

PGCo_FAV_SB565

Uploaded by: County Govern, Prince George's
Position: FAV



THE PRINCE GEORGE'S COUNTY GOVERNMENT

OFFICE OF THE COUNTY EXECUTIVE

BILL: Senate Bill 565 – Mental Health – Employee Assistance Programs

SPONSOR: Senator Washington, *et al.*

HEARING DATE: February 12, 2020

COMMITTEE: Judicial Proceedings

CONTACT: Intergovernmental Affairs Office, 301-780-8411

POSITION: SUPPORT

The Office of the Prince George's County Executive **SUPPORTS Senate Bill 565**, which requires each law enforcement agency to develop and implement an employee assistance program to protect the mental health of police officers and provide police officers access to confidential low- or no-cost mental health services. The bill also requires law enforcement agencies to develop standards for annual assessments of the employee assistance program to identify deficiencies and areas for improvement.

The Prince George's Police Department(PGPD) supports this bill. Currently, PGPD utilizes an Employee Assistance Program for its officers. The provisions of the proposed legislation have been in part of PGPD policy for years and the program is accounted for yearly in the agency's budget. The County and its officers have seen the benefit of this program and are supportive of it becoming a statewide requirement.

For the reasons stated above, the Office of the Prince George's County Executive **SUPPORTS Senate Bill 565** and asks for a **FAVORABLE** report.

Harford Sheriff_FAV_SB565

Uploaded by: JUNKERMAN, LT MARC

Position: FAV

**Written Testimony of Lieutenant Marc Junkerman, Harford County Sheriff's
Office, in support of SB565
February 20, 2020**

Chair Smith, Vice Chair Waldstreicher and committee members, I bring you greetings and humbly thank you for the honor of testifying before this distinguished body.

I have spent my entire adult life in service, first as a soldier and then as a Maryland law enforcement professional for the past 26 years. For over a decade, I have had the privilege to serve as a trainer, consultant, and advocate for public safety wellness and resilience within our state and now across our nation. It is my belief that creating a public safety culture of wellness is one of our most urgent challenges. That is why I will continue to champion the cause both professionally and personally.

Today you will hear from lauded experts in the field whose credentials and reputation far exceed mine. Their testimony in support of this bill will illustrate the need for enhanced services within this arena in no uncertain terms. They will provide empirical and anecdotal data which shows the impact of stress on our law enforcement providers and its resulting aftermath. They will present a body of evidence in a manner which far surpasses my skills. In response, I will not add to that body of knowledge but instead address my remarks to a specific individual, Deputy Recruit Marc Junkerman. Here's what I would say if could sit across from myself all those many years ago and the advice I would lend to that young man just starting his career...

I would tell him that he will witness an evolution in society which will require our profession to adapt and change for the better. A society which demands we continue to evolve from good police officers into even better peace officers who serve as problem solvers and positive agents for change within the communities they serve. I would tell him that these changes will not be easy but are so necessary for us to have the ability to view our citizens as actual people with whom we should partner. But then I would have to be honest and tell him we as profession and society will fail him in this endeavor because of a haunting truth which remains. You see, he will never view the citizens he serves as people until we as a society and profession let him view himself as person and not just a badge number or agency patch.

I would tell him how much it hurt me to see us select the best possible people to serve as law enforcement professionals and then train and indoctrinate them into a culture which demands they never fail or show emotion except for maybe anger. That we demand they put everyone else first and choke down their own doubts and misgivings. Who work for a society which prudently has them respond to substance abuse and mental health crisis with Narcan and diversion instead of handcuffs yet still requires them view themselves as superhuman and impregnable. Which demands they simply absorb and stifle the ugly side of life which they experience because asking for help in their world is a sign of weakness.

I would tell him that this inability to emote will seriously wound him. That he will make poor choices in his struggles to define himself which will lead to isolation, self-deprecation, and self-medication. And that because of his choice of behavior, he and his family will suffer.

But then I would tell him not to worry. That he would find partners, and friends, and people who cared which would help him to recognize destructive path he was forging and to instead choose a positive one. I would show him the physical, psychological, and emotional scars and tell him that the wounds were deep but did heal. That the scars were reminders of his resilience not his suffering or failings. And that while he was a work in progress, he truly believes that he will thrive as professional and as a person because he sought help.

