANCY ADVERTISEMENT

Vacant positions will be advertised bi-weekly and assignments will be made consistent with M.P. 104.02 **3/23-R** (accessible through Firewire, PFD Publications, Volume 1). Outlined below are important things to note when applying for these positions:

- Vacancies will be advertised on a **BI-WEEKLY** basis **ONLY**, via e-mail or the Buckslip.
- **All Request for Transfers for these vacancies must be submitted by e-mail to one centralized location.** The e-mail address is request.for.transfer.pfd@phoenix.gov **No paper forms or requests will be accepted.** Members are encouraged to request receipts via the e-mail system.
- **All Request for Transfers will be purged after each advertising period. Requests will NOT be kept on file for any position.**
- Assignment of positions will be made as posted in the advertisement. Members will be contacted by telephone in order of seniority and will be given the opportunity to accept or decline the position. **MEMBERS MUST PROVIDE TELEPHONE NUMBERS THAT THEY WILL BE AVAILABLE AT BETWEEN THE HOURS OF 1000 AND 1700 ON THE WEDNESDAY THE ADVERTISEMENT CLOSES. MEMBERS WHO CANNOT BE REACHED WILL BE CONSIDERED A PASS AND THE POSITION WILL BE OFFERED TO THE NEXT SENIOR MEMBER.**
- Members will be requested to occupy the position immediately upon it becoming vacant. Members **MUST** occupy the position within 30 days from the date the position is vacated.
- Members applying for positions during the advertisement period **MUST** submit only one letter. **Multiple positions MUST be submitted on the same letter, with the stated order of preference.**
- For all Special Operations positions, members will be required to commit to the position for a period of two years and to the program for a period of three years if they do not already hold a certification in that area.

Published as of: August 25, 2023 Deadline Date/Time: September 5, 2023 @ 1000 hrs

<u>Company</u>	<u>Shift</u>	<u>Position</u>
E22	A	Captain/Paramedic
E910	A	Captain
E8	C	Captain**TRT
E10	A	Engineer/Paramedic
E39	A	Engineer
E960	A	Engineer/Paramedic
E7	B	Engineer
E18	C	Engineer/Paramedic
E33	C	Engineer
E39	C	Engineer/Paramedic
E42	C	Engineer/Paramedic
E92	C	Engineer
E930	C	Engineer/Paramedic
E41	A	Firefighter**HMT
E4	B	Firefighter/Paramedic**HMT
E16	C	Firefighter/Paramedic
E45	C	Firefighter**TRT
E49	C	Firefighter/Paramedic
E960	C	Firefighter
+LONG TERM		
TEMP		
NONE		

** Special Operations vacancies to be filled using M.P. 104.02 **3/23-R**

+ Long Term Temps filled in accordance with M.P. 104.02 **3/23-R** and while expected to exceed 3 months in duration, the actual duration of the assignment cannot be assured. Long term temps for ARFF and/or Special Operations applicant must hold the designated certification(s) to be eligible for assignment. Long term temps are NOT training positions.

++Proposed Assignment Trade advertisement in accordance with M.P. 104.02 **3/23-R**

PLEASE NOTE: Requests for Transfer ARE NOT kept on file – you MUST SUBMIT a new Request for Transfer for each bi-weekly advertising period!

Some of the positions listed above may not be available for immediate occupancy.

ALL OPEN RESCUES ARE NOW ADVERTISED ON PAGE 3 OF THIS DOCUMENT.

Published as of: August 25, 2023 Deadline Date/Time: September 5, 2023 @ 1000 hrs

<u>Company</u>	<u>Shift</u>	<u>Position</u>
R13	A	Firefighter/Paramedic
R15	A	Firefighter/Paramedic
R17	A	Firefighter
R21	A	Firefighter/Paramedic
R28	A	Firefighter/Paramedic
R35	A	Firefighter/Paramedic
R42	A	Firefighter/Paramedic
R55	A	Firefighter/Paramedic
R58	A	Firefighter/Paramedic
R26	B	Firefighter/Paramedic
R32	B	Firefighter/Paramedic
R52	B	Firefighter
R27	C	Firefighter
R31	C	Firefighter/Paramedic
R31	C	Firefighter
R42	C	Firefighter/Paramedic
R52	C	Firefighter/Paramedic
R58	C	Firefighter/Paramedic
R9	C	Firefighter/Paramedic

PLEASE NOTE: Requests for Transfer ARE NOT kept on file – you MUST SUBMIT a new Request for Transfer for each bi-weekly advertising period!

Positions Filled from Previous Publication

<u>Company</u>	<u>Shift</u>	<u>Position</u>	<u>Name</u>
HRS44	B	Captain/Paramedic**HMT/TRT	Todd Lentz
E58	C	Captain/Paramedic	Joseph Huggins
E10	A	Engineer/Paramedic	No Applicants
E39	A	Engineer	No Applicants
E960	A	Engineer/Paramedic	No Applicants
E33	B	Engineer	Jeffrey James
E7	B	Engineer	No Applicants
E18	C	Engineer/Paramedic	No Applicants
E33	C	Engineer	No Applicants
E39	C	Engineer/Paramedic	No Applicants
E42	C	Engineer/Paramedic	No Applicants
E48	C	Engineer/Paramedic	Ovidiu Maris
E930	C	Engineer/Paramedic	No Applicants
E28	C	Firefighter/Paramedic**TRT	Michael Henry
E918	C	Firefighter	Joshua Murray
R17	B	Firefighter	Bryce Bishop
R34	B	Firefighter	Marques Williams
R7	C	Firefighter/Paramedic	Daniel Denogean
R8	C	Firefighter/Paramedic	Nathan Wieland
+Long-Term			
Temps			
NONE			

E-MAIL METHOD OF SENDING REQUEST FOR TRANSFER INFORMATION

Please make sure that you address your e-mail to request.for.transfer.pfd@phoenix.gov If you have questions regarding using the e-mail method of sending your Request for Transfer, please call Debbie Keating at 602-534-4592. Remember that it is also a good idea to add a receipt to your e-mail. The information must be formatted as follows:

Name:

Current Rank (Captain, Engineer, Firefighter -- ALS or BLS):

Current Work Assignment: (Battalion, Company, Shift)

Length of Time at Current Assignment: (Years/Months)

Date of Hire: (Academy Start or Direct Hire Date):

Date of Promotion: (to current rank, if applicable)

Date of Assignment as PFD PM: (if applicable)

Special Operations Certification Dates (if applicable):

TRT: HazMat: ARFF:

Requested Assignments Ranked in order of preference from highest to lowest (please number):

Contact Phone Numbers (numbers you will be available on 1000-1700 on the day of close):

Home Phone: Cell Phone: Alternate Phone:

PLEASE NOTE: Request for Transfers are only good for the advertising period in which they are submitted. All Request for Transfers will be purged after the positions in the advertising period have been filled.

Members will be notified as to the start dates on these positions. The start dates on some of these positions are yet to be determined or may change.

ALS Ladder Conversion positions will be found under separate advertisement.



City of Phoenix

To: All Members

Date: August 25, 2023

From: Scott Wardell, Deputy Chief
Emergency Response Staffing Officer

Subject: LADDER ALS CONVERSION ADVERTISEMENT

The ALS Ladder Conversion process will begin on ladder units as vacancies occur on these units. This process uses some staffing procedures and agreements that fall outside of the current staffing MOU's and MP's (see accompanying memo date 2/7/2019). Advertising of open ladder positions will take place on the same cycle as the regular District Vacancies, but under a separate advertisement.

Volume One (M.P. 104.02 **3/23-R**) along with considerations from the ALS Ladder Vacancy Filling Memo dated 2/7/2019 and Amendment to ALS Ladder Conversion Memo dated 4/20/2021 will be used for filling these vacancies.

- **All Request for Transfers for the vacancies must be submitted by e-mail to one centralized location.** The e-mail address is request.for.transfer.pfd@phoenix.gov . **No paper forms or requests will be accepted.** Members are encouraged to request receipts via the e-mail system.
- **All Request for Transfers will be purged after this advertising period. Requests will NOT be kept on file for any position.**
- **The 6-month rule has NOT been waived for these positions.**
- Members must be eligible to occupy the position at the time it is awarded. The 6-month rule will apply to all members awarded positions through this process.
- Members applying for positions during the advertisement period **MUST** submit only one letter. **Multiple positions MUST be submitted on the same letter, with the stated order of preference.**
- Assignment of positions will be made as posted in the advertisement. Members will be contacted by telephone in order of seniority and will be given the opportunity to accept or decline the position. **MEMBERS MUST PROVIDE TELEPHONE NUMBERS THAT THEY WILL BE AVAILABLE AT BETWEEN THE HOURS OF 1000 AND 1700 ON THE TUESDAY THE ADVERTISEMENT CLOSES. MEMBERS WHO CANNOT BE REACHED WILL BE CONSIDERED A PASS AND THE POSITION WILL BE OFFERED TO THE NEXT SENIOR MEMBER.**

Advertised positions and selection criteria are listed on page 2 of this memo.

LADDER ALS CONVERSION ADVERTISEMENT

The positions advertised are as follows:

Published as of: August 25, 2023 Deadline Date/Time: September 5, 2023 @ 1000 hours

<u>Company</u>	<u>Shift</u>	<u>Position</u>
L52	B	Engineer
L33	C	Engineer/Paramedic
L50	C	Engineer/Paramedic

+LONG TERM TEMPS NONE

+ Long Term Temps filled in accordance with M.P. 104.02 **3/23-R** and while expected to exceed 90 days in duration, the actual duration of the assignment cannot be assured.

*Long term temps are NOT training positions. Eligible candidates must already possess the necessary Special Operations certification.

Amendment to ALS Ladder Conversion Memo dated 4/20/2021 applies to this position.

Selection criteria:

1. Positions will be filled according to the PFD Volume One Procedures (M.P. 104.02 **3/23-R**) along with considerations from the ALS Ladder Vacancy Filling Memo dated 2/7/2019 and Amendment to ALS Ladder Conversion Memo dated 4/20/2021.

Members interested in transferring into these positions must submit their request via e-mail. The e-mail address is request.for.transfer.pfd@phoenix.gov.

PLEASE ENSURE YOU LIST ACCURATE CONTACT NUMBERS – EVEN IF YOU ARE GOING TO BE OUT OF TOWN - WE MUST BE ABLE TO CONTACT YOU IMMEDIATELY WHEN FILLING THE POSITIONS. CALLS WILL BE MADE BETWEEN 1300 AND 1700 HOURS ON **WEDNESDAY, SEPTEMBER 6, 2023. IF YOU ARE NOT AVAILABLE AT ANY OF THE PHONE NUMBERS YOU PROVIDE ON THE REQUEST FOR TRANSFER, OR YOU CANNOT DECIDE AT THE TIME YOU ARE CALLED WHETHER TO ACCEPT THE POSITION OFFERED, YOU WILL BE CONSIDERED AS A PASS. ONCE YOU HAVE ACCEPTED THE POSITION, YOU ARE BOUND TO THAT DECISION. IF YOU DECLINE AFTER ACCEPTING THE POSITION, YOU MAY BE PLACED ON THE ROVING LIST AND LOSE YOUR CURRENT ASSIGNMENT.**

Remember the positions close on September 5, 2023, at 1000 hours.



City of Phoenix
FIRE DEPARTMENT
TRAINING ACADEMY

Ladder Skills Training Block 23-2 Advertisement

The purpose of ladder skills block training is to provide ALS and BLS members, of any rank, the opportunity to train on 12 ladder skill modules, improving their task, tactical and strategic skill level when assigned to a ladder company permanently, roving into or constant staffing.

Ladder skills training block 23-2 will begin October 11th, 2023 and will be completed on November 17th, 2023. Members accepted into the six-week block of training will come to training on duty, one day a week, either Wednesday, Thursday or Friday corresponding with their normal shift day. Training is four hours long, 0830am to 1230am, at the Training Academy. Members will get City Business in Telestaff and a schedule for training by October 6th, 2023.

Thirty-six members will be trained in block 23-2, twelve members from each shift. The prioritization of spots for training is as follows, per, the Ladder Conversion RBO.

1. All ALS members, who have taken permanent ladder positions, during the ladder conversion process will automatically be placed in the 23-2 training block, unless they have completed ladder skills training in the previous training blocks.
2. ALS and BLS rovers of all ranks determined by need per shift.
3. ALS and BLS assigned members of all ranks determined by need per shift.

A-Shift

12 positions

B-Shift

12 Positions

C-Shift

12 Positions

Entry for rovers and assigned members will be determined by time in rank for Captains and Engineers or hire date for Firefighters.

This advertisement will close on **Tuesday, September 5th @ 10am.**

If interested, please email Lori.k.Juneau@phoenix.gov Please include your name, rover or assigned position, contact phone number, your shift, promotional date to Captain or Engineer, or hire date for Firefighters.



City of Phoenix
FIRE DEPARTMENT
EMERGENCY RESPONSE STAFFING OFFICE

To: All Sworn Members

Date: August 11, 2023

From: ERSO / WUI program

Subject: Brush / Wildland Staffing

With the monsoon season bringing the possibility of increased relative humidities (RH) and lower daytime temperatures, the ERSO and SSC has returned to hiring Brush staffing resources based on predicted highs and relative humidity.

On days where the National Weather Service predicted high's will be 105 degrees or greater, and RH is predicted to be below 15%, SSC may implement supplemental Brush staffing.

As the potential for Brush/WUI incidents is always present, Brush equipment will remain available to respond with staffing that is normally assigned to stations with Brush equipment. Please continue to ensure that this equipment is operational every shift.

Please continue to sign up for Brush Constant Staffing if you are available.

Thank you.



City of Phoenix

To: All Members

Date: 8/11/2023

From: Danny Gile, Deputy Chief
ERSO

Subject: ALS LADDER CONVERSION POSITION FILLING

The following members have been selected to fill the open ALS Ladder Conversion and long-term temporary positions:

+L11	A	Captain	ALS	Zachery Rosenfield
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BLS (ALS) denotes members who are currently BLS but committed to attending future Paramedic training class and becoming ALS as a condition of accepting the position.

