
Officer Wellness Program

373.1 PURPOSE AND SCOPE

The Umatilla Police Department places great value on the wellness of its' members with specific priority on the wellness of Police Officers. The department has established an Officer Wellness Program that is intended to provide for the physical, mental, psychological and spiritual well-being of its members. In addition to our commitment to our members, this policy complies with Oregon SB 424 requiring all Oregon law enforcement agencies to have a policy for addressing issues related to the mental health wellness of their Officers.

The program will focus on preventing, reducing and/or mitigating the job-related and life-related stress that employees often face and have an adverse impact on the employee's efficiency and effectiveness. Many of these stressors are unique to the law enforcement profession and if not addressed may lead to stress related illness and other health issues as well as post-traumatic stress.

The Department is committed to promoting and allowing officers to participate in evidence-based and culturally relevant worksite wellness programs and activities that:

- Raise awareness among officers regarding the importance of behaviors that promote health and provide officers with information and resources on how to reduce risk for chronic diseases;
- Promote changes to workplace policies and environments that support employees in nutrition, physical activity, mental health, sleep and stress management;
- Provide and/or encourage programs and activities at the workplace that offer employees opportunities for improved nutrition, physical fitness, mental health, sleep and stress management;
- Elicit ongoing feedback to plan and implement programs to meet the needs and interests of employees.

373.2 DEFINITIONS

Critical Incident: An incident that is unusual, violent, or involves a perceived threat to, or actual loss of, human life which may overwhelm an individual's normal coping mechanism and cause extreme psychological distress.

Critical Incident Response Team (CIRT): A team available to the department tasked with providing immediate and ongoing support for employees involved in duty-related, emotionally traumatic critical incidents.

Duty Related Trauma Exposure: An experience that causes physical, emotional, psychological distress or harm. Exposure is common among workers who deal directly with victims of disasters, trauma, or illness, which could include all public safety professionals.

Emotional Health: The ability to regulate one's thoughts, feelings and behaviors.

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Employee Assistance Program (EAP): Confidential mental health and wellness services, provided by the City and maintained by a third party.

Mental Health Services: Services provided by an agency-employed and/or agency-contracted qualified mental health professional.

Oregon Knowledge Bank (OKB): A resource for and created by the public safety community in Oregon. OKB strives to be the go-to resource for public safety practitioners statewide for evidence-based practices and problem solving inspiration.

Qualified Mental Health Professional (QMHP): An individual who is licensed as a mental health professional and has an in-depth understanding of trauma-related disorders and the public safety culture.

Resiliency: The ability to cope with and recover quickly from crisis, traumas, illness, loss, and general adversity.

Wellness: An active process of becoming aware of and making choices toward a healthy and fulfilling life. Wellness is more than being free from illness; it is a dynamic process of change and growth.

373.3 PROGRAM COMPONENTS

The Umatilla Police Department Officer Wellness Program will include, but may not be limited to the following components:

- Peer Support Group
- Chaplain Assistance
- Physical Fitness Incentive Program
- Critical Incident Stress Management Assistance
- Non-disciplinary self-reporting of suicidal ideations

373.4 PROCEDURES

- A. The department will establish a Wellness Group and ensure that it is prioritizing and promoting wellness strategies using evidence based best practices.
- B. The department will establish and ensure that our agency's Safety Committee is prioritizing and promoting safety strategies using evidence-based best practices to ensure working environments and conditions for employees.
- C. Access to Employee Assistance Programs (EAP) shall be provided to all department employees.
- D. Confidential mental health services shall be available to all employees of the agency and their families as allowed by insurance coverage or department policy. Employees

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shall be provided a sufficient number of sessions with a Qualified Mental Health Provider (QMHP).

- E. Chaplains shall be identified for those employees who may prefer an alternative avenue for support. Depending on the licensing or credentials of the chaplain, this contact may or may not replace contact with a Qualified Mental Health Provider (QMHP).
- F. Peer support persons working with our department should be trained to provide both day-to-day emotional support for our employees, as well as participate in the departments comprehensive response to critical incidents.
- G. Mental health wellness consultations, also known as "debriefings or defusings", shall be offered to all employees affected by critical incidents.
- H. Management will strive to ensure best practices are in place to allow employees the ability to have time to rest and recover between work shifts or assignments.
- I. Ongoing in-service training and education will be provided and offered to members to promote mental health well-being and overall wellness, to include training related to resiliency, mindfulness and retirement planning.
 - The department will provide training or education to all newly hired employees regarding the Employee Assistance Program (EAP).
 - The department will provide training or education to all employees regarding the EAP at least once every three years.
 - The department will provide the following training or education to all employees each year:
 - One hour in the area of physical health programs
 - Two hours in one or more of the areas of Mental Health Wellness and/or Nutrition Health Program
 - One hour or more in the areas of resiliency programs (mindfulness), spiritual health programs or financial health programs

373.5 PROGRAM OVERSIGHT

The Officer Wellness Program will fall under the overall direction of the Lieutenant with delegation to a Sergeant as appropriate. The Lieutenant will insure all components of the program are appropriately managed and supervised and operate in accordance with best practice as established by current industry standard.