



Public Safety Health and Wellness

Serving Those Who Protect Our Cities, Homes, and Lives

By the numbers...

11.3

Percentage of sworn law enforcement officers in the U.S. that are female

72

Number of law enforcement officers killed while responding to the terrorist attacks on 9/11/01

3

Number of hours between civilian home fire deaths in 2003

23

Percentage of Americans who have developed and practiced a home fire escape plan

Sources:

NLEOMF and NFPA

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Featured Department

Federally-Funded Program Helps Law Enforcement Agencies

by Christopher M. Costlow, M.S.

Plainfield, Indiana –

Hiring and keeping police officers has been a challenge for many law enforcement agencies over the years. By 1999, more than half of actively hiring agencies had difficulty finding qualified applicants. On top of that, screening and training of candidates typically takes eight to 11 months. In the late 90's, twenty percent of departments (mostly small ones) saw a decrease in officer strength primarily due to fiscal or recruitment problems.

Federal Grant Funds Program

In response to this need, the U.S. Department of Justice Office of Community Oriented Policing Services (COPS) began providing funding in the form of grants to put 100,000 additional police on the Nation's streets in the second half of the 1990's. The Indiana Criminal Justice Institute was one of approximately 27 agencies that received a COPS grant. States had to submit a plan and have it approved to be awarded the funding. The program in Indiana is known as the Indiana Police Corps.

College-Educated Individuals Sought

The Indiana Police Corps program began in 1999 and is "designed to entice college-educated individuals to enter the law enforcement field and make it a true profession" according to **Indiana recruitment coordinator Rick Erny**. This will ultimately increase the number of officers with advanced education and training

who are assigned to community patrol to address violent crime. The Federal scholarships are offered on a competitive basis to students agreeing to serve on community patrol for at least four years. They begin their work as officers upon graduation from college.

Eligibility Requirements

To be eligible for the Police Corps, students must be admitted to an accredited 4-year college on a full time basis. Those attending community college are eligible once they transfer to a 4-year

institution. Degrees can be pursued in any field. Currently, students are recruited at various Indiana universities through career fairs or criminal justice classes, law enforcement association presentations, and word of mouth for the eleven available slots. Over eighty individuals applied last year. Law enforcement agencies can also submit candidates to the Police Corps for sponsorship. A rating system is used to rank the students for acceptance into the program. The final step is to pass a physical and psychological evaluation. **Public Safety Medical Services** has been providing the physical and fitness evaluations since program inception. Once accepted, students can receive up to \$3,750 per year or \$15,000 over four years. However, if the participant does not satisfactorily complete their education, training and

service requirements, all scholarships and reimbursements received through the program must be repaid...with interest.

Training Program

All participants in the Police Corps must complete a rigorous 18-24 week residential training program. The training teaches the knowledge, skills, and attitudes essential for effective service on community patrol and develops physical, moral, and analytical capabilities. At the conclusion of training, the participants are entered into the Indiana Law Enforcement Academy to satisfy the high standards for physical, mental, and emotional fitness. Upon graduation, students can apply to the law enforcement agencies of their choice.

Graduates Available for Hire

Since the year 2000, the Indiana Police Corps has placed 47 academy certified individuals with law enforcement agencies in Indiana. These fully trained individuals are provided at no cost to the law enforcement agency. At the time of this writing, there are currently 7 personnel still seeking placement from the class that just graduated. If you're in the market, please contact Rick Erny for more details at 877.824.6948.

Fast Facts on the Indiana Police Corps

Location:	Plainfield, Indiana
Year Began:	1999
Director:	Sam Jerideau, Jr. Ph.D.
Funding:	COPS grant
Applicants:	80 in 2004
Accepted:	11
Length:	18-24 weeks of training



Public Safety Psychology News

The Promise of Performance Evaluations Systems

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

A well constructed performance evaluation system should provide many benefits for both employees and public safety employers. It should provide employees with positive and negative feedback, the chance to gain tangible rewards such as promotions or salary increases, and an opportunity to more effectively communicate with their supervisors. Similarly, supervisors and public safety employers should be able to use performance evaluation systems to set goals, correct problem behaviors, and encourage outstanding performance.