*Asterisk after member name denotes members (if any) who are in Special Ops training positions and will receive Special Ops training as a condition of accepting the position.

Thank you to all applicants for your interest in these positions. If there are any questions, please call me at 602-262-7283.



City of Phoenix
Phoenix Fire Department

To: All Members
From: Brian P. Tobin, Assistant Fire Chief, Operations Division
Danny Seville, Assistant Fire Chief, Human Resources Division
Date: February 7, 2019
Subject: Vacancy Filling for Phoenix Fire Department Ladders during the Advanced Life Support (ALS) conversion process

The following details the Labor/Management agreed upon terms and conditions for management of vacancies on Phoenix Fire Department Ladder Companies. This agreement is valid during the time period starting immediately-January 29, 2019 through the completion of ALS Ladder Conversions for all Phoenix Fire Department Ladder Companies.

It should be mentioned that this conversion process has created staffing procedures and agreements outside the current staffing MOUs and MPs and that this practice is protected under the City of Phoenix and Phoenix Fire Fighters Association/Local 493, MOU Section 1-2.

1. It was agreed upon that the use of 5th person and/or probationary FF position may be used to help facilitate conversion temporarily. Ladders must be ALS without the use of 5th person, (exception: Ladder 1, 9, 11, and 22 which already have a permanently assigned 5th person) or probationary FFs by **January 31st, 2025**.
2. As vacancies occur and prior to the vacancy being advertised, the crew of that ladder will be contacted to assess interest from crew members to attend a PFD Paramedic Training Course. Members assigned to the Ladder Company will be given first preference for fulfilling the ALS requirement and be given the opportunity to attend the Phoenix Fire Dept. Paramedic training program.
 - i. If there are (2) members who express interest/willingness, they will sign a commitment letter stating they will go to Paramedic training when their ladder is slated for conversion and the vacancy will be advertised Basic Life Support (BLS).
 - ii. If there are more than 2 members on the crew that want to fulfill the ALS requirement by becoming Paramedics, then seniority on the job will be used to determine which 2 members are selected.
3. If (1) member or no members on that ladder are willing/interested in going through Paramedic training, then the vacancy will be advertised ALS/BLS and the member with the most seniority, in rank, putting in for the vacant rank gets the position.
 - i. If the senior member is a Paramedic, they will have to give up any previous assignment and will then get the vacant position. ALS members filling a BLS vacancy will do so knowing that whenever staffing deficiencies require a Paramedic in the system, they will be moved out from their ladder position to fill the ALS vacancy. In addition, no ALS member will be allowed to give up their patch to fill the position while

- waiting for the Ladder to fully convert to ALS status. (i.e. no hiatus from ALS status will be granted).
- ii. If the senior member is BLS, they will occupy the vacancy immediately and will be required to sign a commitment letter to attend and complete Paramedic training when that ladder is slotted for conversion. If that member is unable to complete Paramedic training, the position will be vacated and advertised and filled ALS.
4. If a 2nd vacancy occurs on a ladder at the same time—the above process will be utilized for both vacancies. If a 2nd vacancy occurs later, staffing will go back to that ladder company and confirm interest in crew member's willingness/interest in going to Paramedic training. If still interested/willing, the vacancy will be advertised BLS. If that interest/willingness has changed, the vacancy will be advertised ALS/BLS and the process described above will apply.
 - i. This provision does not include any previous vacancies filled by BLS members who signed the commitment letter. They are committed and if they do not follow through on that commitment or cannot complete training and certification, they will vacate that position and it will be advertised ALS.
 5. Once a ladder is slated for conversion, the (2) members will be required to take and pass the Paramedic process entry exam. If successful they will continue to a (3) day Pre- Paramedic training academy. After completion of the (3) day Pre-Paramedic training academy, any member assigned to the ladder who expressed interest/willingness will be required to sign a commitment letter to attend and complete Paramedic training, with the understanding that if unable to complete the training and certification they will have to vacate their position and the vacancy will be advertised ALS. If after the (3) day Pre-Paramedic Academy, the Ladder member decides he/she is no longer willing to attend Paramedic training, that member will return to their ladder position and conversion will be completed temporarily utilizing the 5th person or probationary position.
 6. If a member who had previously filled a vacancy and signed a commitment letter fails the exam, the position will be vacated and advertised ALS.
 7. If a member who is assigned to a Ladder and who has agreed to enter the process to become a Paramedic, but cannot pass the entrance exam, they will continue to occupy their position, and the conversion will be completed temporarily utilizing a 5th person or probationary position.
 8. If the member who was on the ladder and expressed willingness/interest is unable to complete the Paramedic training and/or certification, they will vacate their position and the vacancy will be advertised ALS.

The ALS Ladder Conversion RBO working groups and the Deployment RBO have agreed to have all Phoenix Fire Department ladders converted to ALS status without the use of 5th person, except the four above mentioned 5-person Ladders, or probationary positions **by January 31st, 2025**. If conversion for any ladder had previously been completed utilizing 5th person or probationary positions, those members will return to roving pool and the required ALS positions will be filled by vacating position(s) on that ladder, with lowest seniority on the job regardless of rank, and the vacancy(s) will be advertised and filled ALS.



City of Phoenix

ADMINISTRATIVE REGULATION

A.R. NUMBER

2.18 Revised

FUNCTION

Human Resources and Payroll

Page 1 of 6

EFFECTIVE DATE

July 1, 2023

REVIEWED DATE

SUBJECT

EXCESSIVE ACCUMULATION AND CARRYOVER OF VACATION CREDITS

Summary of Changes

Administrative Regulation 2.18 was last revised on October 1, 2022. This AR has been revised to reestablish the Standard Carryover Tables that reflect vacation amounts eligible for carryover into each new calendar year (Section III.B).

I. PURPOSE

This regulation sets forth the policies and guidelines governing the accumulation and carryover of vacation credits.

II. VACATION POLICY

Vacation leave is an important benefit to an employee's health, productivity, personal development, and enjoyment of life. Vacation leave should be taken. Vacation gives employees a refreshed outlook on life and work. Although vacations usually must be scheduled to align with workload peaks and seniority, employees who skip vacation altogether are hurting both themselves and the City, in the long run. Employees who continuously find themselves with excess leave should be directed to prevent its occurrence.

III. ADMINISTRATION OF VACATION CREDITS

- A. Standard Carryover. The standard maximum vacation carryover is based on the formula of two times (2x) annual accrual rate. The standard carryover amounts are noted below.

STANDARD CARRYOVER TABLES
for all employees except Units 3, 4, and 6

HOURLY EMPLOYEES			
Years of Service	Accrual Rate Per Month	Maximum Carryover** as of December 31	Maximum Accrual ** Compensated at Separation
0 - 5 th	8 hours	192 hours	240 hours*
6 th - 10 th	10 hours	240 hours	300 hours*
11 th - 15 th	11 hours	264 hours	330 hours*
16 th - 20 th	13 hours	312 hours	390 hours*
21 st +	15 hours	360 hours	450 hours*

*Unit 1 employees may be compensated for additional 50 hours of vacation upon retirement.

*Unit 8 employees may be compensated for additional 40 hours of vacation upon retirement.

**Unit 5 employees should refer to their MOU for more information on carryover.

EXEMPT EMPLOYEES			
Years of Service	Annual Accrual Rate ***	Maximum Carryover as of December 31	Maximum Accrual Compensated at Separation
0 - 5 th	12 days	24 days	30 days
6 th - 10 th	15 days	30 days	37.5 days
11 th - 15 th	16.5 days	33 days	41.25 days
16 th - 20 th	19.5 days	39 days	48.75 days
21 st +	22.5 days	45 days	56.25 days

***Prorated monthly based on eight-hour days.

STANDARD CARRYOVER TABLES
for employees in Units 3, 4, and 6

HOURLY EMPLOYEES			
Years of Service	Accrual Rate Per Month	Maximum Carryover as of December 31	Maximum Accrual Compensated at Separation
0 - 5 th	8 hours	232 hours	280 hours
6 th - 10 th	10 hours	280 hours	340 hours
11 th - 15 th	11 hours	304 hours	370 hours
16 th - 20 th	13 hours	352 hours****	430 hours
21 st +	15 hours	400 hours****	490 hours

****Unit 3 & Unit 4 employees may carryover an additional 80 hours in the last three years of service.

Employees who have accumulated vacation credits in excess of the hours/days indicated in the third column (or Fire Department 56-hour equivalent) as of December 31 must obtain the written recommendation of their department head and the approval of the City Manager to carry over excess credits. Such requests are discouraged. Requests should be made only when the City will be seriously impacted by allowing the employee to take vacation. Such

requests should document the employee's and department's efforts to allow the employee to take vacation and reduce the accrual total. Written requests should include the vacation accrual rate of the employee. All such requests must be submitted through the Human Resources Department to the City Manager by November 30. The written authority to carry over excess vacation credits shall be transmitted to the Human Resources Department.

- B. Excess vacation credits approved to be carried over, together with vacation credits accruing during the new calendar year, must be used within the next calendar year. Excess vacation credits cannot be carried over for more than one year.
- C. Vacation credits shall accrue during leaves of absence compensated under the jurisdiction of the Arizona Industrial Commission, during a period not to exceed one (1) year of total absence per injury.

IV. VACATION SELL-BACK

Please review the applicable MOU / MOA to determine if vacation sell-back is available.

- A. At the discretion of the City Manager, employees designated as either Executive or Middle Manager may be paid up to 10 days or 80 hours of accumulated vacation time each year. Employees may sell back a maximum of 80 hours in November. The November sell-back is conditional upon having used 80 hours of vacation time during the calendar year.
- B. At the discretion of the City Manager, Police Middle Managers and Executives may be paid up to 80 hours of accumulated vacation time, payable in November; and 40-Hour Fire Middle Managers and Executives may be paid up to 80 hours of accumulated vacation time, payable in November. The sellback for Police Middle Managers and Executives and 40-hour Fire Middle Managers and Executives is conditional upon having used 80 hours of vacation time during the calendar year. The 56-hour Middle Managers in the Fire Department may be paid up to 112 hours of accumulated vacation time, payable in November. Their sell-back is conditional upon having used 96 hours of vacation time during the calendar year.
- C. Supervisory/Professional (Unit 7) employees may be paid up to 80 hours of accumulated vacation each year, contingent upon their using a minimum of 80 hours of vacation/compensatory time during the same calendar year. Employees may sell back vacation hours twice per year, for an annual maximum of 80 hours, payable with the last check of May and/or November.
- D. Employees designated as Unit 1 may be paid up to 80 hours of accumulated vacation each year contingent upon their having accumulated a minimum of 175 hours of vacation leave and used 40 hours of vacation/comp-time during the calendar year. Employees may sell back a maximum of 40 hours, twice per year, for an annual maximum of 80 hours.
- E. Employees designated as Unit 2 may be paid up to 80 hours of accumulated vacation each year after accumulating a minimum of 120 hours of vacation leave, contingent upon their use of 40 hours of vacation/compensatory time during the same calendar year. Employees

may sell back a maximum of 40 hours, twice per calendar year on the last paycheck in November and/or May, for an annual maximum of 80 hours.

- F. Employees designated as Unit 3 may be paid up to 80 hours of accumulated vacation each year after accumulating a minimum of 120 hours of vacation leave, contingent upon their use of 40 hours of vacation/compensatory time during the same calendar year. Employees may sell back a maximum of 40 hours, twice per year, for an annual maximum of 80 hours.
- G. Confidential Office/Clerical employees may be paid up to 40 hours of accumulated vacation each year, contingent upon their having used a minimum of 40 hours of vacation/compensatory time during the same calendar year.
- H. Police Supervisory/Professional employees may be paid up to 40 hours of accumulated vacation each year contingent upon their using a minimum of 40 hours of vacation or compensatory time during the same calendar year.
- I. Police officers may be paid up to 80 hours of accumulated vacation each year contingent upon their using a minimum of 40 hours of vacation/compensatory time during the same calendar year.
- J. Unit 5 may be paid up to 80 hours of accumulated vacation annually. This benefit shall not exceed 80 hours, and may be used as follows: 40 hours on the last pay period in November and/or May of each MOU year. The sell-back of hours must not bring an employee's bank of vacation hours below 150 hours (210 for 56-hour employees).

The requirement to use time in order to sell back vacation leave may be waived in either the calendar year prior to retirement or the calendar year of retirement provided the employee submits a written notice to retire on a specific date.

V. VACATION CASH OUT AT SEPARATION

- A. The maximum accrual which can be compensated at separation sets a limit on the number of vacation hours/days to be paid when an individual ends employment with the City. This number is based on the formula of two-and-one-half times ($2 \frac{1}{2}x$) the annual accrual rate (with exceptions noted in the tables above). The reason for including this limitation is to encourage employees to use their vacation time, particularly when they have accumulated the maximum carryover amount. If the employee accrues more vacation hours than are listed in the fourth column in Section III, he or she risks losing the accumulated excess upon separation from employment with the City. (The Fire Department should use the 56-hour equivalent.)
- B. On a one-time exception basis, employees who plan to retire in the upcoming calendar year may request permission from the City Manager or designee to carryover vacation leave credits in excess of the annual maximum carryover. The request must include a specific retirement date, and will not be considered a second time.

- C. Vacation credits are not paid out at separation unless the employee has completed at least six months of regular employment.

VI. VACATION LEAVE SNAPSHOT

- A. Executives and Middle Managers - Lump-sum payments of unused vacation leave accrued after December 31, 2013, will not be included in pension calculations for Middle Manager and Executive employees who are part of the City of Phoenix Employee Retirement System (COPERS).
 - 1. The amount of vacation leave eligible for inclusion in the calculation of an employee's final average compensation at the time of retirement is limited to the number of hours in the Middle Manager's or Executive's vacation bank on December 31, 2013.
 - 2. An employee who was promoted into the Middle Manager or Executive benefit category between December 31, 2013, and July 1, 2014, had their vacation snapshot taken on the effective date of the promotion.
 - 3. New hires after December 31, 2013, in the Middle Manager or Executive benefit category will not have final cash outs of vacation leave factored into the Final Average Compensation (FAC) used to establish an employee's pension. For plan years beginning after January 1, 2014, the position of City Manager will not have final cash outs of vacation leave factored into the FAC used to establish the employee's pension.
- B. Employees in Units 1, 2, 3, 7 and 8 - Lump-sum payments of unused vacation leave accrued after June 30, 2014, will not be included in pension calculations for employees in Units 1, 2, 3, 7, and 8, who are part of the City of Phoenix Employee Retirement System (COPERS).
 - 1. The amount of vacation leave eligible for inclusion in the calculation of an employee's final average compensation at the time of retirement is limited to the number of hours in the employee's vacation bank on June 30, 2014.
 - 2. New hires after June 30, 2014, will not have final cash outs of vacation leave factored into the Final Average Compensation (FAC) used to establish an employee's pension.

