



Public Safety Health and Wellness

Serving Those Who Protect Our Cities, Homes, and Lives©

By the numbers...

17,535

Number of names engraved on the National Law Enforcement Officers Memorial.

1712

Year the first full-time, paid police officers in the U.S. were hired (Boston)

76.2

Percentage of fire departments that are all volunteer in the U.S.

1879

First mechanical water tower built (New York)

Sources:

NLEOMF, NPPA, USFA

Featured Department

Carmel Police Department Invests in Community and Personnel

by Christopher M. Costlow, M.S.

Carmel, Indiana –

Carmel is one of the fastest growing cities in Indiana. With a current population of 66,000, the city has grown more than 44% since 2000.

Along with this growth has come the development of several unique areas that are now open or will be open within the next two years. These include:



Central Park, a 161-acre indoor/outdoor “playground” straddling the Monon trail and featuring everything from fishing ponds to gymnasiums.

The Arts and Design District in old town Carmel that will become the location of choice for merchants focused on the arts.

Carmel City Center, a traditional Georgian-style series of brick buildings that will house condos, restaurants, office space, hotels, and the Carmel Performing Arts Center, featuring a 1,600-seat concert hall.

Carmel Police Respond to Growth

Since 1996, the Carmel Police Department has been led by **Chief Mike Fogarty**, after he retired from the **Indianapolis Police Department** as commander of the south district in Fountain Square. One of the department’s biggest challenges has been responding to the rapid population growth and increased volume of vehicle traffic throughout the Carmel community. The department, which is certified by the Commission on Accreditation for Law Enforcement Agencies (CALEA),

has grown by a third since 2000. It now employs 98 full-time personnel. During this time, the department has introduced programs designed to educate the public and extend their services into the schools. These include:

Citizens Police Academy—a 10-week program designed to educate community members on the

department’s responsibilities and operations. A modified version for teens was introduced this year.

School Resource Officer (SRO)—the department has assigned personnel to 3 middle schools and the high school as a resource to parents and to interact with the youth in a positive way.

Mobile Unit Provides Added Security

The newest addition to the police and fire departments and the city of Carmel, is their 42-foot Mobile Command Vehicle. This state-of-the-art, self-contained communications vehicle will be used for any type of major incident or event. It is capable of providing live video to anyplace the department deems and can synchronize all radios responding to a scene. It features 4 dispatch work stations, 9 flat-screen monitors, 12 phones, and a hostage negotiations room. Carmel is one of only four Indiana communities with such a vehicle. Police Chief Mike Fogarty calls it “an investment in the community. It fits a niche in keeping Carmel a very safe place to live and work.”

Wellness Program Has Made a Difference

Since 2000, the Carmel Police Department has participated in a wellness program that includes annual physicals and fitness evaluations. A recent 6-year analysis of the impact of the program has shown dramatic improvements in risk factor profiles. A significant number of officers have moved out of the high risk category to the medium or low risk category. Since 2000, there has been a 16% reduction in high risk personnel. This improvement in risk factor profiles has led to a projected annual health care savings of \$341 per officer. Other variables these wellness improvements can impact include: workers’ compensation, disability, absenteeism, presenteeism, and overtime. “In addition to being concerned about the safety and welfare of the community, a chief should have this same concern for his officers. A good wellness program is an investment that helps the officer provide a quality level of service to the community,” states Chief Fogarty.

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Fast Facts on the Carmel Police Department

Police Chief:	Mike Fogarty
Years as Chief:	10
Area Protected:	40.12 square miles
Population:	66,000
# of Personnel:	98 sworn; 19 civilian
Average Age:	38
Special Teams:	<ul style="list-style-type: none"> • SWAT • K-9 • Motorcycle Unit • Bicycle Patrol • Honor Guard



Public Safety Psychology News

Multiple-Choice Testing Requires Up-To-Date Documents

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

A core component of most public safety promotion processes is a written multiple-choice exam. Upon reflection, this is surprising given the amount of negative emotion that everyone seems to feel about "multiple guess" exams.

