



Investing in Officer Preparedness

Partnering to maximize your officer investment

"Officers who reported healthy family/interpersonal relationships overwhelmingly reported higher job satisfaction and a lower level of stress... What do these results have in common with the concept of a state wide law enforcement family support network? Simply put, the overall emotional, psychological and physical (spiritual) health of law enforcement officers will directly impact the services rendered to a community."

Lieutenant Lee Folstad, Patrol Division, Brooklyn Park Police Department

MN LEFSN



- ◆ History
- ◆ What it's all about
- ◆ Your survey results
- ◆ Officer & Family Results
- ◆ If we build it will they come?
- ◆ How can we work together?

What is happening out there???

- ❖ Higher than average;
 - ❖ Suicide rates
 - ❖ Problem drinkers
 - ❖ Divorce rates



- ◆ Work demands that contribute to disconnected families

Are we willing to accept that this is just the cost of doing business?

Law Enforcement Departments ...

- ◆ Make a significant investment in training officers
- ◆ Have tight budgets
- ◆ Make do – more with less mentality
- ◆ Operate effectively in a crisis situation
- ◆ **Admittedly avoid pro active family support due to lack of resources and expertise**

What you told us...

Spring 07 Chief's Survey

- ☑ *Family life has an impact on job performance*
- ☑ *Healthy family functioning contributes to officer preparedness*
- ☑ *Preparing families for their roles in the law enforcement community is an important part of training and overall officer support*

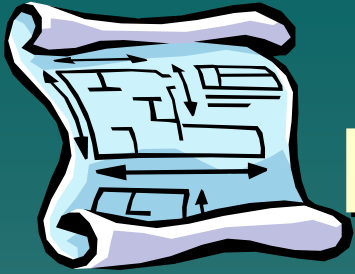
What you told us continued...

- ☑ You support the idea of a cross department family support network
- ☑ A fully implemented state-wide family support network could make a positive impact
- ☑ When asked about how you currently make family - departments connections 23% of you said there were none followed 98% rely on social functions or informal family networks

Reviving the family focus

- ◆ Some family focused efforts in the past, and family focus within some LE federations and associations
- ◆ Relied on volunteers
- ◆ Lacked the education focus
- ◆ Many lacked peace officer support
- ◆ Sometimes turned into unproductive complaining marathons
- ◆ Current & effective family support models to learn from





MN LEFSN

Beginnings... Winter 07

- ◆ Cross agency, education focused, state wide
- ◆ Working to gather administrator, officer and family support for the idea
- ◆ Partnering with federations, associations and fraternal organizations to talk about the concept, explore benefits
- ◆ Begin working to collect Best Practices and necessary statistical support



What officers and families told us...

- ✓ Stress officers experience on the job has an impact on their family.
- ✓ Less than ½ of the officers (42%) and 66.8% of family members said they don't have the resources they need to identify job related stress issues.
- ✓ Officers and families need to be prompted to create critical incident family plans. This is a perishable skill, it will need to be continually addressed
- ✓ Over ½ of the officers and 74% of family members are not aware of county level disaster preparedness and family protocols.

What families have asked

- ◆ **Key Themes**
- ◆ **Department Orientation and Communication.** Families require basic and continued information about the department/office at its day to day functions.
- ◆ **Critical Incident Family Focused Training.** Families request Critical Incident family training and information and specifically requested FAMILY Critical Incident Forms be on file at the department (universally supported state wide by officers and family members) **Employee Critical Incident Forms Systematically Updated.** Families request that a system of ANNUAL accountability for updating Sworn staff Critical Incident forms.
- ◆ **Deployment of a Family to Family Communication System.** Families request a family driven information and communication system to be integrated with office/department administration to share timely information about critical events, accidents & injuries. This request is made so that family members have relevant information and can mobilize support for other families.
- ◆ **Department level outreach** to include family focused social events and open department level training on relevant topics.

Key Family Member Program

- ◆ **Definition - KFM** – The key family member program is an effort to enable a family to family communication and mobilize a support system in law enforcement departments and offices throughout Minnesota.
- ◆ It's a unique partnership between departments and families

Officer Preparedness

A holistic view

Officer skills and abilities



Department Supports

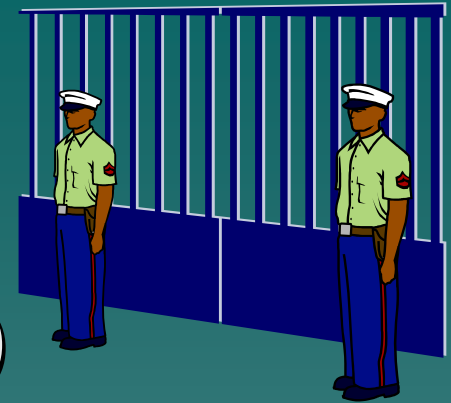
Healthy Family Supports

If we build it will they come



- Topics related to sustaining healthy and connected families **77% officers & 86% Families YES**
- Notification information on file in departments that allows **FAMILY MEMBERS** to indicate CI preferences **94% officers & 96% Family members YES**
- Training related to accidents and injuries on the job **77% officers & 91% family YES**

Gate Keepers...Removed



- ◆ Eighty-one percent (81.9%) of officers are comfortable with their family accessing resources that are tailored to law enforcement families.
- ◆ Family members 79.8% disagreed that their officer would object to them accessing resources.