EXAMPLES:

Example A – An Executive has 22 years of service at the time of her retirement. Her vacation snapshot balance was 400 hours on December 31, 2013, and her vacation balance upon retirement is 450 hours, the maximum that can be cashed out with 22 years of service. She will have the 400 hours of vacation cash out factored into her final average salary. The additional 50 hours of vacation cash out is eligible to be paid into her tax-deferred 457 account, but will not be reflected in her pension calculation.

Example B – A Middle Manager has 25 years of service at the time of his retirement. He was hired in March 2014. He has no vacation snapshot. His vacation balance upon retirement is 450 hours. The 450 hours of vacation cash out is eligible to be paid into his tax-deferred 457 account, but will not be reflected in his pension calculations.

Example C – A Unit 7 employee has 25 years of service at the time of her retirement. Her vacation snapshot balance was 400 hours on June 30, 2014, and her vacation balance upon retirement is 450 hours, the maximum that can be cashed out with 25 years of service. She will have the 400 hours of vacation cash out factored into her final average salary. The additional 50 hours of vacation cash out is eligible to be paid into her tax-deferred 457 account, but will not be reflected in her pension calculation.

Example D – A Unit 2 employee has 14 years of service at the time of his retirement. His vacation snapshot balance was 200 hours on June 30, 2014, and his vacation balance upon retirement is 330 hours, the maximum that can be cashed out upon separation with 14 years of service. He will have the 200 hours of vacation cash out factored into his final average salary. The additional 130 hours of vacation cash out is eligible to be paid into his tax-deferred 457 account, but will not be factored in his pension calculation.

VII. QUESTIONS

Questions regarding this Administrative Regulation (A.R.) should be directed to the Human Resources Department at 602-495-5700, or via email at hrcenter@phoenix.gov.

JEFFREY BARTON, City Manager

By: 

Ginger Spencer
Deputy City Manager

**PHOENIX REGIONAL
STANDARD OPERATING PROCEDURES**

HEAT STRESS MANAGEMENT

M.P. 206.19

06/19-R

Page 1 of 1

PURPOSE

The purpose of this procedure is to establish guidelines and responsibilities for minimizing the effects of heat stress to department members.

PROCEDURE

The following directives are to be implemented effective June 1st to September 30th of each year or at the discretion of the on-duty Shift Commander. Dispatch and Deployment shall provide an additional ALS Engine Company to any working fire incident. A Rehab Unit will be dispatched on all First Alarm and greater incidents.

1. Each member will be responsible to:
 - a. Maintain proper rest/nutrition regimen
 - b. Observe appropriate work/rest cycles
 - c. Hydrate before, during, and after each shift (minimize coffee, tea, and cola products)
 - d. Inform supervisor of any ill effects due to heat
2. In addition to the above, Company Officers are responsible for monitoring and managing:
 - a. Cardiovascular activity (i.e., tennis, racquetball, running, etc.) shall be limited to a maximum of 30 minutes
 - b. A minimum of 64 ounces (2 quarts) of fluid should be consumed during the 24-hour shift
 - c. Work/rest cycles, request a relief company and assignment to rehab after crew has consumed two bottles of air
 - d. Company activity and request additional resources as necessary
3. During emergency operations the Incident Commander is responsible for the following:
 - a. Consider the establishment of a Rehab Sector/Division/Group on all working fires
 - b. Assign companies to Rehab Sector/Division/Group as needed or requested (companies shall remain in rehab for a minimum of 20 minutes)
 - c. Utilize the practice of first company in, first company out routine
 - d. Request additional resources as necessary

City of Phoenix
FIRE DEPARTMENT
EMERGENCY MEDICAL SERVICES DIVISION

To: All Sworn PFD Members and Fire Personnel **Date:** July 17, 2023
From: Emergency Medical Services Division
Subject: ENTRANCE EXAM FOR PARAMEDIC CLASS 2024-1

The Phoenix Fire Department Emergency Medical Services Division will be conducting a testing process for the 24-1 Paramedic Class. Paramedic Class 24-1 is planned to be a Monday-Friday, 40-hour, program that will begin on Tuesday, February 20th, 2024. A **Mandatory** Pre-Academy will be scheduled on February 6th, 7th, and 8th 2024.

The eligibility requirement is the completion of the Firefighter Probationary period by Monday, February 20th, 2024. **Recruit Class 23-1 and all previous classes are eligible to take the 2024-1 Paramedic Exam.** The testing/selection process will consist of two sections, a written exam, and an oral interview. At the present time, all members accepted into the paramedic program do not need to be vaccinated for COVID-19 or formally submit and be granted a hospital exemption, however, hospital rules may change at any time.

Bibliography: AAOS Emergency Care and Transport of the Sick and Injured 12th Edition
Study Material: Located on Fire Point under Emergency Medical Services and Select "Overview of Paramedic Prep." Will include practice tests, study guides, and other materials.

The application period will open Monday, July 24th, and close Friday, September 8th at 1700hrs. Members interested in the Paramedic Testing Process must submit their information using the following process:

E-MAIL METHOD OF SENDING PARAMEDIC APPLICANT INFORMATION

Please make sure that you address your e-mail to melanie.perez@phoenix.gov. If you have questions about using the e-mail method to send your information, please call Melanie Perez at 602.262.6977. Remember, adding a receipt to your e-mail is a good idea. The information must be formatted as follows:

Name:
Current Rank (Captain, Engineer, Firefighter):
Current Work Assignment: (Battalion, Company, Shift) Date of Hire: (Academy Start or Direct Hire Date): Contact Phone:

****NOTE**** Applications **WILL NOT** be accepted before or after the specified recruitment period.

- **All Ladder Members selected through the RBO Ladder Conversion Process must submit a Paramedic Application to EMS.**
- **Orientation Sessions – August 28th and 29th 2023 10 am-11 am** There will be two, identical one-hour sessions offered. This orientation is not mandatory;

however, it is highly recommended. No overtime is available to attend. This will be a **virtual meeting** through Microsoft Teams.

- **Written Examination – October 24th, 2023**

Questions will be taken from the AAOS Emergency Care and Transport of the Sick and Injured.

You must score a 75% or higher to be considered for an oral interview. The number of candidates invited to interviews will be determined by the number of class positions. Location to be announced.

- **Oral Interviews – Tentatively the week of November 13th-17th, 2023**

Pending successful completion of the written examination and your ranking, candidates will be invited to an oral interview. The oral interview must be in-person, and the oral board will consist of a multi-disciplinary Fire Personnel and EMS team. Interviews will only be conducted if more qualified applicants have passed the written examination than positions available in the class. Location to be announced.

The job qualifications for Phoenix Fire Paramedic are listed in Volume 12 (Operations Manual). FirePoint main page, click on PFD Publications and then go to Volume 12, MP.1201.5 - Paramedic Qualifications.

We encourage all eligible and interested members to apply, as we move to continually improve ALS customer service delivery needs. This again includes our ALS Ladder conversion! ***All interested members should continue to check their E-mail and the Bucksip for further updates and/or scheduling changes.***

Please feel free to contact EMS at 602.262.6977, if you have any questions regarding this opportunity.

Thank you.

Respectfully,

Jo Ellen Caldwell, Paramedic Director, Division Chief

Josh Klemm, Division Chief, EMS

Bob Pelletier, Captain, E17 "C"

Sara Brunelle, Captain EMS

Ray Figueroa, Captain EMS

City of Phoenix
FIRE DEPARTMENT
COMMUNITY RISK REDUCTION DIVISION

July 13, 2023

All Members,

An important area of focus for our organization has been lithium-ion batteries. Lithium-ion batteries are very energy-dense, storing high amounts of energy in a smaller and lighter battery than other chemistries. As a result, lithium-ion batteries are being used in many consumer electronics, electric vehicles, and stationary storage applications.

The Phoenix Fire Department, working with our regional partners, has done a lot from a Fire Prevention, Emergency Response, Community Risk Education, and Fire Investigations perspective regarding lithium-ion batteries. Lithium-ion batteries were the topic of this year's National Safety Standdown.

In June of this year, the Fire Investigations Task Force completed a statewide effort to align fire investigation efforts for fires that may involve lithium-ion batteries. Collecting data on lithium-ion batteries is essential in driving further efforts relating to firefighter training and safety, public messaging, and fire prevention.

Please see the attached report summarizing lithium-ion battery incidents collected during the month of June 2023. Remember the critical importance of utilizing the reporting links provided by Fire Investigations. Also, please see the link below that reflects on some of our Community Risk Education efforts associated with lithium-ion batteries.

[LITHIUM-ION BATTERIES - YOUTUBE](#)

Thank you all for your continued excellent work and stay safe.

Sincerely,

Tim Kreis
Assistant Fire Chief
Community Risk Reduction Division
Phoenix Fire Department

Special Operations RBO: 08/09/2023

Co-chairs – Deputy Chief Jason Rideout and Captain Tom McCracken

Attendees: Jeffrey Sheps, Chris Petrie, Thomas Taylor, Marcus Haynes, Jorge Enriquez, Erik Anderson, Creston Ludlow, Joseph Pacheco, William Galindo, Kaleb Geiler, Nicholas Lang, Tim Jones, Seth Jenners, Daniel Gile, Damon Lowinger, Carl Johnson, Zack Tirman, Scott Wardell, Trenton Broderick, Scott Razo, Joaquin Torres, Marshall Zeable, Scott Ferrance, William Crowley, Anthony Melin, James Kelly, Brandon Rainer, Chris Healey, Frank Keller

Special Operations Needs Assessment:

The needs assessment for Special Operations has been completed. We have identified that South Phoenix had the highest need for additional Special Operations assets. Recommendations were put in for an additional Hazmat station at 58, TRT at sta74 and a possible need for TRT Station at 17. These recommendations will have to go through the RBO process, they are subject to change.

Heat advisory days:

Chief Gonzales will continue to meet with the city of Phoenix Parks Dept. in the future regarding this topic. Although we can make suggestions regarding closing parks/trails down, the decision to do so is ultimately up to the Parks board and the Citizens group. The decision does not come from Phoenix Fire Dept.

Assignment Procedure:

We were able to get rid of the training position. We were also successful with getting Bi-Techs into the system. So far, we have trained 44 additional Rovers over the past year. Special Operations is continuously working with ERSO to get more members trained.

PhxYOU:

In the PhxYOU system members can check their CE hours in real time. Moving forward we will no longer be sending out the CE status updates. It is up to the members to keep track of their hours. If hours are inaccurate, call us so we can investigate this for you. Please try your best to keep track of your hours, take pictures of rosters, etc. If you call us, and say your hours are not accurate, we will review the sign in roster we were provided for the CE training. If your name is not on the list, we will ask you to send us proof that you were at the CE.

Previously, members only received credit ONE time per CE topic. Moving forward, if you attend the same CE topic twice, you will receive credit twice.

Upcoming 200 classes:

HMT 200: First class: 10/2/23 – 11/6/23, Second class: 11/7/23 – 12/14/23

TRT 200: First class: 10/2/23 – 11/6/23, Second class: 11/8/23 – 12/15/23

Will be trying to get as many rovers as we can based on operational needs. We are looking into possibly holding a third class in January 2024. The first and second classes have a lot of Spot fills, and regional FD members. The best chance to have Rovers trained would be the 2nd or 3rd class.

We have an obligation to the Region to train their members. We must balance how many spots are available. We will look into possibly holding a Phoenix Members only class to see if that would be an option for us to help get our members trained.

Heavy Rescue Update:

Tom McCracken took HR41. C957 Mike Duffy has taken over the Heavy Rescue program management role.

Currently Heavy Rescue dispatch does not have a Heavy Rescue on it. Tom McCracken mentioned this should be the next hurdle that is addressed. If anyone is interested, contact McCracken, or Duffy.

Phoenix Fire was approved for \$19Million to buy replacement vehicles, and \$10Million for Supplementals. Supplementals are new vehicles. Heavy Rescues are not currently on a replacement schedule. We need to try our best to preserve these trucks.

Heavy Rescue Tenders are also not being replaced. However, we are replacing Ladder Tenders with newer USED Tenders.

We ask that crews take the small trucks when appropriate, to make the Heavy Rescues last as long as possible.

HMT/TRT Rover Entrance Exam:

The next Special Operations HMT/TRT Rover Exams will be held in March of 2024.

Letter of Commitment:

The letter of commitment will need more revisions made. There will be additional language changes. The updated Letter of Commitment will be signed by members on the last day of class.

CE Compliance:

In June of 2023 we sent out Special Operations Counseling memos to members who were non-compliant with their 70% mark on their CE hours. Members will be held accountable if they are not in compliance with their CE's and are subject to have their certs removed. It is a huge safety concern in operations when members don't attend their required CE's. Chief Rideout will be reaching out to members within the next two weeks to let you know if your status as a TRT/HMT Technician has been removed.

Tom McCracken also mentioned, if you are on the FEMA team, and are non-compliant with your CE hours, then you should be placed on a non-deployable status.

New TRT/HMT Support Truck:

We have looked at a new TRT Support Truck, and soon we will look at a new HMT Support Truck. Ideally, we would like to have Support Trucks that mirror Glendale's Support Trucks. However, we do not have the funds for those trucks. These New trucks will likely be the same as the current Support trucks. We are looking into lead times on this.

Open Discussion:

Future Possibility for Investigators attending Hazmat Training.

Future Possibility for 957's to attend TLO school.

More information to come on these topics.

The next Special Operations RBO will be held Early September – October timeframe. Please look out for the invite.