Higher Level Promotions Require Different Testing

Many departments are now moving away from the use of multiple-choice exams for promotions at the higher ranks. This is occurring, at least in part, because most of these individuals have already been through one or more promotion processes and have proven that they can do well enough on a multiple-choice exam to be promoted. But, in addition, the issues that are of

concern at the highest ranks probably cannot be effectively tested in a multiple-choice format. These issues (judgment, insight, planning, organizational skill, leadership) are most effectively evaluated through assessment exercises that are more open-ended and flexible.

Multiple-Choice Exams Still Widely Used

Despite all the criticism, multiple-choice exams continue to have a prominent place in the world of public safety promotions. This is because they are good measures of technical knowledge. But a second function of multiple-choice exams is that they are also a pretty good measure of a promotion candidate's motivation for advancement. After all, in order to do well on

a multiple-choice exam, the promotion candidate will be required to read and study the assigned material. That is, in order to do well they must devote their time and energy, a sure sign that they want the promotion and are willing to make a sacrifice to get it.

Keeping Documents Up-To-Date is Important

Most multiple-choice promotion exams are based on reading materials that are selected by the department. Usually departments select materials that they hope will provide candidates with a valuable learning experience. Prominent among these materials is the department's own documents such as its rules and regulations. However, the problem is that

most departments do not keep their own documents up-to-date.

Most of the complaints and appeals we receive are about questions that are based on out-of-date documents. Departments can avoid these complaints by frequently reviewing and updating their documents. One strategy for doing this is to establish an ongoing contract with a company that provides technical writing services. IPSP does not provide this service but **Louis Dezelan**, former chief of the **Indianapolis Fire Department**, has begun to help departments keep their in-house documents up-to-date. For more information, please contact him at 317.679.4548.

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



Your Health and Fitness

If the Shoe Fits...

by Paul K. Walnum, ATC/L, CSCS

When it comes to running or walking shoes, one size definitely does not fit all, and if the shoe does fit, that doesn't mean it's necessarily the right shoe for you. Springtime is the premier season for new and returning walkers and runners and with that comes the seasonal trip to the shoe store. But, before you buy that new pair of locomotive apparel, you may benefit from a little refresher on how to properly choose the right shoe. Here is a simple checklist to consider:

- **Identify your specific foot type.** Do you have a high, medium or low arch? This can easily be checked by wetting the bottom of your foot and placing it on some contact paper or a hard surface and looking at the foot pattern. If the forefoot and heel areas are connected by a thin line, then you have a high arched foot (supinated). If the entire foot

surface appears, then you have a low arch (flat foot/pronated). A neutral or medium arch would fall somewhere in between.

- **Buy a shoe that matches your foot type and running/walking characteristics.** Shoe information can be obtained either from a reputable shoe store that deals specifically with

runners and walkers, athletic shoe Web sites (Runner's World Shoe Finder), or my favorite, the Runner's World Shoe Buyer's Guide.

- **Don't rush to buy your shoes.** Plan to spend at least 30-45 minutes at a reputable store in order to discuss, select, and try on both shoes.

Also, don't go with the first pair you try on. Compare at least two different pairs before you buy.

- **Shop for your shoes at midday or later in the afternoon.** Your feet tend to widen and swell slightly as the day goes on.

- **Bring your old shoes, a pair of socks, and any orthotic devices that you normally use.** This will help

the salesperson/shoe technician understand your needs and help you find the most appropriate shoe.

- **Have your feet measured for length and width.** Your dimensions do change over time, and you should have at least 1/2" distance between the longest toe and the end of the shoe.



- **Consider buying two pair of shoes.** If you find shoes that feel like they were made in heaven, buy two pair so you can alternate them (high possibility the shoe may be discontinued the next time you're ready to buy).

- **Plan to spend between \$70-90 for a good quality shoe** (maybe less during a sale), and make sure you keep your receipt. Many quality stores will let you return shoes if they are still clean and without wear.