I would tell him the road will be hard but one which he can navigate if he simply commits to a defining purpose, takes ownership for himself, and remains accountable to and for his peers. And I would make a few simple request of that young me. I would ask him to learn these lessons early and not to wait two decades to realize that the strongest and smartest are the ones who can admit they need help when they feel weak or overmatched. I would ask him to not lose himself in the roar of this world and to remain a person wearing a badge and not a just a badge wearing a person. And finally, I would tell him that if he works everyday to simply be a better person, he will without a doubt become a better police officer.

It is for these reasons I urge your support on SB565.

Dr Jeff Mitchell_FAV_SB565

Uploaded by: MITCHELL, DR. JEFF

Position: FAV

Testimony in Support of SB 565/HB736 Police officers – Mental Health- Employee Assistance Programs

Good Afternoon Chair Smith, Vice Chair Waldstreicher and committee members:

Suicide, Line-of-Duty Deaths and Police Stressors

- 228 police officers in the USA took their own lives.
 - 7 of them were officers from Maryland.
 - Police suicides exceed line-of-duty deaths. 228/134
 - Suicides and deaths impact law enforcement mental health.
 - There are innumerable stressors in police work.
-
- | | |
|------------------------------------|--------------------------------|
| - Infant fatalities | - Injuries to children |
| - Cases of child abuse and neglect | - Abandoned children |
| - Disaster response | - Elder abuse |
| - Intervening in violence episodes | - Sexual assaults |
| - Murders | - Auto accidents |
| - Robberies | - On the job injuries |
| - Working alone | - Shift work |
| - Disruption to family life | - Threats against one's person |
| - Some unsupportive leaders | - Negative public attitudes |

Stress Effects in Law Enforcement Personnel

- The stronger the stimulus, the greater the stress.
- Stress can be short or long term
- Traumatic stress has the strongest psychological impact on law enforcement personnel particularly: Post Traumatic Stress Disorder:
 - Significant symptoms lasting longer than 30 days.
 - Intense psychological *arousal* to stimuli reminding a person about the traumatic event.
 - *Intrusive memories*, which are unbidden thoughts and images that flood a person's mind in the aftermath of a serious traumatic event.

- *Avoidance* of any reminders of the traumatic experience.

- Alterations to typical cognitive processes or to one's emotional state. An example would be the development of depression in the aftermath of a traumatic experience.

- An inability to perform normal life tasks like caring for one's family or to perform job related duties.

Police need the support programs required by HB 736 and SB 565. Twenty eight states already have police support programs and research shows that they have proven their value. Police need stress relief immediately. Passing this legislation this year will reduce pain and life disruption for police. It can save lives and enhance their mental health.

For 48 years I taught stress reduction to law enforcement and I still provide stress support services to them. I co-founded the International Critical Incident Stress Foundation and it wholeheartedly supports this legislation.

Police officers and their loved ones will benefit from the Police officer-Mental Health- Employee Assistance Programs. Peer support is vital to police officer survival and their mental health.

For These reasons, I ask for a FAVORABLE REPORT on SB 565 / HB 736.

Jeffrey T. Mitchell, Ph.D., Clinical Professor, UMBC

America Foundation for Suicide Prevention_FAV_SB56

Uploaded by: Olich, Kat

Position: FAV

**RE: Support SB 565 for law enforcement suicide prevention
February 20, 2020**

Kat Olbrich
American Foundation for Suicide Prevention
Area Director, Maryland Chapter
Phone: 202-770-8973 Email: kolbrich@afsp.org

Chairman Smith and Committee Members:

Thank you for the opportunity to share testimony in support of SB 565 which would require each law enforcement agency to develop and implement an employee assistance program to provide all employed police officers with access to confidential low- or no-cost mental health services, including crisis counseling, stress management counseling, mental health evaluations, and peer support services. My name is Kat Olbrich and I am the Maryland Area Director for the American Foundation for Suicide Prevention (AFSP). It is the foundation's mission to save lives and bring hope to those affected by suicide -- through research, education, advocacy, and support.