Meeting adjourned.

Temporary Recruit Training Officer

Job Description, Duties and Supervisor Expectations

The job of Recruit Training Officer (RTO) is a very challenging position. The RTO is responsible for training our newest members to become functional, apprentice firefighters. RTOs must be competent in a broad range of skills that enables them to be an effective instructor and role model. The RTO is also responsible for ensuring the recruits' safety and well-being in every aspect of recruit training.

The Temporary RTO position is a 56-hour special assignment that reports to the Training Academy Division Chief but works under the Lead Recruit Training Officer. The 40-hour work week schedule is flexible to support the unique training of Recruit Firefighters and is created by the Training Academy Division Chief. Any overtime needed to fulfill these job duties will be at the discretion of the Deputy of Training. The Lead RTO is responsible for the administrative planning and coordination of the training program. Temporary RTOs shoulder the responsibility of providing day-to-day classroom and practical (hands-on) training, hence RTOs must have a functional ability to deliver lectures and competently demonstrate a multitude of basic physical firefighting skills. When necessary, RTOs will work with individual recruits to correct performance deficiencies or address behavioral concerns. RTOs conduct daily and weekly performance assessments on the recruits. This often dictates the need to generate documentation that clearly and accurately reflects performance deficiencies. RTOs will work up their chain of command to discuss any concerns regarding recruit firefighters or recruit training.

RTOs must have several interpersonal skills that support the learning process. They must be effective communicators to facilitate the delivery of training; honest; trusting; and approachable. They also must epitomize the "PFD Way". RTOs will teach in a consistent manner the PFDs Volume 1, 2, 10 and the 2019 Professional Standards Guide. Safety is always a paramount concern – recruit training combines high risk activities with personnel who have entry-level experience. The combination is inherently dangerous and requires experienced supervisors who model safe practices and maintain a close accounting of members engaged in training activities.

Job Duties

- Familiarization with all program curriculums and be prepared to competently instruct on each topic
- Assist with development and revision of lesson plans
- Competently demonstrate practical skills
- Demonstrate knowledge and safe operation of apparatus, tools, and equipment
- Provide support to outside instructors (assist with content delivery)
- Participate in daily physical training
- Perform skill evaluations
- Complete weekly performance reviews for each assigned recruit
- Complete supportive documentation for issues involving deficient performance of behaviors
- Assist with final evaluations for probationary firefighters
- Assist with preparations for live-burn training
- Participate in practical, crew-based training (live-fires; skills course; off-site training)
- Participate in recruit vehicular training

- Assist with completion of recruit community project
- Ensure the responsible use of Training Academy supplies, equipment, and apparatus
- Participate in all RTO meetings
- Ensure recruit safety in all aspects of recruit training
- Ensure recruits maintain a full complement of protective equipment
- Provide performance reports to the PEER Review committee
- Employ effective supervisory skills (communication; listening; instructing; coaching; problem-solving; and organizational skills)

Desired Qualities/Qualifications (not required)

- Knowledge of Volumes 1, 2, and 10
- Knowledge of Professional Standards Guide
- Knowledge of the RBO process
- Fire Instructor certification (NFPA 1041; EDU 350)
- Fire Fighter I & II Instructor
- Fire Fighter I & II Evaluator
- Functional competence in computer software programs (Microsoft Word, PowerPoint)

Phoenix Fire Department

VIOLENT INCIDENT BRIEF



Incident: House Fire

Date: August 12th, 2023

Location: 3323 W Ian Dr, Phoenix

Incident #: 23344703

Time of Day: 2:18 p.m.

NARRATIVE

Phoenix Fire Department units were dispatched to reports of a house fire. Initial crews arrived on scene to find a house on fire, made entry, clearing the structure of any life hazard while simultaneously extinguishing the fire. While checking for extension, Command was informed of victims needing treatment in the front yard. Command assigned Engine 57 to assume Treatment and take care of the reported victims. Alarm advised Command of reports of a stabbing two houses down from the fireground. Battalion 5 assumed command from IC#1 and initiated Emergency Traffic, advising all crews on the fireground of a violent incident across the street from the address and to not leave the fireground. BC5 asked for PD to be expedited and the BC5 Fit cleared on the Police radio. E57 approached two ladies sitting at a table in the front yard across the street and just east of the fireground. One of the ladies reached behind her and pulled out a large knife. The female with the knife stood up and started walking towards E57's crew aggressively. The Captain of E57 called for PD. The female swung the knife at the crew and on the follow through, firefighters were able to secure the female and the weapon. The female was restrained on the ground until PD arrived. Rescue 58 took over treatment sector from E57. E57's crew was evaluated, both females involved were evaluated, and the female assailant was treated and transported to the hospital with a PD escort.

This Violent Incident Brief is intended as a safety and training tool to aid in preventing potential future accidents and to inform interested parties. The report is prepared quickly after an incident. Information contained within this report is subject to revision as further investigation is conducted, and additional information is received.

Prevent Harm.

Survive.

Be Nice .

Phoenix Fire Department

VIOLENT INCIDENT BRIEF



LESSONS LEARNED

- ◆ Direct communication with PD is key to a timely response.
- ◆ Know the Police precinct that your incident is located in and understand how to communicate on the PD radio when an immediate response is needed.
- ◆ Have a plan to protect your crew and the public from violence.
- ◆ All assaults against firefighters should be reported to your supervisor, the Police Department and through the Assault Reporting form.
- ◆ People are unpredictable. Maintain Situational Awareness on all calls.
- ◆ Fire dispatches have the potential for violence.
- ◆ PAR's should be obtained after any unforeseen violence.
- ◆ Violent Incidents may cause an incident to be upgraded in an assignment or require additional resources.

RECOMMENDATIONS

It is the recommendation that Phoenix Firefighters understand that fire can and will be used as a weapon. Hazard zone integrity and accountability are critical for Firefighter safety. Violence and humans can be unpredictable, do not let your guard down. Continued size up while responding, arriving on scene and during the incident is key to establishing a safe working environment. Violence and hazards can exist on any call and are sometimes hidden within a call. Protect yourself and your crew at all times. Anytime an on-duty member is a victim of an assault, an online assault reporting form should be completed through the Homeland Defense FirePoint page.

[M.P.206.01 Operations at Violent Incidents](#)

This Violent Incident Brief is intended as a safety and training tool to aid in preventing potential future accidents and to inform interested parties. The report is prepared quickly after an incident. Information contained within this report is subject to revision as further investigation is conducted, and additional information is received.

Prevent Harm.

Survive.

Be Nice .



TO: All Members

DATE: September 1, 2023

FROM: Captain Rey Higuera
Operations Liasion
Fire Prevention-Special Hazards Unit

SUBJECT: Hazmat Facility Deployment Notification

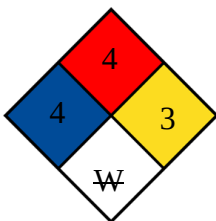
Sumitomo Chemical (Db; Sumika): 3832 East Watkins Street

Sumitomo Chemical Company services the Semiconductor, Electronics, and IT-related industries. Business operating hours are 24/7 with an on-site Emergency Response Team (ERT) available.

Summary of Building Attributes;

- This building is a 50,000 sq. ft., single-story structure, tilt Slab, Wood Truss Construction.
- Fully Sprinklered Building.
- This facility in whole is considered a High Hazard "H" facility.
- 6000 Sq. Ft. Interior Clean Room (Level B)
- Large amounts of interior In-Use Gas Cabinets with process piping will be encountered utilizing Toxic, Flammable, Corrosive, Pyrophoric gases, (see photo).
- A temperature controlled Chemical Storage room located on the exterior, North-East side of building is utilized for Pyrophoric gas storage. (see photos).
- Chemical Storage Rooms (Flammables/Corrosives) are located in the North-East Interior portion of the building.
- Best access to this building is 38th or 40th street and Watkins. North side of this facility backs up to the Salt River Bed.
- Exterior North Side of Property Houses (1) 4500 gal. Hydrogen Tank, (1) 6000 gal. Nitrogen Tank, and (1) 500 gal. Diesel Fuel Tank (generator).

Hazardous Materials Found at this facility will include but not be limited to;



(Exterior Building NFPA 704 Placard)

- Arsine = Highly Toxic, Pyrophoric Flammable Gas.
- Disilane = Extremely Flammable, Pyrophoric Liquified Gas.
- Hydrochloric Acid = Corrosive Liquid.
- Hydrofluoric Acid = Corrosive, Toxic Liquid.
- Phosphine = Highly Toxic, Pyrophoric Gas.
- Acetone = Flammable Liquid.
- Hexamethyldisilane = Highly Flammable Liquid.
- Liquid Hydrogen = Flammable Cryogenic.
- Nitrogen = Liquid Cryogenic.
- Hydrogen Peroxide = Corrosive Liquid.
- Isopropyl Alcohol = Flammable Liquid.



City of Phoenix



Arsine Gas Cabinets-In Use Product.



Large Amounts of In-Use Gas Cabinets with Process Piping.



Interior View of Temp Controlled Pyrophoric Storage Room



Exterior North Side View of Pyrophoric Storage Room

RBO MEETINGS

PFD NOTICE OF RBO MEETINGS

DATE: September 1, 2023
TO: All PFD Members
FROM: Labor / Management Support

Every Phoenix Fire Department Member is welcome; you do not have to be a member of the committee or subcommittee to attend. All those who are interested in the discussion topics listed below are encouraged to attend. Under the RBO meeting title, please note the location or Microsoft teams meeting link to conference in. You will need to contact secretary support for Microsoft Teams meeting invitation.

APPARATUS PLACEMENT RBO SUBCOMMITTEE

FRI., SEPTEMBER 8, 2023 @ 0900 HRS (A SHIFT)

SDC CONFERENCE ROOM; MICROSOFT TEAMS ONLINE

To be added to the Teams Invite please contact Lori Juneau at lori.k.juneau@phoenix.gov

Co-Chairs: District Commander Chris Healey and Captain Tim Gammage Jr.

Agenda: Follow up reports from previous meeting; Rescue coverage; Drone Placement

PERSONS EXPERIENCING HOMELESSNESS RBO WORKGROUP

MON., SEPTEMBER 11, 2023 @ 1300 HRS (A SHIFT)

FIRE ADMIN 2nd FLR CONFERENCE ROOM; MICROSOFT TEAMS ONLINE

To be added to the Teams Invite please contact at Rosalinda Urias at rosalinda.urias@phoenix.gov

Co-Chairs: District Commander Reda Riddle Bigler and Captain Joaquin Torres

PHYSICAL RESOURCE RBO COMMITTEE

TUE., SEPTEMBER 14, 2023 @ 0900 (A SHIFT)

MICROSOFT TEAMS ONLINE

To be added to the Teams Invite please contact Crystal McCracken at crystal.mccracken@phoenix.gov

Co-Chairs: Deputy Chief Danny Gile and Captain Mike Brannan

Agenda: Incoming apparatus update; Station remodel progress and update; Clothing allowance/purchasing and Galls update; Change to N.H. threaded hose

CENTRALIZED TRAINING RBO SUBCOMMITTEE

WED., SEPTEMBER 27, 2023 @ 0930 HRS (B SHIFT)

MICROSOFT TEAMS ONLINE

To be added to the Teams Invite please contact Michelle Morrison at michelle.morrison@phoenix.gov

Co-Chairs: Deputy Chief Wes Patterson and Captain Noah Katz

Agenda: Reports from Subcommittees; Overview of Training

2023 RBO ACTION ITEM #5

NATURE CODE & RESPONSE ASSESSMENT

MON., OCTOBER 2, 2023 @ 1000 HRS (A SHIFT)

FIRE ADMIN 2nd FLR CONF ROOM; MICROSOFT TEAMS ONLINE

To be added to the Teams Invite please contact Crystal McCracken at crystal.mccracken@phoenix.gov

Co-Chairs: Assistant Chief Scott Walker & Captain Ben Lindquist

ARFF RBO SUBCOMMITTEE

WED., NOVEMBER 1, 2023 @ 0900 HRS (A SHIFT)

STA 19 2ND FLR TRAINING ROOM; MICROSOFT TEAMS ONLINE

To be added to the Teams Invite please contact Crystal McCracken at crystal.mccracken@phoenix.gov

Co- Chairs: District Commander Joel Navarro and Captain Keith Rogers

2023 RBO ACTION ITEM #5

NATURE CODE & RESPONSE ASSESSMENT

MON., NOVEMBER 6, 2023 @ 1300 HRS (C SHIFT)

FIRE ADMIN 2nd FLR CONF ROOM; MICROSOFT TEAMS ONLINE

To be added to the Teams Invite please contact Crystal McCracken at crystal.mccracken@phoenix.gov

Co-Chairs: Assistant Chief Scott Walker & Captain Ben Lindquist

CENTRALIZED TRAINING RBO SUBCOMMITTEE

WED., DECEMBER 27, 2023 @ 0930 HRS (C SHIFT)

MICROSOFT TEAMS ONLINE

To be added to the Teams Invite please contact Michelle Morrison at michelle.morrison@phoenix.gov

Co-Chairs: Deputy Chief Wes Patterson and Captain Noah Katz

Agenda: Reports from Subcommittees; Overview of Training

ARFF RBO SUBCOMMITTEE

WED., JANUARY 17, 2024 @ 0900 HRS (C SHIFT)

STA 19 2ND FLR TRAINING ROOM; MICROSOFT TEAMS ONLINE

To be added to the Teams Invite please contact Crystal McCracken at crystal.mccracken@phoenix.gov

Co- Chairs: District Commander Joel Navarro and Captain Keith Rogers

ARFF RBO SUBCOMMITTEE

WED., MARCH 6, 2024 @ 0900 HRS (B SHIFT)

STA 19 2ND FLR TRAINING ROOM; MICROSOFT TEAMS ONLINE

To be added to the Teams Invite please contact Crystal McCracken at crystal.mccracken@phoenix.gov

Co- Chairs: District Commander Joel Navarro and Captain Keith Rogers

ARFF RBO SUBCOMMITTEE

WED., MAY 15, 2024 @ 0900 HRS (B SHIFT)

STA 19 2ND FLR TRAINING ROOM; MICROSOFT TEAMS ONLINE

To be added to the Teams Invite please contact Crystal McCracken at crystal.mccracken@phoenix.gov

Co- Chairs: District Commander Joel Navarro and Captain Keith Rogers

CITY MANAGER'S REPORT



City of Phoenix

To: Lori Bays
Assistant City Manager

Date: August 28, 2023

From: Fire Department

Subject: PHOENIX FIRE CITY MANAGER'S REPORT FOR WEEK OF AUGUST 28

2023 Arizona Fire Chiefs Association/Arizona Fire District Association (AFCA/AFDA) Leadership Conference & Expo

The Fire Chief received the Alan B. Brunacini Chief Fire Officer of the Year award and presented a topic at this year's 2023 Arizona Fire Chiefs Association/Arizona Fire District Association (AFCA/AFDA) Leadership Conference & Expo from July 11-14, 2023, at the Renaissance Glendale Hotel. We had several presentations by the following members:

- Fire Chief on "The Resilient Fire Chief."
- Executive Assistant Chief Walker to moderate "Technology Panel: Leveraging Technology in the Fire Service to meet the needs of the community."
- Phoenix Chaplain Petrucci on "Chaplaincy in the Fire Service: What are the Benefits to the Department?"
- Phoenix Deputy Chief Meier on "Regional Approach to Mass Casualty Incident Response, Victim Tracking, and Family Reunification."
- President Local 493 Bryan Willingham on "I got this...Wait, maybe I don't PTSD is Real Sponsored by: Public Agency Retirement Services (PARS)."

