



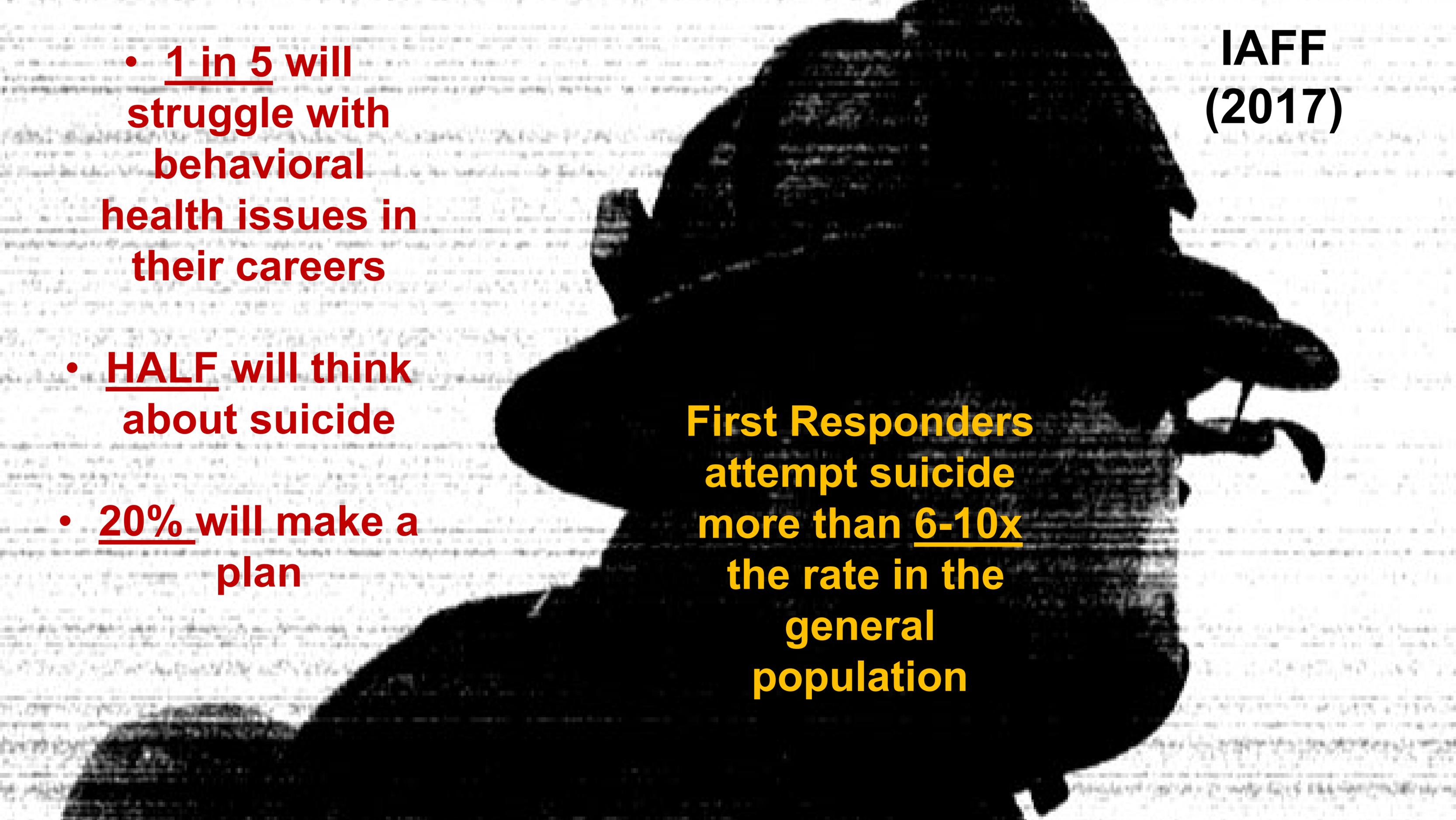
PPAR360

South Metro Fire Implementation

Mark Juelfs - Fire Chief

**HALF OF ALL
FIREFIGHTERS
THINK ABOUT
KILLING
THEMSELVES**



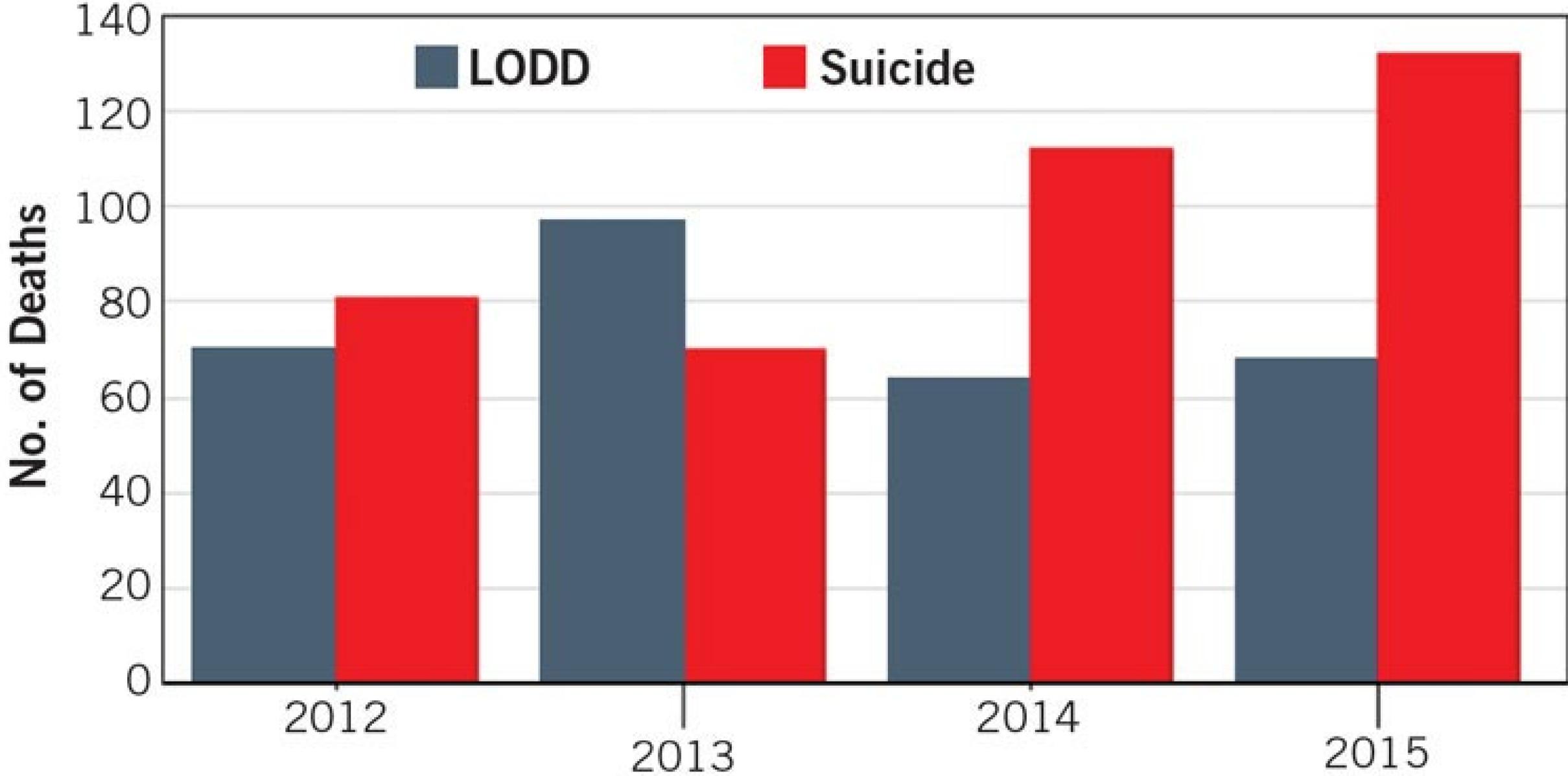
A large, dark silhouette of a firefighter's helmet is centered in the background of the slide. The helmet is shown from a three-quarter view, highlighting its rounded top and the brim. The background is a light, textured grey.