Suicide is a leading, preventable public health problem in our state. In Maryland, suicide is the 3rd leading cause of death for youth and young adults ages 15-34, the 4th leading cause for adults ages 35-44, the 5th leading cause for adults ages 45-54, the 9th leading cause for adults ages 55-64, and the 11th leading cause of death overall. In 2018, we lost 650 Maryland residents to suicide.

Our law enforcement officers are often on the front lines when a neighbor is in crisis, but in fact they are at increased risk for suicidal behavior themselves. Research has highlighted the link between PTSD and suicide among first responders, and police officers are more likely to die by suicide than in the line of duty. In the United States in 2017, there were at least 140 police officer suicides. In contrast, 129 police officers died in the line of duty.

Research has shown that members of law enforcement and other first responders are at elevated risk for suicide. They often experience occupational hazards and stressors on the job, such as traumatic events and shift work, that can in turn increase risk for suicidal behavior or exacerbate existing risk for suicide related to other factors. In addition, law enforcement officers and other first responders tend to work within a culture that discourages showing signs of weakness, which can contribute to a reluctance to seek help or self-disclose mental health concerns or suicidal thoughts. We owe it to them to support a change in this culture, where it is a sign of strength to seek help and where officers are supported in mental health just as they are in other aspects of health.

Suicide can be prevented through early detection of officers who may be in crisis or struggling with their mental health and by connecting those officers to resources and treatment services. I urge you to support SB 565 to ensure that all law enforcement departments have the tools to effectively prevent officer suicide. There is no single cause of suicide, but by treating and preventing mental health conditions, addressing access to lethal means, and empowering our law enforcement officers to live and thrive in their communities, we can save lives.

Committee members, the AFSP Maryland Chapter is grateful for your consideration of SB 565 and for working with your colleagues and other agencies to address the suicide rate among our law enforcement population. We all have a role to play in preventing suicide, and with your support, passage of this legislation will affirm the state's commitment to improving the lives of Maryland's police officers and their loved ones and to prevent the tragic loss of life to suicide in the future. Please feel free to contact me at kolbrich@afsp.org or 202-770-8973 with any questions or if you would like additional information.

Centers for Disease Control and Prevention. (2020). National Center for Injury Prevention and Control: WONDER Underlying Cause of Death, 1999-2018. Retrieved from <https://wonder.cdc.gov/controller/datarequest/D76>

Heyman, M., Dill, J., & Douglas, R. (2018). The Ruderman White Paper on Mental Health and Suicide of First Responders. *Ruderman Family Foundation*. Retrieved from https://rudermanfoundation.org/white_papers/police-officers-and-firefighters-are-more-likely-to-die-by-suicide-than-in-line-of-duty/.

Mary Washington_FAV_SB565

Uploaded by: Senator Washington, Senator Washington

Position: FAV

MARY L. WASHINGTON, PH.D
Legislative District 43
Baltimore City

Education, Health, and
Environmental Affairs Committee

Chair

Joint Committee on Ending
Homelessness

Chair

Joint Committee on Children,
Youth, and Families



THE SENATE OF MARYLAND
ANNAPOLIS, MARYLAND 21401

Annapolis Office
James Senate Office Building
11 Bladen Street, Room 102
Annapolis, Maryland 21401
410-841-3145 · 301-858-3145
800-492-7122 Ext. 3145
Mary.Washington@senate.state.md.us

SUPPORT - SB 565/HB 736
POLICE OFFICER MENTAL HEALTH –
EMPLOYEE ASSISTANCE PROGRAM

Dear Chair Smith, Vice Chair Walderstreicher, and committee members,

Today, more than ever before, the men and women who make up our law enforcement community have increasing demands and stressors placed on them. Police officers face situations every day that endanger their health and safety and even their lives. The dangers are often mental and emotional as well as physical, and seeking help for that type of illness or injury can be harder than getting treatment for something more observable like a wound that needs stitching up or a broken bone. But an officer's mental state is just as important as their physical condition, and they need to be well and healthy in both areas to be able to carry out their responsibilities.

The implications of ignoring these issues are well known. Research indicates that when officers' mental health issues go unmanaged, job performance decreases, decision-making abilities are impaired, and agency costs increase. Everyone has a stake in promoting police officers' wellness, because it has a direct impact on officers' abilities to effectively serve their communities.