We had great participation and representation from Phoenix Fire, and it allowed the members to continue to network, learn, and grow as a fire service.

Fire Service Data and Tech Talk – Phoenix Fire Department Interview

On July 12, Fire Engineering Magazine interviewed the Fire Department to discuss a recently published article. The article and topic for the interview were Data-Driven Fire Operations. Data-Driven Fire Operations is a program implemented by the Fire Department in 2019 aimed at operationalizing fireground data in a new way focused on fireground effectiveness and safety. Through this program and the data collected, the Fire Department has implemented further training and tactics that have improved rescue, fire suppression, firefighter safety, and other critical department functions.

Paramedic Class 23-1 Graduation

The Phoenix Fire Department's nationally accredited Paramedic Training Program held a graduation ceremony for Paramedic Class 23-1. All 36 Fire members who entered as paramedics graduated on August 25, 2023. This is a significant accomplishment as the paramedic students over 1,380 hours of education, 680 didactic/lab hours, and 700 hours of clinical and field internships. These new paramedic graduates will aid in addressing the critical paramedic staffing and skills needed to service the Phoenix community. Our members appreciated Councilwoman Guardado's attendance and support of the ceremony, along with 13 Captains and many family members of the graduates.



Community Risk Education Bike Give Away

Phoenix Fire Department's Community Risk Education team hosted a bike giveaway event along with the Arizona Diamondbacks, The Boys & Girls Club, and Chick-fil-A on July 28, 2023. One hundred (100) bicycles and helmets were given away to children of ages 5-12 of the Boys & Girls Club summer programs. The Fire Department educated and instructed the children about the importance of helmets, the rules of the road, and the importance of bike safety. The team also performed a bike rodeo to give the children practical application to the discussion. All and all, this event brought partners together to bring smiles to kid's faces.



Hurricane Hilary – Statewide Mutual Aid Deployment

On Saturday, August 19, the Arizona Department of Emergency and Military Affairs (DEMA) contacted the Fire Department to request support for Hurricane Hilary. The Fire Department serves as the Co-Chair of the Arizona Statewide Mutual Aid Committee. Under the authority granted in Executive Order 2003-21 by Governor Janet Napolitano, the Statewide Mutual Aid Committee coordinates resources from around the State of Arizona with the intent of operational effectiveness in an emergency. The Fire Department worked to assemble two specialized Swiftwater Rescue Teams comprised of 16 firefighters with the necessary support to integrate into the Yuma and La Paz County Emergency Operations framework. Leveraging our regional partnerships and the Statewide Mutual Aid Plan, the Fire Department rostered one team comprised of its firefighters, officers, and support personnel and coordinated the assembly of a second team comprised of other regional fire departments. Through this effort, the system was able to supplement the anticipated needs of Yuma and La Paz County without negatively impacting regional emergency service delivery. The teams deployed on Sunday, August 20, and returned to the valley on Monday, August 21. DEMA has committed to providing reimbursement to the City of Phoenix for this deployment, and the effort has demonstrated the success of the Statewide Mutual Aid Plan.

HB 2717 Signing Event with Arizona Governor Katie Hobbs

On Wednesday, August 23, the Office of the Arizona Governor and AFSCME International hosted House Bill 2717 bill-signing event at the Fire Emergency Operations Center. The event was well attended by Governor Hobbs, President AFSCME Local 2960, Representative Melody Hernandez, Councilmembers from Districts 1, 5, 6, and 7, Phoenix Police, and Phoenix Fire leaders. House Bill 2717 is a historic decision for 911 operations in the State of Arizona, offering unlimited mental health services without fear of running out of mental health sessions or having to pay for sessions out of pocket. This bill will allow dispatchers to receive the same mental health benefits as police officers and firefighters. Fire is grateful for the support of the Governor's Office, Councilmembers, and the community for recognizing the important role that our dispatchers serve.

Link: [HB 2717 Provides Dispatchers Help After Critical Incidents \(phoenix.gov\)](https://www.phoenix.gov/newsroom/speaking-out/hb-2717-provides-dispatchers-help-after-critical-incidents)

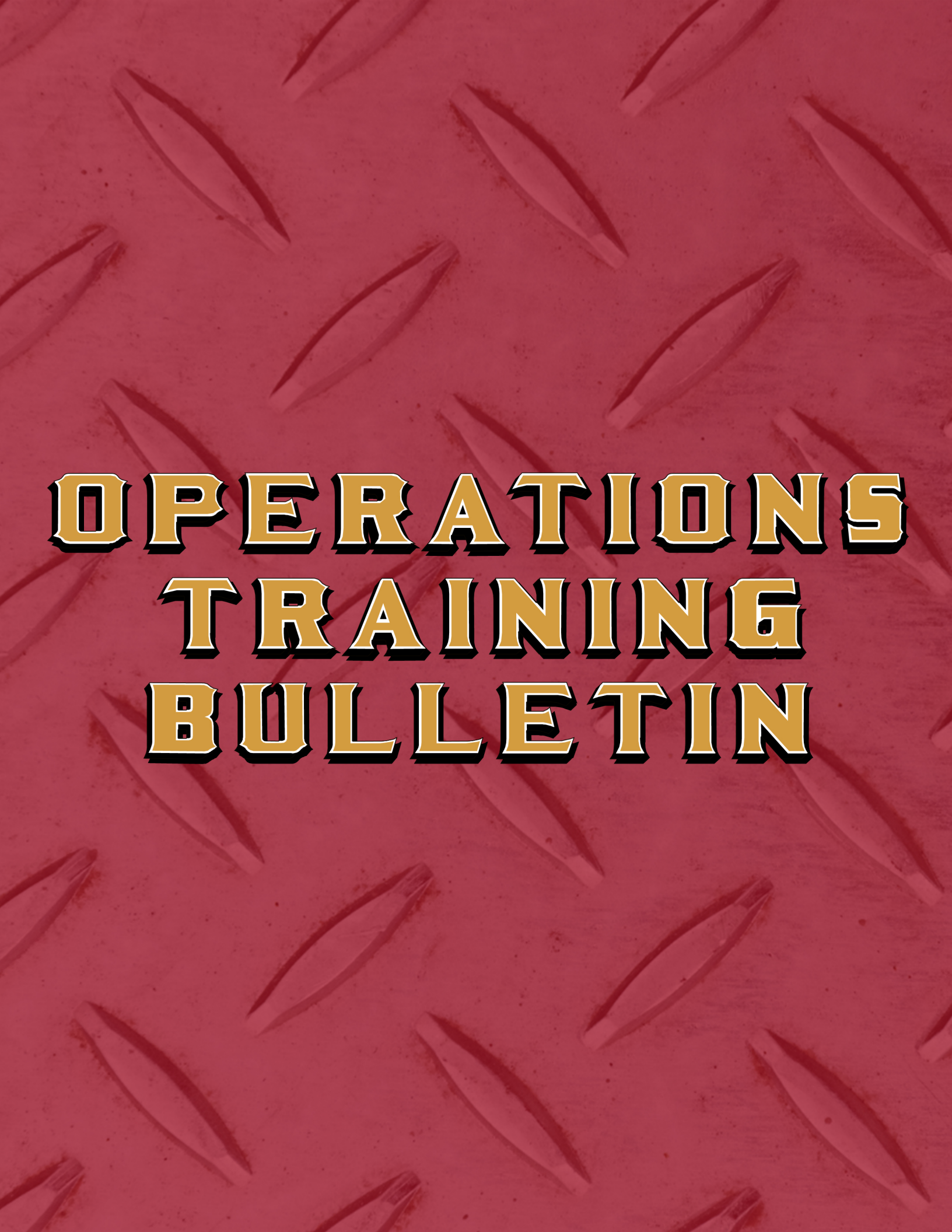
Co-Hosted Seminar on Strategies for Leading Diversity in the Fire Service

On Friday, August 25, Phoenix Fire and Mesa Fire hosted a seminar for the local region on Strategies for Leading Diversity in the Fire Service. This discussion was facilitated by two speakers, Dr. Kwame Cooper, and Dr. Reginald Freeman, who are respected leaders in the fire service. Over 60 participants attended with about 17 Phoenix Fire representatives in attendance. The day-long event allowed participants to understand better how diversity, inclusion, and equity are impacting the fire service and what strategies that can be used to assist with these conversations. The event was mainly attended by captains across the valley and the State Fire Marshal office. Thank you to those members who took time out of their day to participate. We look forward to continuing the conversation within Fire.



Adult and Childhood Vaccines

On Saturday, August 26, Phoenix Fire participated in two vaccination events. The first event partnered with the Housing Department at Aerator Community Center, where 8 patients (3 adults and 5 children) were screened. Twenty-three (23) vaccines were given (7 to adults and 16 to children). The second event was held at Clarendon Elementary School, where 20 patients were screened (16 children and 4 adults), and 28 vaccinations were given (24 to children and 4 to adults).

The background of the entire image is a red diamond plate pattern, commonly used for industrial flooring or equipment. The pattern consists of raised, interlocking diamond shapes that create a textured, three-dimensional effect. The color is a deep, slightly mottled red.

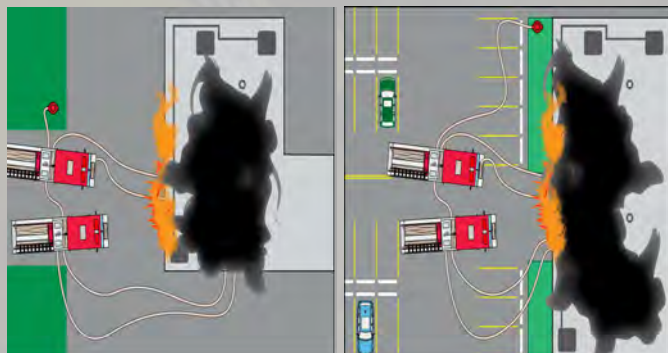
OPERATIONS TRAINING BULLETIN

Operations Training Bulletin



August 2023

Engineer Dual Pumping OPS



When responding to fires one major factor first arriving crews must consider is access. Dual pumping is a tactical consideration that allows for two pumps to be utilized in a forward position, especially in situations where a lack of space would otherwise present a challenge.

IFSTA Dual Pumping Definition:

Operation where a strong hydrant is used to supply two pumps by connecting the pumps intake-to-intake. The second pump receives the excess (residual) water not being pumped by the first pump, which is directly connected to the water supply source.

Dual Pumping Advantages:

- Best use of available water from initial hydrant
- Shorter hose lays
- Rapid deployment of additional attack lines
- Apparatus grouped closely for easy coordination
- Twice the equipment gives command more options
- Engines aren't used as taxis and left unutilized

Four Different Ways to Dual Pump:

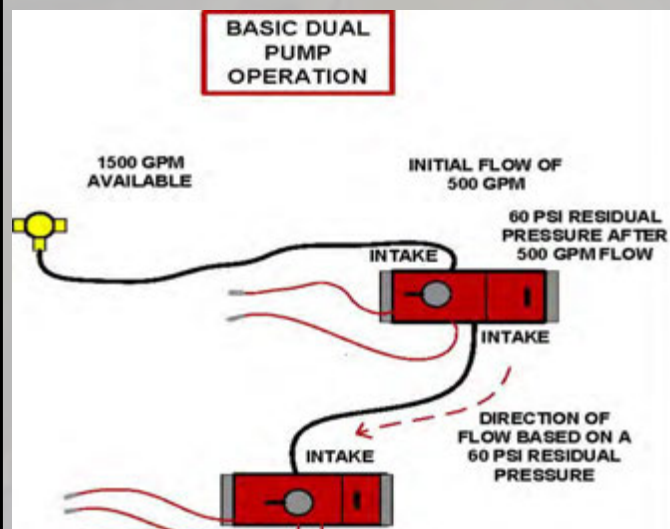
1. Front intake to front intake connection utilizing one soft suction
 - a. no adapter required
2. Front intake to front intake connection utilizing two soft suction
 - a. Requires a 4.5 double male adapter
3. Auxillary intake to front intake
 - a. Requires a 3.5 double male adapter at the aux intake
4. Auxillary intake to rear/main intake
 - a. Requires a 3.5 double male adapter at the aux intake

Dual Pumping Options:

1. E2 lays into E1 who is operating on tank water, who then dual pumps the residual water that E1 isn't utilizing back to themselves
2. E2 lays into themselves and dual pumps E1 who is already on scene

When Should We Consider Dual Pumping?

- Trailer Park/Apartment Fires with limited access or exterior hydrants
- Exposure protection on large campaign fires prior to setting up big water operations, or where ladder access is limited (two deck guns)
- Areas with few hydrants, or where hydrants are too far apart for practical use
- Areas were it would require engines using secondary hydrants to cross rail tracks or divided highways
- Any time a second engine unit lays into the first engine operating on tank water.