Most Have No Standard

Given that the benefits are obvious, it is surprising to

learn that many, if not most, public safety organizations do not have standardized or established performance evaluation systems. Instead, most seem to utilize informal, on the fly, feedback to accomplish the goals of the formal performance evaluation system. That is, most organizations have methods for providing employees with feedback but it is done in a situation specific manner and it does not occur on a routine basis. For instance, many departments give employees commendations or letters of recognition when the employee does something that is outstanding. Similarly, nearly every department has established a system of progressive discipline for correcting problem behaviors.

Having worked with many departments to establish performance evaluation systems, the benefits that should be gained often seem to be quite difficult to obtain. Rather than providing benefits, performance evaluation systems seem to be the basis for many hard feelings and confrontations. Few if any provide the opportunities for communication and goal setting that are promised in the textbooks.

Many Systems Fail

In my experience, there are many potential benefits associated with performance evaluation systems but most are eventually abandoned because they don't live up to the expectations and promises that occurred when they were

developed. In particular, they are often developed as a method for providing tangible rewards for outstanding employees. There is the hope that they will become a standardized method for providing rewards such as pay raises and promotion credits. Unfortunately, they fail when they are used to establish rewards systems. Basing promotions or salary increases on performance evaluations will almost always make the performance evaluation into a target for bitter criticism. On the other hand, using a performance evaluation system simply as a method for providing feedback seems to help minimize criticism and establish a more acceptable positive purpose for the system.

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



Your Health and Fitness

Public Safety Medical Services Introduces New Technology at FDIC

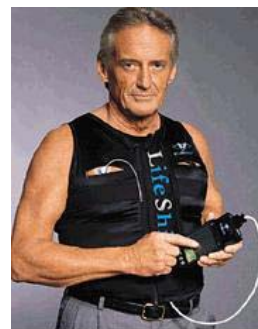
by Darrell Mendenhall, M.S.

This year, Public Safety Medical Services (PSMS) will be participating in the Fire Department Instructors Conference (FDIC) on several different fronts. To set the background for part of our participation you need to know that we have recently entered into a collaborative relationship with VivoMetrics Inc, a company located in Ventura, California that provides continuous ambulatory monitoring products and services for the collection, analysis, and reporting of specific physiologic data. The signature product of VivoMetrics is the LifeShirt, a comfortable, lightweight, washable vest that collects around-the-clock, real-time data on a customizable range of cardiopulmonary parameters including respiration, heart rate, skin temperature, core body temperature, and blood oxygen saturation.

The vest also has a built in "accelerometer" which enables the monitoring of physical activity and body position. These various data points can be displayed on a screen for continuous remote monitoring of up to 24 responders at a time.

Technology Could Lead to Fewer Deaths

For the first time, we now have the technology available that enables us to monitor the physiologic responses of firefighters during live fireground operations and simulated training operations. Collecting, evaluating and interpreting data collected on firefighters over time will help us to expand our knowledge and understanding of the real physiologic demands of firefighting. Ultimately, this new understanding will



translate into fewer line of duty deaths. To this end, PSMS is launching a collaborative research initiative with VivoMetrics and researchers from the University of Indianapolis and Indiana University/Purdue University at Indianapolis called the Firefighter Physiologic Surveillance Research Project. At FDIC, PSMS and VivoMetrics will be showcasing this new technology in several different ways. First we will be putting the vest on firefighters and collecting data during the Hot Days activities. We will collect data during the Flashover Simulation drills and during the Firefighter Safety and Survival drills. Later in the week, during the classroom sessions we will be giving a presentation wherein we will introduce this new technology, share the data

that was collected during the Hot Days drills, and discuss the applications and implications of this new technology in the fire service, particularly the Firefighter Physiologic Surveillance Research Project.

PSMS To Exhibit at FDIC

In addition to participating in the Hot Days and Classroom sessions, PSMS will be providing medical coverage during the Hot Days activities and participating as an exhibitor at the Convention Center. So if you are planning on attending the FDIC in April, we hope to get a chance to interact with you, whether by putting on a vest at one of the Hot Days drills, attending our classroom session, or just stopping by our booth. We always enjoy meeting and hearing from those we serve.

Darrell is the director of fitness and health promotion.