Benefits

- ◆ Healthy and connected L.E. families
- ◆ Reduction in officer stress
- ◆ Educated families who understand their contributions to officer preparedness
- ◆ Family members who know when and how to access relevant resources
- ◆ Department level resources & support

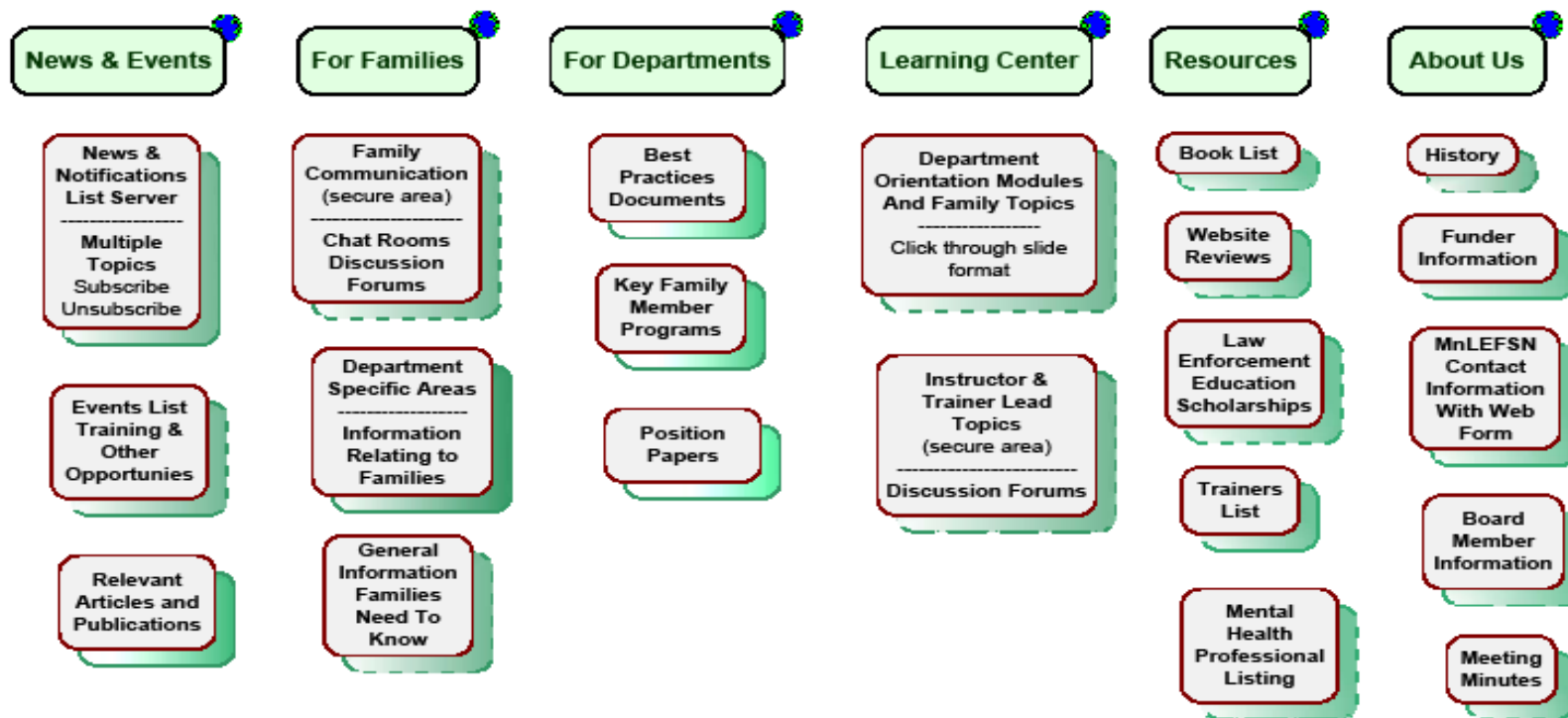
Possible Offerings

- ◆ Educational topics
- ◆ Administrative supports
- ◆ Announcements
- ◆ Family topics trainers list
- ◆ Mental Health providers list
- ◆ Book and website reviews
- ◆ Interactive topics



Proposed Site Map

Mn Law Enforcement Family Support Network Proposed Online Resource Center



Website Authoring Approach

- *Web Standards* code applied throughout for superior design
- Section 508 compliance for accessibility standards
- Optimized for search engines (where applicable)
- Best practices implemented as relates to coding, information design, graphic design and usability

What you said about funding

- ◆ **46% supported directed funding for a cross departmental law enforcement family support network**
- ◆ **89.1% percent Chiefs believe that a fully implemented state wide family support network could make a positive impact on officer preparedness in their organization.**

None disagreed



Where will the come from?