SB565 requires each law enforcement agency to provide access to an Employee Assistance Program (EAP) for mental health services including:

- Counseling services;
- Crisis Counseling;
- Stress Management Counseling;
- Mental Health Evaluations; and
- Peer Support Services

SB565 does not require law enforcement agencies who already have County connected EAPs to develop and implement an additional program, those agencies would already be in compliance with the legislation.

SB565 does require law enforcement agencies to prioritize members' needs as it pertains to mental and physical wellness which studies have shown directly correlates to performance.

Why is this legislation important?

Law enforcement personnel respond to and witness some of the most tragic events in our communities on a daily basis. This stress can impact their physical and mental well-being.

For example, in 2019 alone, Baltimore City Police Department experienced several traumatic incidents to include two officer suicides, one attempted suicide, at least ten police involved shootings, several physical assaults on police officer, in addition to the routine requirements of policing.

Additionally, the National Alliance on Mental Health (NAMI) recently published that:

- Nearly **1 in 4** police officers has thoughts of suicide at some point in their life.
- The suicide rate for police officers is **1.5x higher** than the general population.
- More police die by suicide than in the line of duty. In 2017 alone, there were an **estimated 140 law enforcement suicides compared to 129 who died in the line of duty.**
- Compared to the general population, law enforcement report much **higher rates of depression, PTSD, burnout, and other anxiety related mental health conditions.**
- The Ruderman Family Foundation has further found that roughly **35% of police officers experience PTSD**, compared to 6.8% for the general population. As well, roughly 12% of officers experience depression, versus 6.8% for the general population.

Why should you support this legislation?

The Law Enforcement Mental Health and Wellness Act of 2017 (LEMHWA) was signed into law in January 2018. It recognized that law enforcement agencies need and deserve support in their ongoing efforts to protect the mental health and well-being of their employees. The enactment of this legislation not only coincides with existing federal legislation, but it also reinforces the urgency of assistance that our police officers need throughout the state of Maryland. For these reasons, I urge a favorable report on SB565.

In Partnership,



Mary Washington

Baltimore Police Department_FAV_SB565

Uploaded by: WIRZBERGER, MICHELLE

Position: FAV



BALTIMORE POLICE DEPARTMENT



BERNARD C. "JACK" YOUNG
Mayor

MICHAEL S. HARRISON
Police Commissioner

TO: The Honorable Members of the Senate Judicial Proceedings Committee
FROM: Michelle Wirzberger, Esq., Director of Government Affairs, Baltimore Police Dept.
RE: Senate Bill 565 Police Officers – Mental Health – Employee Assistance Programs
DATE: February 20, 2020

POSITION: SUPPORT WITH AMENDMENTS

Chair Smith, Vice-Chair Waldstreicher, and members of the Committee, please be advised that the Baltimore Police Department **supports** Senate Bill 565 with amendment.

Senate Bill 565 requires all law enforcement agencies to develop and implement an employee assistance program for all police officers that the agency employs and provide confidential mental health services.

The amendments being proposed by Senator Washington further strengthen the bill by clarifying the following requirements:

- ✓ Law enforcement agencies must provide access to an Employee Assistance Program and/or mental health program for all police officers that the law enforcement agency employs.
- ✓ In addition to requirements of § 3-516 of the Public Safety Article, agencies must also provide to all officers it employs, access to confidential and voluntary mental health consultation or counseling service before the officer returns to full duty following any incident involving a serious injury to the police officer; an officer-involved shooting; an accident resulting in a fatality or any use of force resulting in a fatality or serious injury.
- ✓ Law enforcement agencies must develop a policy to provide access to the services required by the bill at minimal cost to its officers.

Law enforcement officers leave their families every day to protect and serve others. On their best days, they experience trauma when arriving at crash scenes; addressing incidents of domestic violence; investigating shootings and murders; searching for lost children and vulnerable adults. If untreated, that trauma accumulates over time and can threaten the mental health and productivity of the officer.

