



The Billy & Spanner



ASSOCIATION MAKES PUSH TO GET CITY TO EXTEND EAP BENEFITS TO POLICE & FIRE RETIREES

President's Report By Ray Storms

After a career as a first responder, too many of our members suffer from the cumulative trauma caused by the job. Whether it's depression, substance abuse, PTSD, or tragically suicide, we've either felt the impacts or watched

someone we love suffer through them. While PTSD and suicide have recently received some public attention as issues that impact first responders, they are both realities that have affected the firefighter and law enforcement professions for decades.

Only recently have public safety employers begun to recognize the cumulative impacts of job-related trauma on first responders and began to address those impacts through various supportive programs, including Employee Assistance Programs (EAP). Those services, however, end once an employee separates from their employer. That's why the Association formally has requested the City of San Jose to extend EAP benefits to all retirees.

On average, San Jose police officers and firefighters retire after twenty years of service. Over the course of their careers, most of us are exposed to at least one, but most likely several, critical incidents that are likely to have a traumatic impact on us. Despite this fact, upon retirement, we lose access to the EAP, which helps address problems such as drug/alcohol dependency, emotional trauma, and marital and family issues, to name a few.

A few quick facts to know:

- PTSD and depression rates among firefighters and police officers are as much as five times higher than the civilian population.
- The suicide rate amongst firefighters is 38% higher than the general population.
- The suicide rate amongst police officers is 31% higher than the general population.
- 8% of active firefighters report having PTSD; 8% of active firefighters report having depression. In comparison, 18% of fire retirees report having PTSD, and 18% report having depression.
- Retirees made up 11% of all police suicides in the United States.

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visit our website at www.retiredsjpoff.org

I'M DEAD. NOW WHAT?



The Association continues to give away this book.

A useful and helpful planner to give you peace of mind. It has important information about your belongings, business affairs, and wishes. It helps organize vital details about contacts, health and financial issues, etc.

Contact Walter Bugna at believe42218@earthlink.net if you want a copy. Please include your name, current phone and current mailing address in your e-mail.

NOVEMBER MEETING DATE CHANGE

Due to Veterans Day holiday, we are moving our meeting to:

**WEDNESDAY
NOVEMBER 10, 2021**

11 AM | SJPOA Hall
1151 N. 4th Street | San Jose

RETIREMENT FROM THE FIRE SERVICE: FIVE NEEDS FOR SUCCESS

By Jada B. Hudson, submitted by Walter Bugna, VP of Fire

Retiring from the fire service initiates several large-scale changes in a firefighter's life. Retirees' schedules, relationships, identity, finances, and health all take new shape. On top of all these changes, retirement-related emotional wellness issues begin to surface, and retirees wrestle with traumatic memories, anxiety, insomnia, depression, marital tension, and even cancer diagnoses. So, retirees find themselves juggling some major needs.

Retired firefighters experience the need for belonging and support, reconnection with family, a new sense of purpose, financial organization, and successful aging. If these needs are met in healthy ways, they can help usher in a season of life that is rewarding and satisfying; if they are not adequately met, they can drive retirees toward substance abuse, isolation, aimlessness, or even suicidal ideation.

Let's take a look at the five major needs retired firefighters have and how retirees can meet them in emotionally well ways that enable them to enjoy their best phase of life yet.

The foundation of understanding retirees' needs is understanding the personality shift that takes place around the ages of 50 to 60. During this phase, psychologists have found that individuals tend to start using opposing traits from their typical Myers-Briggs personality profiles. "Thinkers" may begin using some of the emotional processing that is characteristic of "feelers." But, since most firefighters are generally "thinkers" who are skeptical of emotion, this change can catch them off guard.

Retirees find themselves with more time on their hands than they had when they were working, and this emotional processing can become overwhelming for some. They may feel positive emotions—excitement, freedom, and accomplishment—with regard to retirement. Or, they may feel the negative emotions of ambivalence and sadness regarding the loss of professional identity, the loss of the brotherhood, anxiety, or pessimism.