**IAFF
(2017)**

- **1 in 5 will struggle with behavioral health issues in their careers**
- **HALF will think about suicide**
- **20% will make a plan**

First Responders attempt suicide more than 6-10x the rate in the general population

Suicide vs. line-of-duty deaths.



(Image by author.)

Firefighters Also Have:



2X

**THE RATE OF
ALCOHOL
PROBLEMS**



4X

**THE RATE OF
POSTTRAUMATIC
STRESS**



18X

**THE RATE OF
ANXIETY**



8X

**THE RATE OF
DEPRESSION**



BURNOUT

**FROM WORKING IN
CHALLENGING
SITUATIONS WITH
LIMITED RESOURCES
AND PRESSURE**

92%

of fire fighters view seeking
treatment as a sign of
weakness

Most wait too long



WE ALREADY KNOW THE JOB TAKES A TOLL

But Chiefs Often Ask:

“What am I supposed to do about it?”

“What do I do to handle a tough situation
happening in my department?”

Emotional Costs of Not Addressing the Problem

Stress

Burnout

Exhaustion

Disengagement
or withdrawal
from
work/coworkers

Lack of focus

Cynicism or
unsympathetic
attitude

Anger

Conflict at
home

Depression

Anxiety

Reliance on
alcohol to take
the edge off

Insomnia

PTSD

Suicide

South Metro's experience with
firefighter emotional trauma
and how we are addressing it



PAR360

PAR 360

Developed By

Dr. Margaret Gavian

- Medical Director, MN Fire Initiative
- PhD in Psychology with over 14 years working as a therapist
- Worked with men & women in warzones (Israel, Gaza, Kosovo), FDNY 9/11, with veterans, first responders, departments, executives, teachers, refugees, medical centers and in other emergency situations
- Leader in major health system developing and running programs
- Consultant & trainer to community and healthcare organizations
- Speaking to hundreds of firefighters over the years...





- Our mission is to relieve chiefs from the burden of dealing with mental health issues.
- We provide emergency response, consultation and trainings to keep firefighters mentally healthy, conflict free, and successful on the job.
- We're first responders for first responders.

- **Helps Chiefs:**

- **Free up their time to run their department**
- **Provide tactical response to critical incidents & personal issues**
- **Know who to call and what to do when there is a firefighter in crisis**

