

# CALIFORNIA Sheriff

CALIFORNIA STATE SHERIFFS' ASSOCIATION

Volume 31 • Number 4 • October 2016

## *October is Domestic Violence Awareness Month*

Page 20

### *Promising Practices and Innovations in Corrections*

Page 16

### *Fresno County Sheriff Margaret Mims Receives Award*

Page 19

### *A Search And Rescue Tale You Won't Forget*


Page 15

2511 2 0 124 \*\*\*\*\*SCH 5-DIGIT 92401  
THE COUNSELLING TEAM INTERNATIONAL  
1881 BUSINESS CENTER DR STE 11  
SAN BERNARDINO CA 92408-3438



# REACTING TO THE ANGER EMOTION

▪ NANCY K. BOHL-PENROD, PSY.D.  
▪ THE COUNSELING TEAM INTERNATIONAL (TCTI)  
1-800-222-9691  
WWW.THECOUNSELINGTEAM.COM



The National Law Enforcement Officers Memorial Fund's recently revealed that 67 law enforcement officers have been killed in a line of duty death just in the first half of 2016. Ambush-style killings of law enforcement officers have increased more than 300 percent from the same time last year. The murders of our law enforcement officers in Dallas, Baton Rouge, and San Diego are horrible and create anger and rage in many of us.

Being aware of your reactions can help prevent problems in the future. *The following are signs and symptoms that indicate you may be holding back from expressing how you have been impacted and that you may not be handling the stress appropriately:*

- Headaches
- Knot in stomach
- Loss of appetite
- Increase in stomach problems
- Bowel problems
- Skin flare-ups
- Increase in high blood pressure
- Depression
- Tightness of muscles
- Feeling emotionally exhausted
- Lacking the energy to do fun things
- Complaining a lot about your department
- Obsessing over the killings of our law enforcement officers
- Questioning your career choice
- Increase in irritability
- Short temper/impatience
- Eating too much or too little
- Lack of concentration
- Restlessness
- Experiencing memory problems
- Hypervigilance is off the scale
- Verbal outbursts
- Feeling paranoid
- Anxiety attacks
- Sexual difficulties
- Angry outbursts
- Elevated heart rate
- Fatigued and tired

**T**o our Law Enforcement personnel and their families, please understand that anger is a normal emotion. It is caused by grief, frustration or tragic situations where you feel you, your department, or your profession has been wronged. In all of these horrific situations, we have all been wronged. It is even tough for all of us that admire and respect what you do for a living. It is unimaginable that these three horrific events have taken place in our country.

There are times that anger and frustration can be useful, as long as it is expressed effectively. It will be difficult, but you have to control your rage, and remain professional. When anger is expressed correctly, it can protect you

from threats to your safety, well-being, happiness, self-esteem and from losing your career. What is worrisome, is the negative impact this intense feeling of rage has on all of us when not properly expressed.

It is important to express how we feel in positive ways. It is not healthy to bury your feelings inside. Concealing your anger can cause any number of physical and emotional problems. When we look at "use of force" incidents, we have found that many of the law enforcement personnel involved were showing signs of anger towards the world. We believe in the importance of getting help before it turns into work related problems, family problems or discipline.

# "To be angry is to revenge the fault of others upon ourselves"

—ALEXANDER POPE, 1717

Remember that anger has to go somewhere, so when you restrain from expressing it in positive ways, it impacts you physically.

On the other hand, we do not want you blowing up or hurting anyone on or off the job. Blowing up is inappropriate and destructive, period! Whether it is a physical or a verbal attack, it does not matter; both can end careers, relationships and reputations.

It is imperative that departments and agencies everywhere take the necessary steps to protect the wellness of their employees and their family members. Constructive ways of handling anger and frustration should be taught right now, not only at the academy level but to all personnel. A class for families should be offered. After all they are sending their loved ones out into battle more now than ever. They are scared. They are worried about your career choice, because you are putting yourself on the front lines of danger.