Public Safety Medical News

Alcohol: Do the Benefits Outweigh the Risks?

by Ellen K. Walsh, P.A.-C

“Moderation in all things” is a familiar saying we could all take to heart in life. Knowing what is meant by moderation can be confusing, though, especially on the subject of alcohol. There are weekly articles in the papers and magazines about benefits that may come from moderate consumption of alcohol that many people take as permission to drink as much as they want. Abuse of alcohol can erase any benefits gained and comes with its own long set of health problems. So what are the benefits of drinking alcohol? How much is safe? How can we tell if we might have a problem with alcohol?

Moderate Alcohol Can Reduce Disease Risk

Recent studies have shown that drinking a moderate amount of alcohol, especially red wine, can reduce the chance of dying from heart disease. It is suggested that this may be due to the flavonoids and anti-oxidants that are found in red wine, and

the effect that alcohol has in making platelets less sticky and thereby reducing the blood’s ability to form clots. There is some evidence that alcohol can slightly raise HDL (the “good” cholesterol). But there are ways to reap these benefits other than by consuming alcohol. Grape juice contains flavonoids and anti-oxidants and appears to have all the benefits of alcohol without the dangers. Aspirin can reduce clotting. Regular exercise and niacin can raise HDL. The American Heart Association does not advocate alcohol for the reduction of cardiovascular risks. It does advocate reducing your risk factors for heart disease by keeping your blood pressure at or below 120/80, lowering your cholesterol, eating a healthy diet, controlling your weight and getting regular exercise.



Monitor Your Alcohol Consumption

If you choose to drink alcohol, what is considered safe amounts? According to the National Institute of Alcohol Abuse and Alcoholism, “safe” alcohol use for men is less than one to two drinks a day, one drink per day for women. A drink is considered to be one 12-ounce beer, a five-ounce glass of wine, 1.5 ounces of 80-proof spirits or one ounce of 100-proof spirits. “At risk” alcohol consumption is 14 drinks per week for men or four drinks per occasion, and seven drinks per week or three drinks per occasion for women. “Heavy drinking” is considered consumption of over five to six drinks per day for men and over three to four drinks per day for women. In addition to doing the math, ask yourself if you have

ever used alcohol more than you intended this year and if you have ever felt the need to cut down on your drinking. Answering yes to both questions is a strong indication that you may have a drinking problem.

Risk Factors are Affected

Drinking more alcohol than is considered safe can increase your risk factors for alcoholism, high blood pressure, liver disease, obesity, stroke, medication interactions, breast cancer, suicide, and accidents. If you don’t drink alcohol, the American Heart Association cautions you not to start. The risks outweigh the benefits and there are other ways to achieve those benefits. If you do drink alcohol, do so safely and in moderation.

Here’s to your good health!

Ellen is coordinator of clinical services and travel medicine.



Odds and Ends

Special Fitness Rates Offered to PSMS Clients

by Christopher M. Costlow, M.S.

According to studies, boosting your exercise capacity may be the most important contributor to living a long life. Public safety personnel respond to emergency incidents that require extreme physical output which can often result in adverse physiological and psychological outcomes. By strengthening your body and improving your fitness level, you can withstand the stresses of the job more effectively, leading to a healthier and more productive career and retirement.

Public Safety Medical Services is pleased to announce a new partnership with Cardinal Fitness that will provide **waived enrollment fees to all Public**

Safety Medical Services clients with a Level I, II, or III medical evaluation program.

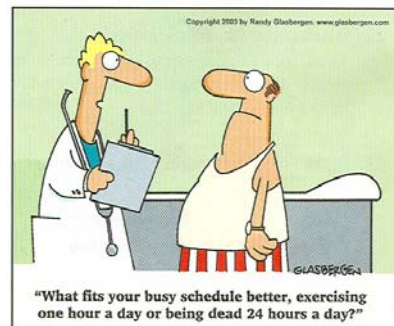


Cardinal Fitness has **eight locations** in the Indianapolis area and is growing throughout the State as well. They provide state-of-the-art, brand new Life Fitness & Hammer Strength equipment and have a large selection of cardio machines including Precor ellipticals, Life Fitness treadmills, elliptical cross trainers, upright and recumbent bikes and stair climbers. In

addition, childcare and tanning is available at many locations.

