



Public Safety Health and Wellness

Serving Those Who Protect Our Cities, Homes, and Lives

By the numbers...

5

Number of days per month
Americans say
they feel unhealthy
(physically or mentally)

7.1

Number of days per month
Hoosiers say
they feel unhealthy
(physically or mentally)

19

Number of days per month
Americans say they feel
"healthy and full of energy"

67

Percentage of Americans
making "enjoy life more" the
top resolution in 2003

Sources: CDC and GNC New
Year's Resolution Survey

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Featured Department

Franklin Twp. Fire Department Leads with Training and Education

by Christopher M. Costlow, M.S.

Indianapolis, Indiana –

Nestled in the southeast corner of Marion County, Franklin Township is the second fastest growing area of the State.

To serve this thriving community of 38,000, the Franklin Township Fire Department and its 65 sworn personnel are in constant training in fire suppression, hazardous materials, EMS, trench and confined space and many other special areas to stay at the top of their game.

Health and Safety Come First

Division Chief Doug Evans leads the health and safety efforts of the department. This includes:

- Instituting multiple personnel qualified as safety officers during each shift
- Ensuring that all officers can fulfill a safety officer role
- Providing exercise equipment at each fire station
- Instituting mandatory exercise time for up to 2 hours each shift
- Providing a fitness coordinator during each shift

Currently, the department has seen an 80-85% participation rate. The program has led to a lower incidence of sprains, strains, and has helped reduce re-occurring injuries.

Annually, all personnel must pass a physical agility test. There is a financial incentive for all who pass. For those who don't, they have 6 months to prepare themselves to try again.

One testimony to the fitness of their personnel was reflected in the World Police and Fire Games in Indianapolis. They set a world record in the Bucket Brigade competition.



Community Education

The Franklin Township Fire Department works hard to educate their community on health and safety matters. To introduce junior high and high school students to the fire service, they offer a Cadet Program for ages 14-18. The cadets serve as reserves and receive complete training. However, they serve in more of a support role at the fire scene and do not provide EMT or firefighter functions.

W.A.R.N.

One of the most novel and successful programs introduced by the department is the Water Awareness in Residential Neighborhood (W.A.R.N.) program. Created by Dive Team Coordinator Jerry Richert in partnership with 6 other central Indiana fire departments, the W.A.R.N. program is a nonprofit educational tool to teach the community about water safety. Franklin Township has over 100 retention ponds with an average

depth of 15-20 feet. Drowning is a serious risk for children, therefore, education is extremely important. Using their public education trailer, the Fire Department regularly coordinates presentations with their local homeowners associations, safety fairs, and street fairs. For more info on W.A.R.N., visit www.warnonline.org. Departments can request a complete kit for only \$275.

Wellness Program

The Fire Department currently provides an annual wellness program with a complete physical to every firefighter. They want their personnel to go home at the end of the day, as well as, at the end of their career. Six-year Chief Paul Bailey quotes Chief Brunacini of the Phoenix Fire Department... "too many departments take better care of their apparatus, than their own people."

Fast Facts on the Franklin Twp. Fire Dept.

Fire Chief	Paul Bailey
Population Served:	38,000
# of Personnel: (4 stations)	65 sworn 25 reserves
Average Age:	33 years
Runs in 2002:	~3,100
Apparatus:	<ul style="list-style-type: none"> • 4 engines • 1 aerial • 3 ambulances • 1 medic • Special teams units • 1 rescue squad • Jon and Zodiac boats • Rehab. Support truck • Grass truck • 2 tankers
Special Teams:	<ul style="list-style-type: none"> • Dive & water rescue • HazMat decon trench rescue • High/low angle rope • Extrication • Confined space rescue



Public Safety Psychology News

Dealing with Applicants Who Fail

by Jeffrey C. Savitsky, Ph.D., JD

The decision to become a police officer or a firefighter is, for most applicants, much more than the decision to seek out a new job. Rather, for many (if not most) public safety applicants, the decision to work in public safety reflects a deep and sincere effort to begin a lifestyle that is personally meaningful and of service to others. For many, the decision to work in public safety reflects a level of commitment that is equivalent to a “calling.”

Not Everyone is a Fit

Personal commitment is one ingredient for a successful career in public safety but dealing with the demands of this profession requires other personal characteristics as well. Simply because a person

“badly wants this job” does not mean that they will be able to successfully manage the social and physical demands that they will encounter. Unfortunately, some applicants, even some of the most highly motivated, will not meet the required psychological and physical standards for hire.

Given the intensity of their motivation, it is certainly understandable that an applicant will experience intense disappointment when their application is rejected. Some are angry, some are hurt, but all want to know why. Some may even seek out help from the courts as they try to prove that they can carry out their dream.

