



"906?"

...Newsletter

...helping you find a better balance!



The Shield

Now may be the most challenging time law enforcement has ever faced. Seemingly never-ending attacks in and by the media fueled by small, yet vocal, groups often armed with cell-phones, can quickly tarnish our shields.

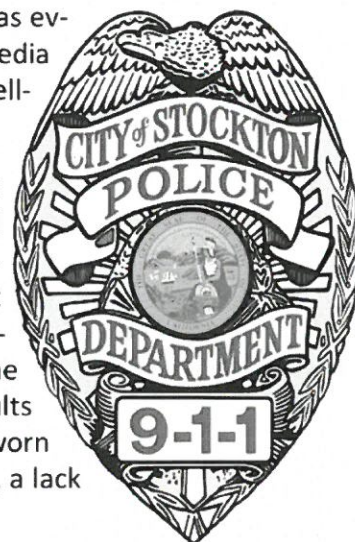
The shield was designed as an instrument to protect and defend and was crafted from raw metals: hammered and forged, beaten and polished. In antiquity, shields were carried by warriors and guardians, champions called to protect families, the innocent, and communities from bandits, vandals, and invaders. To maintain its integrity and strength, the shield required care, maintenance, and repair from assaults from the opposition and sometimes even those they had sworn to protect. Neglect led to corrosion, fatigue, and over time, a lack of effective protection.

While the shield we as police wear may not meet the same purpose as that shield carried by the guardians of old, it remains a representation of who we are and what we are called to do. Today, cynicism is the corrosion that weakens our shield, that historic symbol of honor. To be effective guardians, police must care for and maintain their shields. Dr. Kevin Gilmartin recently warned of the dangers of professional isolationism, hypervigilance, and imbalance that can lead to cynicism.

How do we stop the corrosion of cynicism? By remembering the voice that called us to this profession, by maintaining healthy relationships with family and friends, by resting in the faith of God or a higher power, and by keeping physically fit and involved in our hobbies. And also by remembering the silent majority supports you, loves you, and respects you.

True character is not measured by media-bytes and twitter-feeds, but by the scratches and dents on a well-polished and cared-for shield. Care for yours.

Rodney Rego



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Chief's Corner

As the holidays near, I cannot help but reflect on the passage of another year; one that has not been easy for us. We have experienced personal losses, an extremely critical media, a small but vocal group of dissenters, and the challenges of an unprecedented staffing expansion. Yet, no matter what obstacle laid before us, we continued to prosper and succeed, having come together as one family, one team, and one department with pride, professionalism and honor.

While we prepare for this holiday season, my desire for you is that you spend time with your family and friends, engage with your community, and rediscover that which energizes and refreshes you.

Know that so many in our community support the sacrifices you and your family make each day, in order that they may enjoy the peace and safety you humbly

provide. I would like to thank you for all that you do and acknowledge how extremely proud I am of each one of you. On behalf of my wife Tracy and I, enjoy a blessed holiday season.



Eric Jones, Chief of Police

Chaplains Comments

The holiday season is in full swing and for many this is a time of hope, joy and peace that is inspiring and refreshing mentally as well as spiritually. While many of us are able to embrace the holiday spirit the Law Enforcement community is still tasked with the gritty job of dealing with the darkness. Even in this season crime, predators, and evil abound despite the cheer and good will to men.

It could be easy to allow this to be a precursor to cynicism as each holiday represents altered family celebrations, senseless actions during a hopeful time and worst of all, the inability to fully embrace the joyous spirit that encompasses the season. Most recognize the physical demands and dangers that police officers face, but few understand that the job is no less demanding and dangerous spiritually.

Most people who enter Law Enforcement do so based on very lofty motivations. Arguably there is no greater spiritual aspiration, professional or personal, than "to protect and serve." At the beginning of a career, a person may possess an abundance of confidence - or faith - in God, humanity and self. People enter the field with naive idealism, but the tragedies, crises and wicked acts can quickly undermine and challenge that idealism. After about three to five years in the field, many report "hitting a wall" and may even question their decision to enter the field.



Every time a person encounters evil and suffering, they make withdrawals from their spiritual bank account, which is filled with faith and hope. Daily exposure to the stressors of the job drains this account. If that account isn't replenished by making frequent spiritual deposits, they can go into "spiritual bankruptcy" and the reservoir of energy, inspiration, idealism and passion dries up. This may lead to feelings like anger, cynicism, disillusionment and despair, and by such acts as abuse of power, professional misbehavior, infidelity, substance abuse and suicide.