Other features include:

- No long term contracts
- No cancellation fees
- Free equipment instruction
- Great family plans
- Access to all locations
- Clean, friendly, comfortable atmosphere
- Picture ID secure entry
- TV and Sound Systems
- Stretching area with mats, exercise balls and medicine balls
- Open long hours, 7 days/week
- Vending Machines



If you are interested in joining, your monthly dues will only be \$19.95. Your spouse and child can be added on for \$12 and \$7 respectively. There will be no enrollment fees. **Please contact me for a complete list of locations and an enrollment card.**

Chris is the director of communications and marketing.

Quotable

“The truth of the matter is that you always know the right thing to do. The hard part is doing it.”

—General H. Norman Schwarzkopf

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.

Kudos and Accolades Public Safety Awards & Acknowledgments

In October of '04, the **LaPorte (IN) Fire Department** hosted a group of firefighters from the **New York City Fire Department** who were bicycling to raise money for the FDNY Uniformed Widows and Children Fund. The trip spanned 3300 miles and took 42 days to complete. **Firefighter Bill Lott** and his brothers at **Local 363** greeted the cyclists and hosted a huge dinner donated by the firefighters' families and local businesses. They also raised about \$1700 for the cause. *Contact Firefighter Bill Lott at 219.362.3456 for more.*

The Carmel (IN) Fire Department is one of a handful of departments in Indiana that has been using a LIFENET RS. The RS has been a critical link between paramedics and the hospital. It enables a patient's historical data to be combined with information obtained during an emergency medical response call, improving the timeliness of heart attack diagnosis. Using cellular or landline phones, diagnostic-quality 12-lead ECG's can be rapidly transmitted from a LIFEPAK® 11 or 12 defibrillator/monitor to a LIFENET RS receiving station in the hospital emergency department. Its use in a recent EMS run had a patient in the cath lab within 20 minutes of the emergency call. *Contact EMS Director Thomas Small at 317.571.2663 for more.*



2004-2005 FEMA Wellness-Fitness Grant Award Recipients

- | Indiana | Ohio |
|-------------------|---------------------|
| • Bedford | • Arlington Heights |
| • Center Twp. | • Barberton |
| • Elkhart | • Bellevue |
| • Fishers | • Brook Park |
| • Lake Eliza Vol. | • Columbia Twp. |
| • Mishawaka | • Delhi Twp. |
| • Portage | • Evendale |
| • Posey Twp. Vol. | • Huber Heights |
| • Sullivan | • Liberty |
| • Syracuse | • Maple Heights |
| • Tipton | |

What's Happening Public Safety Calendar of Events

LAW ENFORCEMENT

March 3-April 21
Event: Auburn Police Department Citizens Academy
Location: Auburn, IN
Contact: 260.920.3200



FIRE SERVICE

April 11-16
Event: Fire Department Instructors Conference
Location: Indiana Convention Center, Indianapolis, IN
Contact: FDIC, 973.251.5059



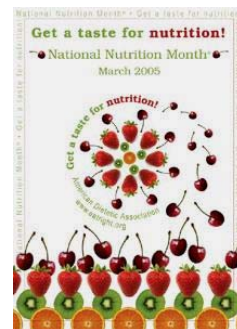
May 23-27
Event: 29th Annual Law Enforcement Information Management Conference
Location: Greensboro, NC
Contact: Southita Saikhamporn, 800.843.4227

July 31-August 5
Event: 57th Biennial National FOP Conference
Location: New Orleans, LA
Contact: Louisiana FOP, 877.527.8367



June 15-18
Event: Indiana Volunteer Firefighters Association Convention
Location: Holiday Inn, Columbus, IN
Contact: Chief Scott Chasteen, 812.663.8671

March is National Nutrition Month. Learn more at www.eatright.org.



OTHER NEWS

Welcome New Wellness Clients!

Quality Environmental Professionals, Inc. (QEPI)

Elwood (IN) Fire Dept.

Decatur Twp. (IN) Fire Dept.

Sullivan (IN) Fire Dept.

PSMS Welcomes New Staff:

Susie Mahlke
Administrative Assistant

Lauren Moffatt
Administrative Assistant

Kathy Wright
Nurse Practitioner

Public Safety Health and Wellness, a bi-monthly publication of Public Safety Medical Services, is committed to enhancing the well-being of public safety professionals.



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