A Few Notes: Due to the centrifugal pump, the engine that receives water from the hydrant first will always have priority and will never be robbed of water during the operation. It is imperative that both engines always maintain a minimum of 20 psi intake pressure. While an estimate, most hydrants in the Phoenix area will provide 800 gpm unpumped. Consider pumping the Humat to obtain flows up to 1200 GPM if necessary. Remember "EYE (I) TO EYE (I)" = Intake to Intake

Additional Resources (Click Link/Scan QR):

[Engineer CE 2023](#)



[Dual Pump w/ Emergency Traffic](#)



[Basics of Dual Pumping](#)



[Stockton Fire Dual Pump Deck Gun](#)



Operations Training Bulletin

August 2023

Radio Comms: Using the Order Model



Proper communications on the fireground are essential for effective incident management, achieving tactical objectives, and maintaining safety throughout an incident. When using radio communications, it is critical to follow the order model.

To properly follow the order model for radio communications on an incident, you should:

1. **Declare the unit you are on and the unit you are trying to reach.** For example, "E1 to Command."
2. **Wait for a response from the unit you are clearing before relaying information.** For example, "Command to E1, Go ahead with your traffic."
3. **Relay information in a clear, calm, and concise manner.** For example, "We have moderate visibility and no heat interior of the structure."
4. **The receiving unit should copy back the communication.** For example, "Command copies E1, you have moderate visibility and no heat interior of the structure."
5. **Ensure that radio traffic is directed to the appropriate designee.** For example, "E1 to South Sector, South Sector to Command."
6. **Be cautious not to talk over other crews or alarm attempting to repeat or relay information.** For example, alarm repeating on-scene report.



Communication Tips:

- If you did not receive or understand the communications directed to you, it is important not to assume. Instead, clarify by requesting the information again.
 - Example: "Interior to Command, please repeat your traffic"
- If you do not know the arrival order of staged units
 - Example: "Command to first staged unit"
- **PTT stands for push-to-talk, not push-to-think**
 - Take a moment to collect your thoughts, take a deep breath, and then key the mic to deliver your message clearly and confidently.

Proper radio communications are essential for success on the fireground. It is crucial to recognize that communication issues account for 56% of Mayday situations, as highlighted by Don Abbott's Project Mayday. Poor communications, or lack thereof, are reason enough to switch to a defensive strategy alone. By utilizing the order model and delivering clear, calm, and concise messages, we can maintain stability and effectiveness in our operations.

[M.P. 205.01 COMMUNICATIONS pg. 15](#)



Operations Training Bulletin



Gated Wye Operations

The Purpose for this Operations Training Bulletin is to educate and spread awareness of the potential safety issues and lack of GPM the Horizontal and Gated Wye may produce.

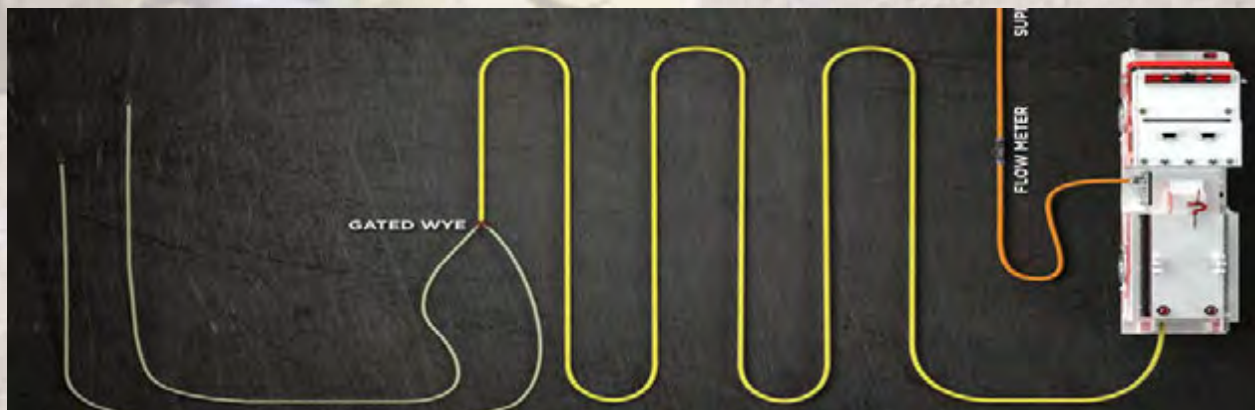
Here in Phoenix our Horizontal is 200' with a Gated Wye attached to the end, we then typically attach 75 - 150' High Rise packs to the Wye in situations where distance is an issue and multiple lines are needed.

The issue with this old practice is according to NFPA 1710 the standard for modern fires is to have a minimum of 150gpm flowing from a nozzle on the fireground. In order to achieve this the following scenario was demonstrated at Drivers Training.

Example: With 200' of Horizontal and a 75' High rise pack attached, the Engineer has to set the PDP at 110 psi to achieve 153 gpm with 65 lbf nozzle reaction which meets the minimum 150 gpm requirement. Once another crew attaches an additional 75' High Rise pack and opens the line without the PDP being adjusted the gpm decreases significantly to 95 gpm.

With the second line flowing the Engineer has to increase the PDP to 165 psi which will get 154gpm at both nozzles. This is where the safety concern comes into play, once FF #1 shuts down their line FF #2 will receive the full force of 165psi and 210 gpm which equal's 92lbf nozzle reaction, a safe nozzle reaction for a single FF is between 60-69 lbs. If FF #2 is not expecting for the other line to be shut down in addition to being interior of a structure this can cause a significant safety hazard due to the FF not being able to handle the line or even losing the line inside of smokey conditions or active fire.

To reiterate, most of the situations we find ourselves using a Horizontal w/ a Gated Wye is due to distance and need for multiple lines. We usually significantly under pump our Horizontal and is why our FF's usually don't notice a huge change in pressure when one line is shut down or opened. Our automatic nozzles also help shape our streams which gives us the false sense that we are getting enough gpm which is not the case. Please keep this info in mind to increase Firefighter safety and improve and improve fireground operations. For more info refer to "Brass tacks and Hard Facts - Gated Wye Operation's" on YouTube.



LITHIUM-ION BATTERY FIRES

STATEWIDE DATA COLLECTION PLAN



The Phoenix Fire Department is excited to announce a statewide data collection plan to capture Lithium-Ion Battery fire information.

This information will be used to create:

- Public safety messaging
- Firefighter safety training
- Code Enforcement

Products will be shared with departments throughout the state to reduce the number of lithium-ion battery related fires, and to better prepare departments for responding to these types of incidents.

OPERATIONS: COMPLETE THE SHORT FORM FOUND [HERE](#)

FIRE INVESTIGATIONS AND PREVENTION: COMPLETE A DETAILED FORM FOUND [HERE](#)

****This form must be completed if a Lithium-Ion battery was found in the area of origin - even if there were multiple ignition sources that could not be ruled out.***



Operations (Short Form)

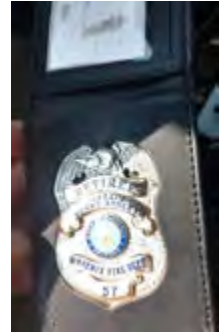


Fire Investigation/Prevention
(Long Form)

IF YOU HAVE QUESTIONS PLEASE CONTACT JENNIFER HILL, PHOENIX FIRE DEPARTMENT - FIRE INVESTIGATIONS UNIT, AT 602-534-9831



Would you like your Retirement Plaque and Badge ?



It's no charge to you, but you can't get it unless
you, your crew or your supervisor order it .

Fill out this information and email it to

historicfs08@phoenix.gov

Your name as you want it on your plaque and badge:

Rank:

Helmet number:

PFD Civilian hire date (if you did PFD civilian time):

PFD Cadet hire date:

PFD Redshirt hire date:

PFD Sworn hire date:

Official retirement date:

Your actual last shift or party (so we can get it delivered in time):

(NOTE: Contact Charles Cicconi – 602-931-8660 sheik40c@live.com -
if you also want to order your **Local 493 retirement plaque**, also no charge to you.)

Updated: 12 July 2023 tk



City of Phoenix
FIRE DEPARTMENT
EMERGENCY RESPONSE STAFFING OFFICE

To: All Sworn Members

Date: July 25, 2023

From: Scott Wardell
Deputy Chief ERSO

Subject: Partial leave.

The members at ERSO have had an increase request for partial leave. Please see the following excerpt for MP 103.01. Thanks, and be safe.

PARTIAL SHIFT VACATION Requests for partial leave should be made to the **Partial Leave Line (602-534-8463)**. Partial leave requests can be for a maximum of 7.5 hours, partial shift vacations of more than seven and one-half (7 ½) hours will require the employee to take an entire shift of vacation. Vacation of more than seven and one-half (7 ½) hours requires an opening in the vacation schedule worksheet maintained by the SSC/ERSO. Only one (1) partial shift of leave will be granted per employee per duty shift. Rovers must inform their company officers of any partial shift leave at the beginning of their shift. This will allow the company officer time to make adjustments should a conflict arise. **Conflicting partial leave requests are managed by the member's respective Battalion Chief/Shift Commander.**

PARTIAL SHIFT LEAVE CANCELLATION To cancel partial shift leave, the member must contact the Partial Leave Line one shift in advance of the scheduled leave and no later than the day before the scheduled leave. **All partial leave cancellations for the same shift/day or later must go through the member's respective Battalion Chief for approval.**

KEEPING IT CLEAN!

CLEAN & DISINFECT

- Wear gloves to clean and disinfect Fire Station and all apparatus.
- Clean surfaces using soap and warm water, then use disinfectant.
- Cleaning with soap and water reduces the number of germs, dirt and impurities on the surface. Disinfecting kills germs on the surface.
- Routinely clean and disinfect frequently touched surfaces.
- High touch surfaces including tables, door handles, light switches, countertops, desks, phones, keyboards, toilets, faucets, sinks, etc.



DISINFECTING

- Terminator, Clorox Wipes, Lysol.
- Keep surface wet for 60 seconds before wiping dry.
- Take precautions such as wearing gloves and ensuring you have good ventilation while using disinfecting products.



SOFT SURFACES

- Clean surface using soap and warm water.
- Launder items (if possible) according to manufacturers instructions. Use the warmest appropriate water setting and dry items completely.



ELECTRONICS

- Use approved wipes for all electronics. Do not spray Lysol or Terminator directly on any electronic devices.
- Follow manufacturer's instructions for cleaning and disinfecting. If no guidance, use alcohol-based wipes containing at least 70% alcohol. Dry surface thoroughly.



LAUNDRY

- Launder all items according to the manufacturer's instructions.
- Wear gloves while handling soiled uniforms.
- Do not shake soiled laundry.
- Clean and disinfect clothes hamper.



CLEANING & DISINFECTING AFTER A SICK MEMBER LEAVES THE STATION

- Close off area used by sick member.
- Open windows and doors to increase air circulation.
- Clean and disinfect all areas used by the ill member.
- Continue routine cleaning and disinfecting.



HAND WASHING

- After blowing one's nose, coughing or sneezing.
- After using the restroom.
- Before eating or preparing meals.
- Before and after patient contact/treatment.

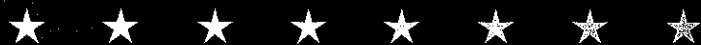


EVENTS

TUNNEL TO TOWERS

5K

RUN & WALK



TEMPE, AZ



RUN. WALK. HONOR.

**SUNDAY,
SEPTEMBER 10**

RACE STARTS AT 8:00AM

**TEMPE BEACH PARK AT THE
9/11 HEALING FIELD**

80 W. Rio Salado Parkway
Tempe, AZ 85281

Tempe@t2t.org



FOR MORE INFO & REGISTRATION
VISIT US AT **T2T.ORG**



@TUNNEL2TOWERS #T2TRUN

Chief Cornelio "Corney" Santa Cruz
is retiring
after nearly 40 years of service

Where: Fire Station 30
When: September 15 2023
Time: 10AM-1PM

NDC
SHIFT COMMANDER

LEER

983

Bullard



C.J. REED



AFTER 25 YEARS,

C.J. REED IS RETIRING!!



WHERE: FIRE STATION 91
WHEN: SEPTEMBER 15TH, 2023
TIME: 11AM - 3PM

C. REED



9/11 Tower Challenge

Join all those who support public safety as we climb 2,071 steps to honor everyone who gave their all during the attacks on the World Trade Center on September 11th, 2001.

Monday
September 11, 2023

7:00AM - 9:00AM

Two Locations:

Phoenix - Desert Diamond Arena

Flagstaff - NAU Skydome

www.100club.org/events



RED & BLUE GOLF TOURNAMENT



COURSE SPONSOR:



Serra Gaucha
BRAZILIAN STEAKHOUSE

TOURNAMENT

Friday September 22nd, 2023

Registration– 0600 Hours

Tee Time– 0730 Hours

Falcon Dunes Golf Course

15100 West Northern Ave

DINNER

Thursday September 21st, 2023

Starts– 1730 Hours

Ends– 2100 Hours

Serra Gaucha Brazilian Steakhouse

16160 N 83 Ave

REGISTRATION

\$160 per player until 08/22/23

Cost includes: Steak dinner, green fees,
lunch, polo shirt, and more!

HOTEL

If you are wanting to stay in the area
we have worked out a \$109/night rate
at Holiday Inn Glendale located at

6151 N 99th Avenue

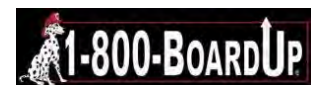
Reach out to vp@azglea.com for info!

REGISTER

www.azglea.com/golf



EAGLE SPONSORS



Rummel Construction, Inc.



For more information please contact Kris Steffa at vp@azglea.com



TRAVIS MANION
FOUNDATION

Arizona Service Expedition

October 16 - 20, 2023

Applications for the next TMF Survivor Service Expedition are officially open.