But there is another way. Christmas and the New Year are times rich with hope, joy and peace. Being proactive at using this time to "load up the spiritual bank account" will pay off down the road. Some ways may include:

Slow down

Plan some time to engage in the holiday cheer. Understandably you will miss some of the festivities, but you can capitalize on the times which are most beneficial to rejuvenate your heart, mind and spirit. Take the time to intentionally prevent a rushed attempt to get it "all in." Attend a church service or a church celebration of the season that refreshes your spirit and reminds you of the noble purposes of life. Christmas is about celebrating love and the hope of a Savior. The New Year's celebration is about new beginnings and a bright hopeful future, both are helpful in rejuvenating your spirit.

Focus on the goodness of people

There is no small amount of problems people get into
Continued...

Chaplain ...cont.

during the holidays. Be on the lookout for the good things. Choose to see the good in people and allow that to be your take away. There are several activities at the Department where good is being done for those in need. The SPYA toy give-away is just one example. Join those activities and you will receive more than you give!

Remember who you are

You help people not "because" you are in Law Enforcement - you help them AND you are in Law Enforcement. Your commitment to the noblest human values does not end when your shift ends. It is not about your job, it is about who and what you are. You champion those same values in all the roles you play in your life, albeit in different ways. There is always the danger of over-identifying as Law Enforcement to the exclusion of all other roles. You're not "just a public servant," you are a model of responsible kindness everywhere you go. Help someone in your role as a human being and private citizen. Carry an old man's groceries. Volunteer occasionally at a soup kitchen. Do it to remind yourself that you are helpful as a human being.

Take control

No police officer, dispatcher, evidence technician, or CSO exposed to the sadness of the job ever totally escapes the hardening, contamination or jading of the profession. Don't revel in the process, but don't beat yourself up over it either. Recognize it for what it is: a sacrifice offered freely by each person on behalf of others. That is the way that God understands and considers it. Don't disown the pain. Recognize and embrace it - it is the clearest proof of your humanity, compassion and nobility of spirit. If you can witness evil or tragedy without being affected or sickened, you shouldn't be doing this job. Confronting and fighting evil or taking a human life is painful. But the goal is not to be desensitized. Take steps in this holiday season to benefit from the spirit of the season, grow stronger and healthier for those who need you desperately.

The Chaplaincy is here to serve you in this battle that you willingly take on. We pray for you, support you and look forward to serving you and your families any way we can!

Have a Merry Christmas and a Happy New Year!
Chaplain Jess †



P.O.S.T. Incentive Pay

P.O.S.T. awards peace officers who achieve higher level of education, training, and experience. Therefore, The City will pay three percent (3%) of the Police Officer top salary step for employees who attain an Intermediate P.O.S.T. Certificate and six percent (6%) of the Police Officer top salary step for employees who attain an Advanced P.O.S.T. Certificate. Additionally, the City will pay three percent (3%) of the Police Sergeant top salary step for employees who attain an Intermediate P.O.S.T. Certificate, and six percent (6%) of the Police Sergeant top salary step for employees who attain an Advanced P.O.S.T. Certificate. In order to qualify for the incentive pay certain levels of certificates must be met:

Basic Certificate is awarded to current full-time peace officers who satisfactorily completed the prerequisite Basic Course requirement and the Department's probationary period.

The Intermediate Certificate is awarded to current full-time peace officers who have acquired the specified training and education points and/or college degree and the prescribed years of law enforcement experience.

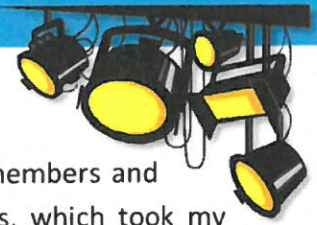
Degree or Education Units		Law Enforcement Experience		Training Points
Bachelor Degree	and	2 years	plus	0
Associate Degree	and	4 years	plus	0
45 Education Units	and	4 years	plus	45
30 Education Units	and	6 years	plus	30
15 Education Units	and	8 years	plus	15

Advanced Certificate is awarded to current full-time peace officers who have acquired the specified training and education points and/or college degree and the prescribed years of law enforcement experience.

Degree or Education Units		Law Enforcement Experience		Training Points
Master Degree	and	4 years	plus	0
Bachelor Degree	and	6 years	plus	0
Associate Degree	and	9 years	plus	0
45 Education Units	and	9 years	plus	45
30 Education Units	and	12 years	plus	30

Officers must contact Personnel and Training Unit in order to complete paperwork required for submittal.

Submitted by Angela Victoria



Peer Support Highlight

My name is Robin Williams. I am a true Stocktonian, born and raised here. I am a civilian employee: SPD Police Court Coordinator and a member of Peer Support. I have spent my entire adult life working for the Stockton Police Department. I am married to my husband of 39 years, Chet Williams. He is currently a Deputy for San Joaquin County Sheriff's Department, previously retired medically from SPD after 20 years of service. We have raised a family together and are now raising one of our grandsons.