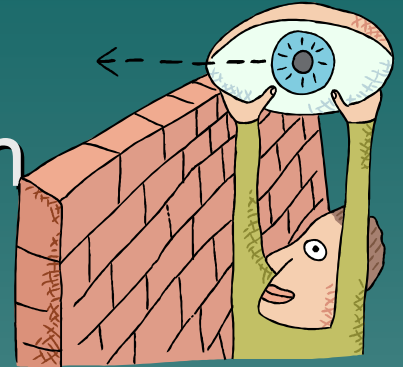
- ◆ Law enforcement departments & groups
- ◆ Federal Funds & Foundation Requests
- ◆ FOP pilot proposal
- ◆ Public Safety priority (Chief's and Sheriff's Assn.)
- ◆ We can't do this alone!

Current Needs

- ◆ Critical Incident and Disaster Preparedness Pilot
 - Large pilot \$175,375.00
 - Small pilot \$50,000 per region
 - (required department in-kind)
- ◆ Key Family Member Program
 - \$8,000.00 resource development & pilot training for up to 50 participants
 - Requires department in-kind
- ◆ Web site development
 - \$8,500.00

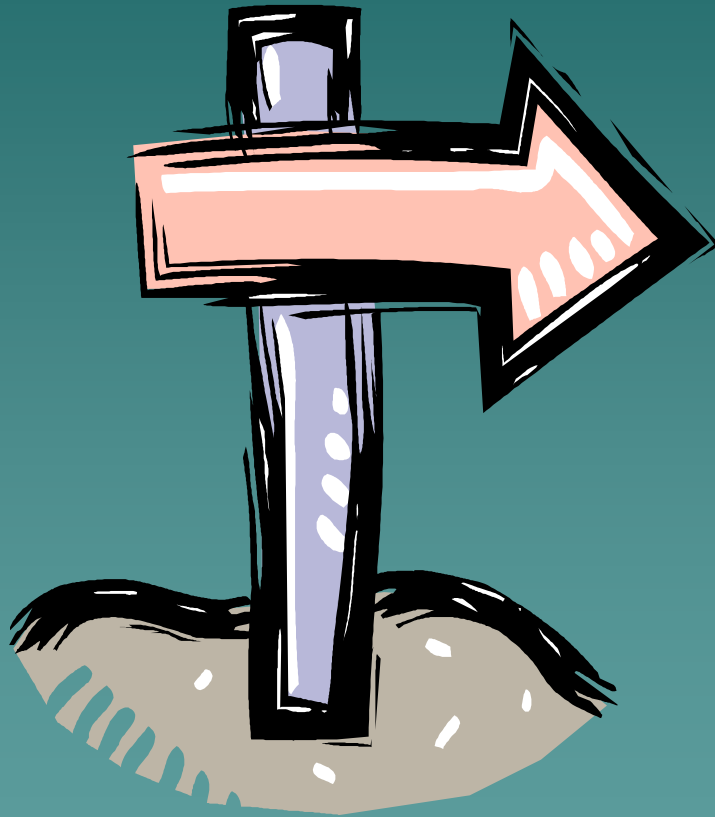
What will it take

- ◆ People & partners with vision passion, and ability



- ◆ Prioritization of family support as a vehicle for officer preparedness
- ◆ SHARING LEADERSHIP, collaborating & learning together

Next steps



- ◆ Identify infrastructure funding support and pilot phase funding
- ◆ Promote MN LEFSN across agencies
- ◆ Partner in the development of specific resources
- ◆ Collaborate, collaborate, collaborate!

Support & Contact

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Strategic Leadership Team

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- ◆ **Lt. Lee Folstead**, Brooklyn Park Police Department
- ◆ **Jim Crawford**, Retired Chief & Law Enforcement Memorial Association founder
- ◆ **Peggy Hepp**, M.A., L.M.F.T.
- ◆ **Myra Harris**, Fridley Police Department & family member
- ◆ **Richard Petersen**, Retired Sheriff Deputy, Police Investigator, Minnesota Department of Commerce
- ◆ **LeAnn Renteria**, Apple Valley Police Department & family member
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