Join the Travis Manion Foundation in serene Scottsdale, Arizona, for five days of character and leadership development, and service alongside Rancho Milagro Foundation, which uses equine therapy to provide support and healing for those experiencing mental health challenges. The emphasis will be on healing through connection, empowerment, and honoring the fallen.

There is no cost to attend this incredible opportunity, nor is prior engagement with TMF a requirement. We do ask that all applicants be at least 18 years of age and at least 18 months out from their loss. Priority will be given to survivors who live in the greater Phoenix area and to those who have not attended a TMF Service Expedition within the last 12 months.

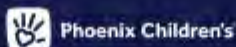
Apply NOW

**Location : Scottsdale, AZ
October 16 - 20**

Please keep in mind that all attendees will be serving with local nonprofits and participating in strenuous team-building activities. Sleeping accommodations will be shared and the Expedition will incorporate difficult or intense physical activity and labor, full exposure to sun and possible extreme weather.

About Service Expeditions: Expeditions lay the groundwork for participants to continue to lead and carry on the legacy of service of their loved ones. For many participants, this is a pivotal step in the healing journey. Through Expeditions, we empower military families of the fallen to nurture post-traumatic growth and build resiliency.

[Click Here to Learn More About This Expedition](#)



EMS and Prehospital Care Conference **2023**

Monday, Oct. 30, 2023 | Wild Horse Pass Resort – Gila River Resorts and Casinos

Phoenix Children's invites you to the EMS and Prehospital Care Conference 2023 at the Wild Horse Pass – Gila River Resorts & Casinos.

Monday, Oct. 30, 2023

The conference is an educational and networking event specifically designed to provide EMS and prehospital providers the latest education on pediatric emergency and trauma care. Past participants include administrators, physicians, nurse practitioners, nurses, paramedics, firefighters, EMTs and law enforcement.

Formerly known as the EMS MVP Pediatric Symposium, Phoenix Children's EMS and Prehospital Care Conference previously hosted over 700 attendees. Paramedics, EMTs, nurses, physicians and other healthcare professionals represented more than 100 different agencies throughout the Southwest. Expect this year's event to draw more than 1,000 participants from around the country.

This year's conference will feature award-winning speaker and author Shaughn Maxwell, Paramedic, a nationally known leader, speaker and writer about human factors, performance, leadership and community paramedicine.

Agenda

8:00 - 8:50 am

Registration and Vendor Exhibits

9:00 - 9:10 am

Welcome Address

Julie Augenstein, MD
Symposium Chair and EMS Medical Director,
Phoenix Children's

9:10 - 10:00 am

The Home Birth Gone Wrong

Gregory Martin, MD
Division Chief, Neonatology,
Bill and Cathy Hudson Endowed Chair
in Neonatology

10:00 - 11:00 am

Understanding the Pediatric Heart Patient

Joshua Koch, MD
Division Chief of Cardiovascular Intensive
Care Unit (CVICU), Pediatric Intensive Care,
Phoenix Children's

11:00 - 11:45 am

Pediatric Trauma: What Makes Kids Different?

David M. Notrica, MD, FACS, FAAP
Pediatric Trauma Surgery, Medical Director,
Trauma, Phoenix Children's

11:45 am - 12:45 pm

Lunch & Vendor Exhibits

12:45 - 1:45 pm

Quality and Safety in the Prehospital Setting: Understanding the Human Factor
Saughn Maxwell, PsyM
Deputy Chief – EMS/Community
Paramedicine

1:50 - 2:30 pm

Procedural Tips and Tricks for the Pediatric Patient

Josh Haverland, MD
Pediatric Emergency Medicine,
EMC Team Health, Children's Health
Dallas, TX

2:30 - 3:00 pm

Clinical Considerations in Arizona... It's A Dry Heat

Julie Augenstein, MD
Pediatric Emergency Medicine,
Phoenix Children's

3:00 - 3:40 pm

Visual Diagnosis/High Yield Cases

Christina Conrad, DO
Pediatric Emergency Medicine,
Phoenix Children's

3:40 - 4:20 pm

Pediatric Sepsis

Blake Bulloch, MD
Division Chief, Pediatric Emergency
Medicine, Phoenix Children's

4:20 - 4:50 pm

Medical Direction ("Ask the Doc") Q&A Panel, Closing Remarks, Vendor Exhibits

Pediatric Emergency Medicine
Physicians and Pediatric Specialists,
Phoenix Children's

5:00 pm

Adjourn, Join us for Social Hour

Visit ems.phoenixchildrens.org for more information and to register!





Phoenix Children's

EMS and Prehospital Care Conference **2023**



**Registration
is open!**

Monday, October 30, 2023
9 am - 5 pm

Wild Horse Pass Resort -
Gila River Resorts and Casinos
5040 Wild Horse Pass Blvd.
Chandler, AZ 85336

CE hours available for
EMTs, paramedics,
nurses and physicians



Visit ems.phoenixchildrens.org
for more information.



TOP GOLF GLENDALE

5TH ANNUAL- BIRDIES & BUNKERS

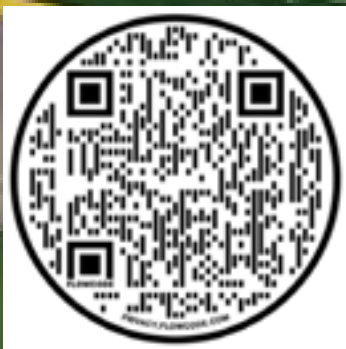
Valley Womens Firefighter Society Six Player Team- Scramble Tournament

Includes 3 hours of
Top Golf play, Mexican
buffet, T-Shirt, Raffle items,
Awards, and many more
extras

Single Player- \$90
Six Player Team- \$500
Social Only, No Golf- \$50

All Tournament Net
Proceeds will
BENEFIT the VWFS
Scholarship Fund &
Youth Camps

October 8th
3:00-6:00pm
Check-in
2:30pm



Scan QR code above or visit <https://vwfirefightersociety.com> for
registration and payment. Sponsorship levels available. Raffle items
needed. Contact Reda Bigler at vbal10reda@aol.com or 602.799.8600



TOP GOLF

RAFFLE OPTIONS

**All proceeds go towards funding VWFS scholarships, youth camps, and various fundraisers*

**Need not be present to win - all raffles*

**Cash, card, or electronic payments accepted - see QR code below*

Big-Ticket Raffle

\$20 per ticket

★ *Raffle entries for premium prizes valued at \$100 or more*

★ *Presale and event purchases*

Gift Basket Raffle

1 for \$5 or 5 for \$20

★ *Presale or event purchases*

★ *Place tickets with raffle items of your choice*

★ *Split them up between baskets or go all in on one basket*

50/50 Raffle

\$5 per ticket

★ *Presale or event purchases*



2023 GEORGE COCREHAM MEMORIAL



TACO BUST

October 11th & 12th

6:00PM

Aunt Chiladas

7330 N Dreamy Draw Drive

Phoenix, AZ 85020



SAVE THE DATE

RSVP to Paula at pmiller@local493.org or Crystal at callman@local493.org

WORLD'S LARGEST FIREFIGHTING MUSEUM

MUSEUM OF
FIREFIGHTING

602.275.3473

MUSEUM OF
FIREFIGHTING

602.275.3473



The Museum of Firefighting is home to the National Firefighting Hall of Heroes and has almost an acre of fire exhibits, over 100 fully restored fire apparatus on display, a children's area, and museum gift shop. Visit us today and learn more about our exhibits, collections and programs.



LOCATION: The Museum is located on Van Buren Street in the Phoenix Papago Park across from the Phoenix Zoo and next to the ASU Baseball Stadium.

ADMISSION: Check website.
Memberships also available.

MUSEUM HOURS: Tuesday - Saturday 10am - 6pm
Open all year except holidays, check website.

GUIDED TOURS: Group tours of 10 or more can be arranged by calling the Museum's scheduler at 602.275.3473. Group rates are available.
The Museum is available for special functions and events.

The National Historical Fire Foundation is a privately funded, nonprofit institution which supports the Hall of Flame. Your financial contributions support the Hall of Flame's operations and programs. Donations to the Foundation are fully tax deductible to the extent permitted by law.

HallofFlame.org | 602.275.3473



HallofFlame.org | 602.275.3473



**Now recruiting for your Phoenix Fire Department
Honor Guard**

The best way to live your interview!!
Come do what you promised.

Honor, Remember and Celebrate our Past, Present and Current
Members.

This unit does so many great things for our members and their
families.

All Uniforms and training are provided, No previous experience
or background is needed. All current or Ex-Military are
encouraged to join.

If interested, please contact:
Marcus Goodrich- 623-878-0100 – Commander
Brett Hill 602-309-0065 – Deputy Commander
Danny Higgins – 602-513-0515
Al Quintana – 623-556-6463
Or ANY Honor Guard Member



ARIZONA DEPARTMENT OF EMERGENCY AND MILITARY AFFAIRS

Division of Emergency Management

State Training Offering



MGT341 – Disaster Preparedness for Healthcare Organizations within the Community Infrastructure

Event ID Number: MGT341-002

Location:

Bob Bové Neuroscience Institute at HonorHealth
7242 E. Osborn Road
Scottsdale, AZ 85251

Dates:

September 19-20, 2023
8 A.M. – 5 P.M. each day

Description: The Disaster Preparedness for Hospitals and Healthcare Organizations Within the Community Infrastructure course provides information specific to hospitals and organizations vulnerability to a disaster. During this FEMA sponsored course, participants will be introduced to the various natural, technological, and civil hazards to which hospitals and healthcare organizations may be vulnerable and the potential impacts of those hazards. Federal guidelines and legislation that serve to aid in the preparedness for, and response to, incidents involving these hazards are discussed, as are current emergency management standards for the hospital community. Participants review response and recovery issues that should be addressed by medical facilities and organizations in preparation for a large-scale incident, including identification of critical resources necessary for response and recovery.

Target Audience: Emergency Management, Public Works Management, Utility Management, Power Providers, Healthcare and Hospital Management, Water Authorities, Hospital and Healthcare Managers, Senior Medical Staff, Regulatory Personnel, Health Department Personnel, Local Emergency Planning Directors/Managers, Emergency Service Managers/Administrators, Emergency Preparedness Planning Personnel

Registration: Self-registration through the state's online registration system at dematraining.az.gov is required. Enrollment no later than 14 days prior to the start of the course is recommended. New users will be required to create an account prior to enrollment. Instructions are included on page 2 of this bulletin. For assistance, contact the DEMA Training Branch at 602-464-6225 or training@azdema.gov.

Costs: This training offering is provided at no cost to eligible participants.

Course dates and location are subject to change. Check your Portal account prior to attending for the most current status of this event.

Registration Instructions

1. **To register for an event**, visit dematraining.az.gov. This is a self-enrollment system. Participants must have their own account and self-enroll for training.
2. **To create a new account**
 - a. Click on the “WebForms” link under the resources section on the right side of the page.
 - b. Click “Request DEMA Training Portal Account”, complete the form and click submit. Your request will be reviewed within one business day. Once your account is approved, you will receive a welcome email with instructions for completing the setup process and accessing your account.
3. **If you have an existing Acadis Portal Account**
 - a. Log in with your email address and password.
 - b. If you have forgotten your password, click on the “Reset your password” link under the password field. You will need to enter the email address associated with your account. If you have forgotten your login email address, please contact us at 602-464-6225 or training@azdema.gov for assistance.
4. **Search for an event**
 - a. Once logged in, click on or hover over “Training & Events” (top navigation pane) and click “Browse or Sign up for Training”.
 - b. You will see a list of all currently available training events.
 - c. Using the “Filters” button toward the top right of the screen, you may search by keyword, course number or other criteria.
 - d. To the right of each course there will be a button to register or join the waitlist (if the class is full).
 - e. Be sure to view and note the training event details by clicking on the event name.
5. **Two ways to register**
 - a. From the Training Event Details screen click on “Request Enrollment” on the bottom right. You will be brought to a screen that will confirm the event name and your contact information. To enroll, click “Submit Request” on the bottom right corner.
 - b. From the List of Available Training screen, click the link that says, “Register” on the right side of the event. You will be brought to a screen that will confirm the event name and your contact information. To enroll, click “Submit Request” on the bottom right corner.
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6. **To cancel your training event registration**
 - a. Log in to your account and click “Registration” (top navigation pane). All requested training will be listed.
 - b. For training events that you have a “Pending” status for, click “Cancel Request” next to the event you wish to cancel. You’ll be asked to confirm your cancellation, and then will receive an email confirmation of your cancellation.
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Course dates and location are subject to change. Check your Portal account prior to attending for the most current status of this event.



ARIZONA DEPARTMENT OF EMERGENCY AND MILITARY AFFAIRS

Division of Emergency Management

State Training Offering



AWR426– Tactical Response to Suicide Bombing Incidents Awareness

Event ID Number: AWR426-003

Location:

Surprise Police Department
14250 W Statler Blvd
Surprise, AZ 85374

Dates:

September 27, 2023
8:00 A.M – 5:00 P.M

Description: Tactical Response to Suicide Bombing Incidents (TRSBI), Mobile is a course that provides law enforcement tactical officers with knowledge to prevent and respond to suicide bombing incidents. Through lectures, discussions, and case studies, law enforcement tactical officers are presented with information on preventing, deterring, and mitigating the effects of a suicide bomber. In addition, course participants learn how to implement response strategies for active suicide bombers and post-blast incidents. The course culminates with a tabletop exercise where course participants can apply the knowledge they have gained throughout the course by practicing life-saving tactics, techniques, and procedures during a notional suicide bombing scenario.

Target Audience: Law Enforcement Personnel

Registration: Self-registration through the state's online registration system at dematraining.az.gov is required. Enrollment no later than 14 days prior to the start of the course is recommended. New users will be required to create an account prior to enrollment. Instructions are included on page 2 of this bulletin. For assistance, contact the DEMA Training Branch at 602-464-6225 or training@azdema.gov.