Because I have worked for the Police Department for more than 30 years and have been married to a police officer for most of my career, I do feel I have an



understanding of the stress the law enforcement family feels at times. Although this is my first and only marriage, my husband was married prior to our relationship. He had two small children when we married and, unfortunately,

we had to experience the stress of the fight for custody, visitation, and child support. It was an extremely difficult time in our lives. It was very destructive and painful for our entire family.

As with so many of us, I have overcome a great many obstacles in my life and understand how overwhelming "real life" can be. As I was growing up, my mother was diagnosed with a terminal illness and given a very short time to live. She struggled for several years. It was devastating to watch her fight so hard to live and still lose her A.L.S. battle. I have personally been diagnosed and treated for a serious illness, which included multiple surgeries. I have experi-

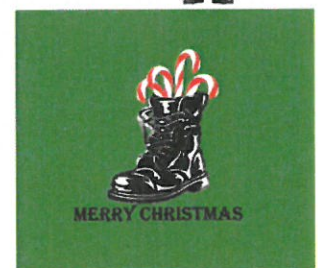
enced the loss of family members and friends both due to illness, which took my loved ones slowly and painfully, and I have also suffered the shock of losing a loved one unexpectedly to an accident. I have had more than one family member that has suffered with substance abuse, and I have had close connections with substance abuse and addiction. I understand that frustration and pain experienced with recognizing the problem and then the difficulties of the uphill battle to get healthy again.

And finally, later in life my husband and I were confronted with Child Protective Services removing our two grandsons from their home with their parents and placing them in our care. Thankfully, we fought for and were awarded guardianship of them and although this was probably one of the most devastating and stressful events in my life, it turned out to be one of the most rewarding as well, as it saved my grandchildren.

I have been to two Basic Peer Support trainings. However, I feel my more practical training for Peer Support has come from my relationships in our SPD L.E. family and my network of family and friends in my personal life.

Robin Williams

I just wanted to say farewell to everyone at the office before I mentally check out for the holidays!



Beginning Runner Program

Stew Smith, a fitness author and certified Strength and Conditioning Specialist (CSCS), provides the following plan for beginner runners, those getting back into running after a significant break, or for people seeking to start an exercise plan and desire to lose 20+ lbs.



Each Run Workout is to be done THREE times a week

Week 1	Walk 20-30 minutes / stretching entire body daily (monitor weight loss*)
Week 2	Run 1:00 / Walk 1-2:00 for 20-30 minutes
Week 3	Run 1:00 / Walk 1:00 for 30 minutes (listen to body as injuries occur this week**)
Week 4	3 Sets of Run 1:30 / Walk 1:30 3 Sets of Run 2:00 / Walk 1:00
Week 5	3 Sets of Run 2:30 / Walk 1:00 3 Sets of Run 2:00 / Walk 30 seconds
Week 6	4 Sets of Run 3:00 / Walk 1:30
Week 7	Run 1 mile / try non-stop / walk 1 mile fast
Week 8	Run / walk combo 2.5 miles (from weeks 8-10 – try to run as much as you can)
Week 9	Run / walk combo 2.75 miles
Week 10	Run / walk combo 3 miles

Always start a run workout with a quick 5-minute walk and light leg stretch. Its highly recommend you use the RUN / WALK method as you are beginning to run.

* If you are losing 2-3 lbs. this week by simply adding walking / stretching and more water to your life – keep it up until weight loss slows to under 1 lb. per week.

** Typically, injuries occur during running programs in the 3rd week IF you are too aggressive with your initial training.

Running When Overweight – The human body is built for survival and is quite resilient to most of the stresses we can throw at it; however, the knee is not designed to take too much excess weight even through a pain free running program. Usually meniscus and articular cartilage will wear away exposing bone on bone and premature arthritis. This takes years though. So, if you are over 40 lbs. overweight replace walking/running everyday with some days of non-impact aerobics like biking, swimming, rowing or elliptical gliding.

<http://www.stewsmith.com/linkpages/beginrunningplan.htm>



A man calls 911. In a panic he tells the dispatcher that his house is on fire and that he needs the fire department there immediately! The dispatch tells him, "Just calm down and tell us how to get there." "Duh," the man replies, "BIG RED TRUCK!"

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A police officer stops John for speeding and asks him politely, if he can see his license.

John replied with a growl, "I wish you people would get your act together. Only yesterday you took away my license and then today you expect me to show it to you."