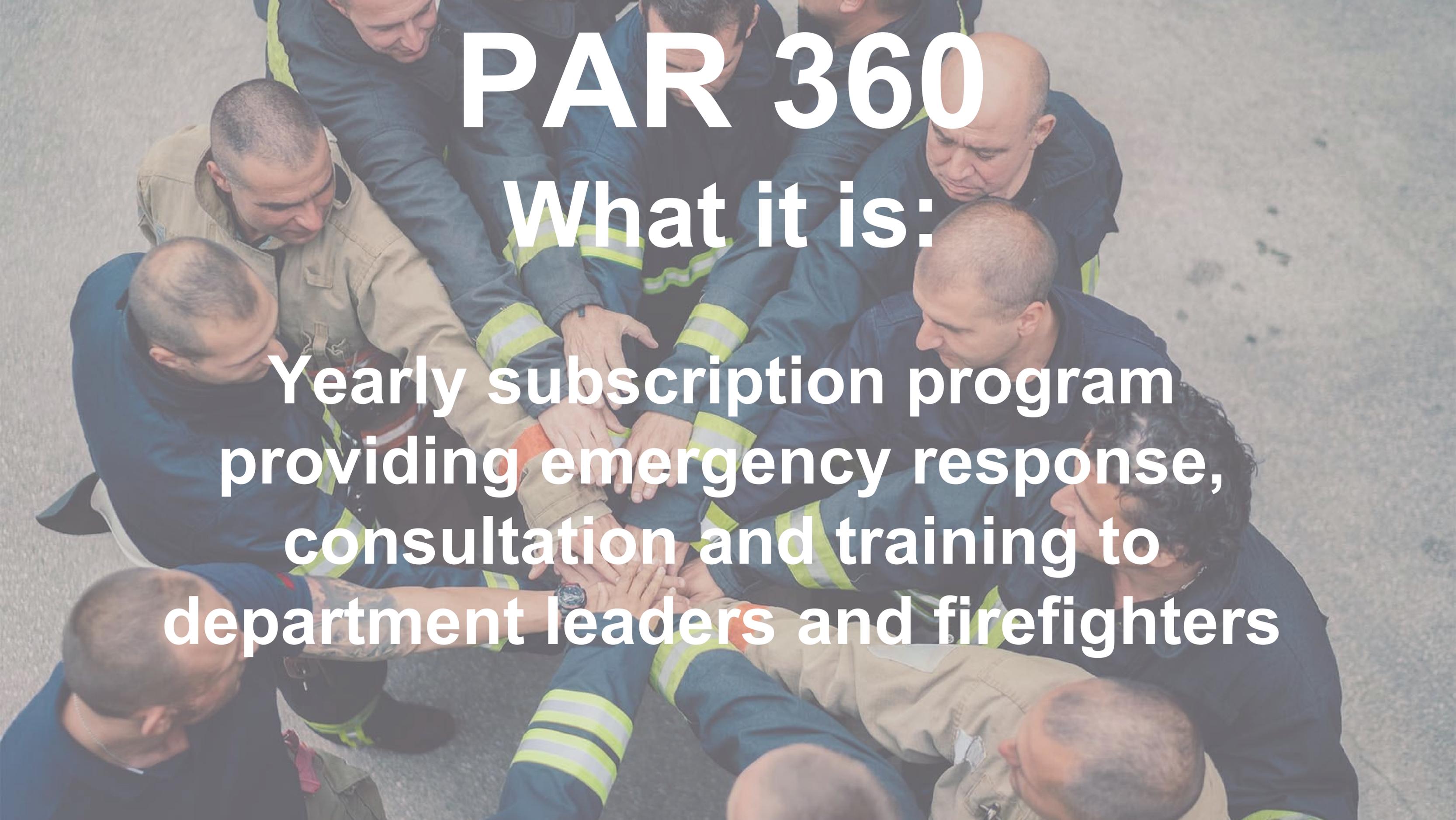


Helps Firefighters

- Reduce bringing personal problems to work
- Solve emotional issues (burnout, stress, trauma)
- Stay strong, motivated and resilient
- Create a community of strong families that get it

All of this to reduce the risk of suicide





PAR 360

What it is:

Yearly subscription program providing emergency response, consultation and training to department leaders and firefighters



Program Overview

- **Screening tool**
- **Resources**
- **Online resiliency program**
- **Individualized Resilience Pre-Plan**
- **Vetted Providers**
- **Family Training**
- **Training for Chiefs**
- **Private Facebook Page**

P

A

R

S

E



What Chiefs Get

1. **Direct line to mental health experts**
2. **Monthly conference calls with Dr. Gavian to solve issues**
3. **Support for flagging at-risk members**
4. **Yearly training for Department Leaders on best practices**
5. **List of vetted providers who get it**
6. **Chief Only Facebook group for training & connection with others**
7. **Discounted rate for additional services as needed**

**P
A
R
S**



What Firefighters Get

P

A

R

S

B

- 1. Online resilience training for all department members**
- 2. Access to confidential Facebook page to answer questions, get additional training and learn from others**
- 3. List of vetted providers**
- 4. Resources for how to recognize the warning signs in themselves and others**
- 5. Yearly training for spouses/significant others to support healthy families**
- 6. Bi-annual mental health check-ups**

THANK YOU

- For being on the leading edge of critical change
- For supporting your firefighters with the emotional gear they need to stay safe & healthy



PAR 36