Their strongest emotions may arise in response to memories. Again, the empty schedule of retirees opens them up to the vulnerability of time, and quietness beckons them to remember. Many may have experienced covert depression for years that they were able to medicate with a busy schedule. Now, with an open schedule, this depression may become inescapable. Their worst memories and experiences may begin to surface, causing insomnia, anxiety, depression, and even post-traumatic stress disorder (PTSD).

To view the 5 Needs for Success in Retirement, Click on the following link:

<https://www.fireengineering.com/health-safety/retirement-from-the-fire-service-five-needs-for-success/>

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ASSOCIATION MAKES PUSH TO GET CITY TO EXTEND EAP BENEFITS

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If that doesn't open your eyes to the long-term health risks of our chosen profession, we don't know what will.

The Association formally submitted written requests for the extension of EAP benefits to both the Retirement Board and the Mayor and City Council. I appeared before the Retirement Board to convey our request directly. Several of us board members and our consultant Dustin DeRollo are meeting with professional staff and our Councilmembers to further educate them on the need for EAP benefits. We have also developed a "white paper" that aggregates some available national and international research regarding the need for EAP benefits for first responders.

This will likely be a long process, but it is an effort well worth the time and resources we invest as the health and safety of our members will always be the number one priority of this organization. We will post the white paper and other associated documents on the Association's webpage.



CELEBRATION OF LIFE FOR RETIRED CAPTAIN MARIO BUSALACCHI

On October 9, 2021, a Celebration of Life was held for retired SJFD Fire Captain Mario Busalacchi. Over 75 firefighters joined 200 people who celebrated and honored Mario's life and career.

ASSOCIATION SPONSORS SJPOA CHAPLAINCY GOLF TOURNAMENT

The Association helped sponsor SJPOA's annual Chaplaincy Golf Tournament that raises money for the SJPD Chaplaincy program. The Association sponsored a foursome and helped provide volunteers. Overall, that tournament hosted over 130 golfers and was considered a success in raising money for the Chaplaincy program that provides excellent support to SJPD officers and their families.



CONGRATULATIONS ON YOUR RETIREMENT

JOHNNY DELLINGER, Battalion Chief, 27.82* years of service.

BARRY ALAN EHLERS, Fire Captain, 25.64* years of service.

JILL FERRANTE, Police Officer, 26.00* years of service.

JAMES LE, Police Officer, 26.07* years of service.

NHON NHI DUONG, Police Officer, 25.30* years of service.

HECTOR R. ESTRADA, Deputy Fire Chief, 23.42* years of service.

MICHAEL LILLIE, Fire Engineer, 29.64* years of service.

MICHAEL D. WHARTON, Police Sergeant, 2021; 27.51* years of service.



ASSOCIATION
OF RETIRED SAN JOSE
**POLICE OFFICERS
& FIREFIGHTERS**

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visit our website:
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ASSOCIATION MEETINGS RETURN TO SJPOA HALL

We will return to hosting our monthly membership meetings in-person at the SJPOA Hall. **Join us on Wednesday, November 10, 2021, at 11AM** for our next meeting. Per health orders, masks will be required indoors, except when eating. The SJPOA Hall is located at 1151 N 4th St, San Jose, CA 95112.

We will also host the meeting via Zoom. Please be on the lookout for an Association email with the Zoom login information.

CONDOLENCES

Patrick McGuire, Police Lieutenant, passed away on the morning of October 18, 2021, retired on April 6, 2000.
Gary Thompson, Sergeant, passed away on October 15, 2021, retired September 11, 1979.
Richard Bibby, Firefighter, passed away on October 4, 2021.
Bob Carabal, Firefighter, passed away in October, 2021.
Steven G. Heck, passed on August 6, 2021, retired July 31, 1994.

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Sec-Treasurer - Larry Lundberg, Sgt at arms - Bob Moir www.sjpba.net