- **Allow a few days for your feet to adapt to the shoes.** This is important before putting in extensive training or mileage. Monitor your shoes periodically for wear. A general rule of thumb is to consider replacement after every 300-500 miles.

Paul is the athletic training services coordinator for PSMS.



Public Safety Medical News

Medical Exams Provide Complete Review of Health Risks

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

A physical exam for a public safety officer, be it a fire fighter or police officer, is not very different from any other complete physical exam. However, because we see so many public safety officers, we are able to focus on those issues particularly relevant to your profession and screen for threats to your health and the continued performance of your job.

Testing Designed to Prevent the Preventable

When you prepare to go into a fire or high-risk situation, you wear safety gear designed to limit your risk. By identifying areas of concern during annual physicals, our aim is to limit risks to your life with preventive action. The medical and social histories we obtain prior to the exam, the blood tests, TB tests, chest x-rays, and the medical exam and testing, all help to identify what those risks might be. The evaluation of all the results combined with a thoughtful assessment of your family and

past medical history, lifestyle, and motivation for change, contribute to setting goals for the improvement of your health in both the short and the long term.

Paperwork Provides Essential Information

Your visit with us usually begins with paperwork. Paperwork is the bane of all of us. You don't like to fill it out every year and we really could do without having to review it. But it is important and necessary. By reviewing the answers you give on the questionnaires, we are able to focus on any issues we need to review with you. When the phlebotomist checks on the completion of your answers, she's just making sure you have provided us with the information we need to give you an accurate health-risk assessment and facilitate your exam. For most departments, the phlebotomist performs not only your blood draw, but measures your height, weight and blood pressure as well.

This is done for your convenience and to streamline the process so the examiner can review your results with you.

Exams Divided Into Multiple Parts

Your physical exam is divided into two or three parts: medical testing, medical exam and fitness testing. The clinical department focuses on the first two. Our medical assistants do most testing: hearing, vision, pulmonary function, urinalysis, etc. While they are pretty knowledgeable about what the results might mean, the job of interpretation really falls to the examiners.

Typically, the examiner will review your questionnaires, past medical and family history with you prior to the physical exam. The review of systems is a survey of medical problems focusing on each body system. This is done so that any 'problem' can be focused on during the physical exam.

The exam itself is basically head to toe. After the completion of the exam, the examiner will review all findings and results, provide medical handouts and referrals as needed, and answer further questions. If any information was unavailable at the time of the exam, the examiner will follow-up by letter or a phone call.

Of course, we can't provide these services without support from the departments. The more we make this a collaborative effort, the more successful we will be in meeting these goals. We have your best interests at heart. We are committed to helping you live long, safe, and healthy lives and thank you for the opportunity to do so!

Ellen is director of clinical services and travel medicine at PSMS.



Odds and Ends

PSMS Opens New Satellite Location

by Christopher M. Costlow, M.S.

Public Safety Medical Services is pleased to announce the opening of our new satellite office on the northwest side of Indianapolis.

Located in the Healthplex Medical Pavilion at 3660 N. Guion Road, the clinic became a reality after the prior provider decided to discontinue their occupational health program.

After several months of preparation and communication with customers currently using the facility, Public Safety Medical Services began formally seeing patients on May 1.

Public Safety Medical Services at Healthplex will provide the same services and procedures and the "one-stop-shop" approach that our customers have come to enjoy at our downtown location.

Our new facility is outfitted for complete physical examinations, medical testing, treadmill evaluations and muscular fitness testing. Chest X-rays and laboratory testing can be performed as part of the patient's visit as well.



Public Safety Medical Services at Healthplex

It is our hope that this will provide an alternative for those departments on the west and north sides who prefer a shorter drive or a non-downtown location.

If you desire any further information, please don't hesitate to contact me at 317.972.1180.

Chris is the director of communications and marketing.

Quotable

“Use what talent you possess: the woods would be very silent if no birds sang except those that sang best.”

— Henry Van Dyke

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.