Handle With Care

The way a department deals

with disappointed applicants can have a great impact on the manner in which they deal with being rejected. Some steps for dealing with this situation are as follows:

- Make sure the applicant knows that a rejection does not mean that they are a bad person or that they are suffering from a mental illness. Rather, the rejection means that they do not appear to be ready, at this time, to assume this public safety position.
- Make sure the feedback given to the candidate regarding the outcome is provided in an objective and professional manner. Humor, teasing or a dismissive attitude is not appropriate given the level of disappointment that the

applicant will experience.

- Make sure the applicant knows they can apply again in the future. Their rejection is temporary and it is not unusual for applicants to reapply several times before they are successful.
- Consider the applicant’s need for information. They want to know why they were rejected which will help them to more realistically evaluate their own application. Be careful not to “build a legal case” for the applicant by siding with them.
- Make sure the applicant understands how they can improve their chance for acceptance in the future.

Dr. Savitsky is the director of the Institute for Public Safety Personnel, Inc.



Your Health and Fitness

Understanding Shin Splints

by Brandy Reid, M.S.

Are you among the many people starting an exercise program as a New Year’s resolution? Aside from the challenges of motivating and disciplining yourself to start an exercise program and stick to it, you also run the risk of injury if you don’t take the proper precautions. One of the most common injuries, shin splints, often occurs in those who begin a cardiovascular fitness program.

A Common Problem

Whether it is from not understanding some of the common causes of shin splints such as poor shoes or from doing too much too soon, shin splints is a common problem many people have dealt with at some point in their lives. Understanding shin splints and their potential causes may prevent you from getting off to a bad start.

Shin Splints Defined

The term “shin splint” is a general term for localized pain in the lower leg. According to *The American Runners and Fitness Association*, shin splints are leg pain resulting from very small tears in the leg muscles at their point of attachment to the shin. Shin splints can occur either in the front portion of the tibia or on the inside part of the leg along the tibia.

The pain may begin as a dull aching or burning after activities such as running, jumping, or aerobics.

There may also be a point of tenderness along the tibia.

Some of the common causes of shin splints:

- Overuse
- Lack of appropriate rest

- Running on hard surfaces
- Worn or improper shoes
- Running on inside of foot



- Too much, too fast, too soon
- Landing only on the balls of the feet, without normal heel contact

How to Treat Shin Splints

Shin splints are easily treatable, but must involve rest. This can be frustrating when you are trying to maintain a regular exercise program. Treating shin splints properly can help get you back to your program as soon as possible.

Treating Shin Splints Includes:

- Rest
- Ice immediately after activity
- Pain reliever such as aspirin or ibuprofen
- Reduce intensity for 7-10 days,

- don’t run through pain
- Avoid hills or hard surfaces
- Wear an arch support for the inside of the foot
- Stretching of the posterior leg and thigh muscles



Brandy Reid is an exercise physiologist for Public Safety Medical Services.



Public Safety Medical News Establishing Medical Guidelines for Law Enforcement

by Steven M. Moffatt, M.D.

At the recent International Association of Chiefs of Police (IACP) Convention held in Minneapolis, the Police Physicians section met to discuss the issue of medical guidelines for law enforcement. This represents a very important concern and need for physicians who provide medical opinions for law enforcement. There currently are no accepted national guidelines.

Current Guidelines are Limited

To assist physicians in making opinions regarding the safe performance of law enforcement duties, some limited guidelines exist such as the California (Post) Law Enforcement Guidelines and the Massachusetts Guidelines. However, these vary in opinion and are contradictory to one another. We have asked the IACP for direction and assistance as we organized this effort. Additionally, we have requested assistance from The

American College of Occupational and Environmental Medicine (ACOEM).

Guidelines Provide Consistency and Protection

Just as the fire service follows the medical guidelines of the *National Fire Protection Association (NFPA)* and other organizations, the overriding purpose for National Medical Guidelines is to protect police officers and to ensure their health and safety. Medical opinions are provided every day affecting the status of hiring, return to work or retirement of individual candidates or incumbents. These decisions have a profound impact on individuals, their families and the departments and communities they serve. The need for guidelines is to provide consistency for the medical decisions given to officers and departments. The document is intended for the



police physician and not the department or governmental agency. The medical guidelines need to be provided by a neutral body to be reviewed and revised in a consistent manner.

The Medical Guidelines Should:

1. Be based on consensus of medical and legal opinion
2. Abide by legal constraints (ADA etc)
3. Clearly articulate on a case by case basis why that individual applicant or officer is at risk for safe performance

The inconsistent handling of medical employment issues can affect all jurisdictions and be costly to defend and/or settle. It can also result in an unsafe work environment.