Have that critical conversation with your spouse about their fears. Talk to your children who are old enough to understand what is going on, and talk to your other family members. Checking on family members and offering support from your department's resources is important and don't forget the importance of self-care. Many public safety personnel may not realize they are angry or recognize how anger can affect them. To confront these issues, I have a few recommendations for agencies:

1. All personnel should be trained to recognize the signs of anger and to understand that their anger is real and deserves to be recognized. Denying that they are angry only helps to minimize how it is impacting them.
2. Give your personnel time to figure out who they are angry with and why. This is not always as obvious as it is right now

## THE PERFECT CARD FOR EVERYDAY LIVING: SFPCU Platinum Visa®

6 MONTHS  
**0% APR\*** ON PURCHASES & BALANCE TRANSFERS  
FOR NEW CARDHOLDERS



### In addition to this special offer, your new Platinum Visa® has features that never expire!

- No annual fee
- Earn one CUREwards point for every dollar spent
- EMV chip-enabled security
- Online account access and payment
- Price protection on purchases
- Option to design your own card



To apply for your Platinum Visa®, give us a call at 800.222.1391, stop by your local branch or visit us online at [www.sfpcu.org](http://www.sfpcu.org).

\*APR = Annual Percentage Rate. Promotional offer is valid on new cards opened after 3/31/16. Purchases and balance transfers must be made within 60 days of account opening to qualify for the 0% APR promotional rate. The new card purchase rate of 0% APR is valid for 6 months from the first qualifying transaction. After the promotional period, the 0% APR promotional rate will return to standard purchase/balance transfer rate (Rate based upon Prime Rate + a Margin of 6-12%). The balance transfer rate of 0% APR is valid for 6 months from each transaction date. Offer is only valid for balance transfers from existing credit card balances at other financial institutions. A balance transfer fee of \$5 or 1% of the amount of each transfer, whichever is greater, will be applied to transfers made during the promotional period (the first 60 days after account opening). All new applications are subject to terms, conditions and credit approval. You must be at least 18 years of age to apply, and show ability to repay future balances or apply with a co-signer if you are under the age of 21. Rates, fees and terms are subject to change at any time, contact us for more information.

Promo Code: VNC016



i.e., the killing of innocent public safety personnel. Another great step towards good mental health, is to encourage all personnel to learn how to listen to themselves and listen to what is bothering them. From this self-reflection, they may find out that they are not only angry at what is going on right now, but for other reasons too.

3. Allow your personnel to deal with their anger realistically. This comes down to making the right choices on how to act. They can stop the build up by talking to family and friends not involved or by reaching out to a peer supporter, chaplain or mental health professional. This is an opportune time to start or increase a department's peer support program. We recommend sending them to the first annual Public Safety Peer Support Association Conference ([www.PSPSA.org](http://www.PSPSA.org)) where Dr. Kevin Gilmartin, the author of

"Emotional Survival in Law Enforcement", and Dr. Dave Grossman the author of "On Killing", are both guest speakers. The timing for their messages could not be more perfect.

4. Encourage your personnel to have a good cry.
5. Provide training courses to your personnel designed to teach stress management skills, including but not limited to meditation, prayer, mindfulness and exercise.
6. Promote good sleep habits. Poor sleep habits may be a sign that they are fatigued and lack relaxation, which causes more tension and irritability.
7. Remind your personnel to limit their intake of alcohol, which can only increase the anger or mask it until a later date.
8. Have the critical conversation with family members regarding their fear for your safety.

Keep in mind that if anger management skills are taught early in one's career, it could mean the difference between having a bunch of citizens' complaints and having a few. It could mean the difference between living in a peaceful home or one that is chaotic. Wouldn't we all be better off right now if we understood how destructive angry words and actions are to those around us, to those we have contact with socially and professionally and to those you are to protect?

Anger is toxic to our bodies. Mismanaged anger leads to personal and professional problems. It is crucial that we all learn to accept that we are angry and deal with it in constructive ways. Reach out to a chaplain, peer supporter or to your mental health professionals that work with your agencies. Let's all begin the healing process and encourage a resilient mindset. The instillation of hope can make a world of difference to all. Be safe! ✨

**CALIFORNIA ASSOCIATION  
FOR PROPERTY & EVIDENCE, INC.**  
**ANNUAL STATE SEMINAR**  
**HYATT REGENCY - ORANGE COUNTY**  
**APRIL 3-7, 2017**

- ❖ TRAINING
- ❖ TECHNOLOGY
- ❖ NETWORKING
- ❖ SPECIALTY EXHIBITORS
- ❖ TEAM BUILDING

**“SCANNING INTO THE FUTURE”**

**HTTP://WWW.CAPE-INC.US/TRAINING-SEMINAR**