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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ACOEM Corporate Health Achievement Award Winner



Medical Advisory Board Member



Cardiovascular Mortality and Firefighters Surveillance Program Member



Official Medical Provider

Serving Those Who Protect Our Cities, Homes, and Lives®

Kudos and Accolades

Public Safety Awards & Acknowledgments

Kokomo (IN) Police Chief Russell Ricks



expresses his sincere appreciation for the excellent job his department does for the citizens of the community. His department was recently certified by the Commission on Accreditation for Law Enforcement Agencies (CALEA). CALEA made specific mention of the department's professionalism and "model programs" and said they were "to be commended". *Contact Chief Ricks at 765.456.7186.*

The Richmond (IN) Fire Department will be participating in a multi-agency active shooter scenario on May 19 with the Richmond Police Department, State Police, Rural Metro, and County Departments. *Contact Chief Mike Crawley at 765.983.7264 for more.*



The Plainfield (IN) Fire Department recognizes the following individuals:

Retirements:

Lt. Fred Bengt (33 years),

Lt. Steve Carter (32 years)

Promotions:

Lt. Roberta Dixon to captain, **Firefighters Joseph Beikes and Corie Wise** to lieutenant.

Contact Chief Byron Anderson at 317.839.6939 with questions.

The Marion County (IN) Sheriff's Department



recognizes the following: Reserve Officer of Year, **Thomas J. Nolan**; Jail and Corrections Officer, **James L. Cleek**; Community Service, **Carlos E. Santos**; Investigative Officer, **Claire Hochman**; Road Patrol Officer, **Daniel B. Kistner**; Dispatch, **Mary Ann Sabelhaus**; Crime Stoppers, **David K. Durant**; Deputy Sheriff of the Year, **Garth**

Schwomeyer. *Contact Deputy Chief Pankoke at 317.231.8262*

Two White River Township (IN)



firefighters received the state's top honor for their bravery after rescuing an elderly woman from her burning home in March. Firefighters **Michael Shoemaker** and **Jason Tibbetts** received the State Fire Marshal's Medal of Valor. *Contact Div. Chief Joel Thacker at 317.888.8337 for more.*

Captain Diane Sweeney of the **IUPUI (Indianapolis) Police Department** has been chosen as one of 20 law enforcement executives from across the U.S. to participate in the third **National Law Enforcement Leadership Institute on Violence Against Women.** *Contact IUPUI Police at 317.274.4860 for more.*

What's Happening

Public Safety Calendar of Events

LAW ENFORCEMENT

June 14-17

Event: Indiana State FOP Conference

Location: Evansville, IN

Contact: FOP, Lodge #86 317.637.1195



June 17-21

Event: National Sheriffs' Association Annual Conference

Location: Orange County Convention Center, Orlando, FL

Contact: NSA, 888.221.9425

Metropolitan Law Enforcement Agency Taking Applications

The first class for the newly-combined **Metropolitan Law Enforcement Agency** in Indianapolis is scheduled for April 30, 2007. Closing dates for applications is June 30, 2006. *Contact IPD Human Resources at 317.327.3376.*

FIRE and EMS SERVICE

June 4-8

Event: NFPA World Safety Conference and Exposition
Location: Orange County Convention Center, Orlando, FL
Contact: NFPA, 888.397.6209

June 21-23

Event: AHA, ACLS, PALS, and BLS Instructor Trainer Courses
Location: Methodist Hospital, Indianapolis, IN

Contact: Nathan Kempfer, Division Chief of Special Operations, City of Lawrence Fire Department, 317.547.4371

June 28-July 1

Event: Indiana Vol. Firefighter's Association Annual Convention

Location: Marriott East, Indianapolis, IN
Contact: IVFA, 877.606.4832



OTHER NEWS

Welcome New Wellness Clients!

Federal Bureau of Investigation

2006 National Health Observances

May is National Bike Month

Visit www.bikemonth.com for more.

June 12-18 is National Men's Health Week

Visit www.menshealthweek.org for more.