Eating Healthy on the Go

By Anne Danahy at LiveStrong.com

When you're busy and on the go like most of us in law enforcement, it can be easy to skim on healthy meals and snacks. If you find yourself frequently relying on take-out or the drive-through, planning ahead and keeping some quick and healthy foods on hand will help you stick to a healthy diet and eat well, no matter where you are or how busy you get.

Think about where you'll be and what you can make or bring for quick meals and snacks. Make a grocery list and stock the refrigerator and pantry with essentials that can be packed ahead of time for breakfast on the go or lunch in the car. Have a plan for easy dinners, and do some of the prep like cutting up vegetables, grilling chicken or cooking a batch of brown rice ahead of time, so that dinner can be pulled together in a few minutes. Preparing and packaging meals at the beginning of your workweek is can also be very helpful and a timesaver.

A balanced breakfast provides energy you'll need for your day, so don't skip this important meal. To start your day off right, include a good source of protein to keep you full, like eggs, low-fat cottage cheese or Greek yogurt, as well as a serving of fruit and some whole-grain bread or cereal for energy and fuel. If you don't have time to eat before hitting the streets, pack portable foods like hard-boiled eggs, fruit and plain yogurt and eat as soon as you get a chance.

If you're stuck in the car, pack healthy snacks and a sandwich in an insulated lunch bag, so you're not starving later in the day. Good portable snacks include nuts or trail mix, cut fruit or vegetables, or even a cheese stick with whole-wheat crackers. For the healthiest sandwiches, stick to lean meat from the deli like, turkey or chicken breast, load up on vegetables and serve it on whole-wheat bread, wrap or pita. Don't forget to pack a few bottles of water.

Sometimes, despite your best efforts to plan, you may find the need to grab a meal out, so do your best to keep it low-fat and balanced. Choose salads with lean protein like chicken or fish, vegetable or grilled chicken wraps, or vegetable and broth based

soups for the lowest fat and calorie choices. Choose water over high-sugar

sodas or sweetened beverages, and skip the burgers and fries or Italian subs, which are high in fat and low in nutrition.

By stocking up on nutritious staples in your kitchen and fridge you make it easier to organize healthy snacks and meals on the go. Keep a list of quick healthy food ideas taped to the inside of your cupboard for ideas in a hurry and once a week do an inventory of your fridge and cupboards to know what should be purchased to make your easy meals.

<http://www.livestrong.com/article/380329-how-to-eat-healthy-on-the-go/>



JUST OUTSIDE THE BOX



Take your mind back to the evening of the 24 th December. Which person did you see breaking and entering your house?

Copyright © www.justoutsideoftheboxcartoon.com

And here we see the young police car, hunting for the first time without its mother.





Reducing Holiday Stress

I was hired as a Police Telecommunicator (dispatcher) a short 22 years ago. I'm sure you are curious as to how I am still so young and have already worked here 22 years. The truth is, I was a very mature 10-year-old when I began my career with the Stockton Police Department. (See tip #1—Sense of Humor)

When I was applying for the job it was explained to me that I would be required to work a variety of hours, with rotating days off, and to count on working 12-hour shifts on all holidays. At the time I had a GREAT plan to cram every holiday tradition, meal and gathering into the few available hours before or after work. Who needs sleep anyway? A few kids later this concept clearly wasn't working. So we established a new tradition of changing the date of the holiday to whatever our days off together happened to be that year...*before* the actual holiday. Celebrating a few days early is definitely a bonus for the little ones and allows us to spend time with family members, who may have other family obligations on the actual holiday. We have placed less focus on the calendar, and put more importance on enjoying the day.

I would like all to believe that our holiday stress magically went away by simply changing the date but, let's be honest, it's not that easy. I consulted with my dear friend "Google" who supplied me with endless ideas and articles for managing holiday stress. Listed below are a few of the most common suggestions given by Google, who really seems to know a lot about everything!

1. Maintain a good sense of humor
2. Simplify—don't try to win the perfect holiday award for best cookies, decorations, gifts or whatever you feel you have to be best at
3. Plan ahead and Prioritize
4. Exercise regularly— even a short walk can reduce stress
5. Resist overindulging in food and alcohol
6. Don't overschedule your self—do less and enjoy more, quality not quantity
7. Rest when your body tells you to
8. Create new traditions that work the best for your family
9. Make time for yourself and/or treat yourself to something special
10. Be realistic, stay flexible and embrace the unexpected

If my husband should decide to read this article, I'm sure he would suggest that I listen to my friend Google's suggestions. I would agree with him, but think I will start with trying just one of these ideas and sticking to it. I'm sure we can all agree, it's much easier to list all these great ideas than to actually implement them into our busy lives.

Brandy Thomas

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Brad Burrell Cell (209)483-7628

Jesse Kenyon Cell (209)403-7465

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