Fitness and Wellness is Growing in Importance

An increasingly more important aspect of suggested guidelines should include fitness and wellness issues such as:

- Periodic Exams
- Exercise
- Health Programs (Smoking cessation, etc)
- Blood Borne Pathogens
- Infection Control Issues

It is our hope as law enforcement physicians that through these efforts we will provide a more fair, consistent and accurate process for medical opinions to law enforcement personnel.



Dr. Moffatt is the medical director for Public Safety Medical Services.



Odds and Ends Public Safety Medical Continues to Grow

by Mike Russell

Public Safety Medical Services continues to be the industry leader in serving the health and fitness needs of public safety personnel.

New PA Joins Staff

As we continue to assemble a team that reflects our commitment to excellence and quality in our industry, we are pleased to announce the addition of Daniel Peters PA-C, to our Clinical Services Department. Dan will be providing medical evaluations and physicals to our wellness and special services clients. Dan will also play a critical role in the development and implementation of our

medical/fitness information science objectives (medical informatics) that will enable us to contribute to positive outcomes in addition to our role of assessing public safety personnel with industry standards.



Dan brings 25 years of experience

in occupational medicine as a physician assistant with a Fortune 500 company. He has another 5 years experience with a hospital-based occupational medicine provider. A graduate of

the University of Washington at Seattle, specializing in medical informatics, Dan served in the U.S. Army as a senior medical specialist and two tours in Vietnam.

OSHA Emergency Action Plan Required

Police and fire department personnel are well equipped and trained to respond to emergency situations. However, did you know that OSHA regulations require that you have a specific Workplace Emergency Action Plan for your offices, precincts, and firehouses as well? OSHA Standards 29 CFR 1910.38 – 1910.146 define the necessary requirements and material

needed to maintain a compliant emergency action plan.

The plan should address evacuation routes from your building and measures to be taken in instances of floods, hurricanes, tornados, earthquakes (yes, even in Indiana), fires, toxic gas releases, chemical spills, radiological accidents, explosions, civil disturbances, and workplace violence resulting in bodily harm or injury. For more information visit www.OSHA.gov.

Mike is the director of operations for Public Safety Medical Services.

Quotable

“Grief can take care of itself, but to get the full value of a joy you must have somebody to divide it with.”

—Mark Twain

Our Mission

Public Safety Medical Services seeks to provide public safety agencies and municipalities with expert medical, psychological, and fitness evaluations.

We inspire healthier and more productive lives through innovative programs delivered with pride, integrity, and dedication.

Serving Those Who Protect Our Cities, Homes, and Lives



**Public Safety
Medical
Services**

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Happy New Year!

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What's Happening

Public Safety Calendar of Events

LAW ENFORCEMENT

February 5-7

Event: Indiana Association of Chiefs of Police Mid-Winter Conference

Location: Indianapolis

Contact: Indiana Association of Chiefs of Police at 317.816.1619

February 14-15

Event: Administrative and Financial Officers Training Conference

Location: Nashville, TN

Contact: Grand FOP Lodge at 800.451.2711

February 26-March 1

Event: National Sheriff's Association Mid-Winter Conference

Location: Washington D.C.

Contact: National Sheriff's Association at 703.836.7827

FIRE SERVICE

January 24-27

Event: Fire Suppression & Detection Symposium

Location: Holiday Inn Select, Orlando, FL

Contact: Eric Peterson at NFPA at 617.770.3000 or e-mail epeterson@nfpa.org.

February 7-9

Event: Fire Officer Leadership & Command Conference

Location: Wayne Twp. Fire Dept., Indianapolis, IN

Contact: Div. Chief Paul Spurlin, 317.247.8501, ext. 260 or e-mail pspurlin@waynefire.org.

March 24-27

Event: Management Institute for Fire Marshals

Location: Chelan, WA

Contact: Steven Sawyer at IFMA at 617.984.7424.

Welcome New Wellness Clients!

Alexandria Fire Dept.
Avon Fire Dept.
Avon Police Dept.
Cicero Fire Dept.
City of Lawrence Fire Dept.
Crawfordsville Fire Dept.
Franklin Twp. Fire Dept.
Greencastle Fire Dept.
Indiana Conservation Officers
Indiana Excise Police
Indiana USAR Task Force
Indianapolis Airport Fire Dept.
Logansport Fire Dept.
Logansport Police Dept.
Pittsboro Fire Dept.
Plainfield Fire Dept.
White River Twp. Fire Dept.

**We look forward to
serving all of our
clients in 2003!**

Visit online at www.publicsafetymed.com