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Phoenix Fire Department Regional Unified Public Safety
National Incident Management System (NIMS)

2023 Schedule

Course Title	Course Dates	Location	Course Hours	Prerequisites
23-1 ICS300 Intermediate ICS ICS for Expanding Incidents	May 1,2,3	City of Phoenix Emergency Operations Center 2425 W. Lower Buckeye Road Phoenix, Arizona	0800 to 1700	ICS100 ICS200 ICS700
23-2 ICS400 Advanced ICS For Command and General Staff	May 8,9	City of Phoenix Emergency Operations Center 2425 W. Lower Buckeye Road Phoenix, Arizona	0800 to 1700	ICS100 ICS200 ICS700 ICS300
23-3 ICS300 Intermediate ICS ICS for Expanding Incidents	August 14,15,16	City of Phoenix Emergency Operations Center 2425 W. Lower Buckeye Road Phoenix, Arizona	0800 to 1700	ICS100 ICS200 ICS700
23-4 ICS400 Advanced ICS For Command and General Staff	August 21,22	City of Phoenix Emergency Operations Center 2425 W. Lower Buckeye Road Phoenix, Arizona	0800 to 1700	ICS100 ICS200 ICS700 ICS300

23-5 All Hazards Planning Section Chief Course E/L-962	September 25,26,27,28	City of Phoenix Emergency Operations Center 2425 W. Lower Buckeye Road Phoenix, Arizona	0800 to 1700	ICS100 ICS200 ICS700
23-6 All Hazards Operations Section Chief Course E/L-958	Cancelled			
23-7 All Hazards Incident Management Team Course O-305	October 16,17,18,19,20	City of Phoenix Emergency Operations Center 2425 W. Lower Buckeye Road Phoenix, Arizona	0800 to 1700	ICS100 ICS200 ICS700 ICS300 ICS400

Attendance to all days of the course is required to receive a course completion certificate

Course Enrollment Information

To reserve a seat in a course please contact Bradley Johnston at bradley.a.johnston@phoenix.gov. Please provide the **participant's** name, rank, agency, contact information (phone or e-mail address), and proof of prerequisite attendance (Certificate).

If you have any questions, please contact Bradley Johnston at 480-296-5336 or bradley.a.johnston@phoenix.gov

All listed courses are provided by Homeland Security grant funds for regional All Hazards Incident Management Team training. The All-Hazards courses are open to all regional public safety agencies and no cost is associated for attendance of the course.

***** No overtime, backfill, travel expenses, or meal reimbursements will be provided for participants in the above listed courses by grant funds or the hosting agency (City of Phoenix Fire Department).***

Course participants will be required to obtain a FEMA Student Identification Number (SID). You can obtain your SID number at <http://cdp.dhs.gov/femasid>. A FEMA Student Identification number (SID) will be required for completion of course applications.

Attendance to all days of the course is required to receive a course completion certificate

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HEALTH

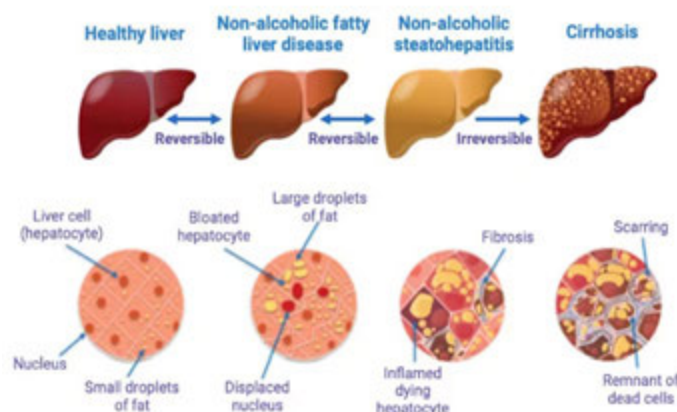
Fatty Liver Disease

Provided by: Justin Yuan, M.D.

Have you ever been told by your health care professional you may have fatty liver disease? What is it and how do you develop it? Your liver normally has a small amount of fat, but excess fat above 5-10% of your liver weight can cause damage. Fatty liver due to alcohol consumption is commonly first thought of as a cause for liver damage, but if you do not drink alcohol or only consume a small amount it is likely Nonalcohol Fatty Liver Disease (NAFLD).

NAFLD is a buildup of excess fat in your liver. It is generally a benign condition, but it can progress to Nonalcohol Hepatic Steatosis (NASH) where you start to have inflammation. This will result in damage to the liver cells and can progress to fibrosis or scarring and cell death. Extensive scarring of the liver is known as cirrhosis, which can lead to liver failure and even cancer. Risk factors for NAFLD is obesity, type 2 diabetes, hypertension, high cholesterol and triglycerides and metabolic syndrome. NAFLD is the most common liver disorder in the (10-30% of the population) and becoming more common due in increase in obesity.

Most people with NAFLD or NASH do not have symptoms but may experience general fatigue or vague pain in the right upper part of your abdomen. It is usually diagnosed through routine lab work because of high abnormal liver enzymes or incidentally seen on imaging like a CT or MRI



Fatty liver disease is prevented by limiting alcohol, eating a healthy diet and exercise. A treatment plan typically focuses on losing weight and managing risk factors like high cholesterol and diabetes. The good news is that if you are diagnosed with NAFLD, it can be reversed as liver cells are able to repair themselves.

References:

<https://www.uptodate.com/contents/nonalcoholic-fatty-liver-disease-nafld-including-nonalcoholic-steatohepatitis-nash-beyond-the-basics>

<https://www.aafp.org/pubs/afp/issues/2020/1115/p603.html>



**PHOENIX FIRE
DEPARTMENT**

**SAFETY &
PREVENTION
SECTION**

**CONTACT
INFORMATION:**

Marcus Haynes
Cell: 623-692-8883
Marcus.haynes@Phoenix.gov

ATTENTION

FOCUS SURVEY

**Please take the time to complete this important survey.
Your opinion and completion of the survey DOES
MATTER!**

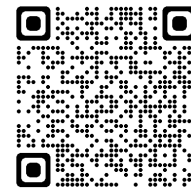
Scan below to get more information about the research and listen to the short video from Chief Duran and President Willingham.

**CENTER FOR FIREFIGHTER INJURY RESEARCH AND
SAFETY TRENDS (FIRST) AT DREXEL UNIVERSITY**



*Scan Code for info from Drexel University

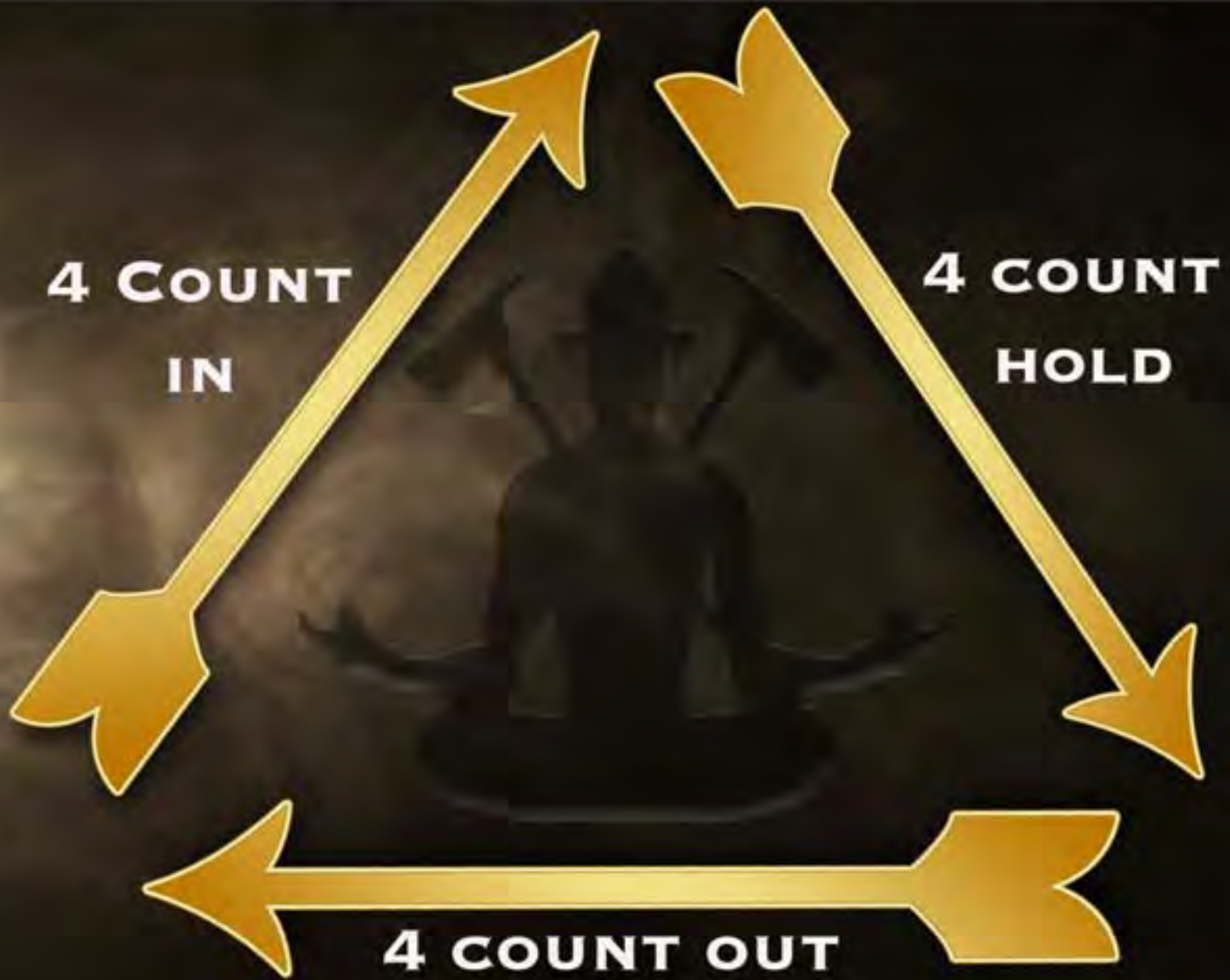
**CHIEF DURAN AND PRESIDENT WILLINGHAM FOCUS
SURVEY VIDEO:**



*Scan Code to view video

**Thank you for your
consideration.**

TACTICAL BREATHING



- Increases the oxygen to all cells
- Strengthens the lungs
- Slows your heart rate
- Lowers your blood pressure
- Increases blood flow to muscles
- Improves concentration
- Reduces anger and frustration

~The goal should be to breathe this way all of the time



EDUCATION



PHOENIX COLLEGE
A MARICOPA COMMUNITY COLLEGE

FIRE SCIENCE TECHNOLOGY



FSC118 – Fire Hydraulics Class #36516

Class Description: Review of basic mathematics. Hydraulic laws and formulas as applied to the fire service. Application of formulas and mental calculations to hydraulic problems, water supply variables, and discharge requirements for pumpers

Requisites: None

Enrollment Information

Call 602.285.7777, register online at

<https://www.phoenixcollege.edu/become-student/enroll>

or you can register in person at the Hannelly Center at
1202 West Thomas Road
Phoenix, AZ 85013

Date – 09/20/2023 – 12/13/2023

Day –Wednesday

Time – 10:00am – 1:30pm

Location – Phoenix College PSB Building

Instructors – Z.Salomon/ C. Compton



The Maricopa County Community College District (MCCCD) is an EEO/AA institution and an equal opportunity employer of protected veterans and individuals with disabilities. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, age, or national origin. A lack of English language skills will not be a barrier to admission and participation in the career and technical education programs of the District.

The Maricopa County Community College District does not discriminate on the basis of race, color, national origin, sex, disability or age in its programs or activities. For Title IX/504 concerns, call the following number to reach the appointed coordinator: (480) 731-8499. For additional information, as well as a listing of all coordinators within the Maricopa College system, visit <http://www.maricopa.edu/non-discrimination>.



PME292

Critical Care Paramedicine

Description

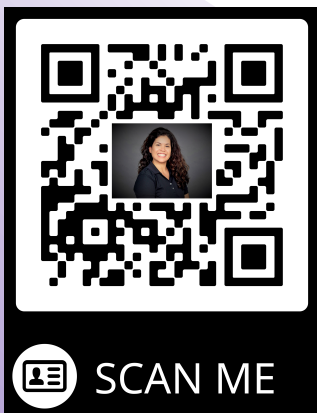
PME292 – The Critical Care Transport Paramedic Class is an intensive and comprehensive training program designed to equip experienced paramedics with the knowledge, skills, and expertise required to provide advanced medical care during critical patient transports. This specialized course is specifically tailored to meet the unique challenges and demands encountered in the field of critical care transport. Throughout this rigorous class, participants will delve into various aspects of critical care medicine, focusing on the specialized techniques, interventions, and critical thinking required for the safe and efficient transportation of critically ill or injured patients. The course combines theoretical instruction, hands-on practical training, and simulation-based exercises to ensure students develop the necessary proficiency to excel in the high-pressure environment of critical care transport.

Wednesdays (Virtual): August 21, 2023 – December 15, 2023 (1800-2000)

Monday - Wednesday (Lab): December 4, 2023 - December 6, 2023 (0900-1800)

Registration Information

Registration for PME292 #35481 can be completed online at www.my.maricopa.edu or phoenixcollege.edu



Name: Maricela Monsisvais

602-750-1067

Email: maricela.monsisvais@gcu.edu

<http://www.gcu.edu/udc/maricela.corona>

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As your local university development counselor, I'm here to help you learn more about Grand Canyon University and start your college journey!

Let's connect to discuss these opportunities and benefits available to you:

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- Cost-reduction options and scholarship opportunities
- 24-hour complimentary pre-evaluation to determine applicable, previously-earned credit based on your transcript
- Bachelor's, master's and doctoral programs available
- Flexible academic plan tailored to your needs and interests
- Expert step-by-step guidance along the way

Together, we can get you started on the path to achieving your goals!

¹As of December 31, 2021

Grand Canyon University is accredited by the Higher Learning Commission (hlcommission.org), an institutional accreditation agency recognized by the U.S. Department of Education. Please note, not all GCU programs are available in all states and in all learning modalities. Program availability is contingent on student enrollment. Important policy information is available in the University Policy Handbook at gcu.edu/academicpolicies.php. The information printed in this material is accurate as of MARCH 2022. For the most up-to-date information about admission requirements, tuition, scholarships and more, visit gcu.edu. ©2022 Grand Canyon University 22G0E0142