Our officers deserve our support and assistance in relieving themselves of that trauma and ensuring that they are healthy. That is why the Baltimore Police Department has developed a comprehensive and well regarded Health and Wellness Program that is led by a professional who has experienced trauma when he served as a Maryland State Trooper and who all too well understands the shame, stress and pain of seeking mental health counseling to deal with that trauma. Included with this letter is a copy of the Officer Safety & Wellness Section Annual Report for 2018 that highlights the Baltimore Police Department's efforts to normalize self-care and make mental health treatment more accessible to all members of the Department.

In addition, you can watch this video that shows how our Health and Wellness Unit is working hard to ensure our officers feel comfortable accessing the behavioral health services that will help them to process the tough situations they deal with every day: <https://www.facebook.com/BaltimoreCityPolice/videos/446761396233012/>.

Senate Bill 565 prioritizes the mental health of police officers and seeks to reduce the negative stigma of seeking mental services commonly experienced by members of law enforcement. Therefore, we respectfully request a **favorable** report on Senate Bill 565 as amended.

OFFICER SAFETY & WELLNESS SECTION Annual Report FY 2018

*Section I - Early Intervention Unit
Section II - Health and Wellness Unit*

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Section I: Early Intervention Unit

Mission Statement: *The Early Intervention Unit recognizes problematic behavior and develops problem-solving strategies to assist members of the Baltimore Police Department in improving their performance.*

Since the beginning of 2018, there have been 99 Early Intervention Sessions completed by the Baltimore Police Department. Each of these sessions have been broken down into one of three categories, a Phase One, Phase Two and Phase Three Intervention. From January 1 to December 31, 2018 there have been 50 Phase One Interventions, (conducted by individual commands), 45 Phase Two Interventions and 4 Phase Three Interventions, conducted by the Early Intervention Unit staff.

In addition to Early Intervention-related responsibilities, the Officer Safety and Wellness Section has conducted 162 Support and Guidance Sessions. Support and Guidance Sessions are conducted when a member has been affected by a traumatic incident, which does not trigger an alert within the Early Intervention Unit's Database. These incidents include, but are not limited to, police-involved shootings, untimely deaths of family members and situations in which employees have been the victim of domestic violence.

In addition to Intervention and Support and Guidance Sessions, in 2018 members of the Early Intervention Unit revised the former Baltimore Police Department's Policy, 315, "Professional Enhancement Program Early Warning System," which is now found under Policy 1707, "Early Intervention System," These revisions reflect the Department's current guidelines pertaining to Early Intervention. The "Early Intervention Supervisory Response Form," was also created in 2018 and can be found as BPD Form 165 in Novell's Forms and Reports.

In 2018 the Early Intervention Unit documented an increase in supervisory referrals for Support and Guidance Sessions to be conducted by the Officer Safety and Wellness Section. The significant increase in individual supervisors taking more of an interest and giving more attention to the needs of their subordinates is a direct result of the growth, development and promotion of the departments newly designed Health and Wellness programs.

Continued interest in the Baltimore Police Department's Early Intervention System has peaked by publications from various media outlets, to include TIME Magazine and Baltimore's FOX 45 News, among others. TIME Magazine journalist conducted an interview with Director Vernon Herron and published an article related to the growth, development and awareness of Health and Wellness related initiatives in modern policing. Additionally, Baltimore's FOX 45 News conducted several interviews with Director Herron and members of the department, who have benefited from the Health and Wellness programs and initiatives created under Herron's leadership. As a result of these interviews and testimonies, a nationally televised 3 part series entitled *The Weight of the Badge* was broadcasted praising the work of the Section for assisting members of the Baltimore Police Department.

In an effort to improve productivity, members of the Early Intervention Unit have recorded plaguing issues. For instance, the current IAPro Alert Tracking Program, used by the Early Intervention Unit continues to draw scrutiny by analysts and has caused delayed or missed alerts on several occasions which have been reported to IAPro. The system is not capable of screening routine entries into the system and distinguishing them from actual alerts. The current process is time-consuming and requires an inordinate amount of hours be spent filtering through entries that are not useful when determining that an intervention is warranted.

Even though these issues persist, meetings with the Information and Technology Section to obtain new software have been encouraging. When the current technology system is enhanced, it will allow a more efficient process to identify alerts. In spite of the technological discords, interventions as well as Support and Guidance's continue to increase with direct clinical referrals to the BPD's employee assistance provider.

The Baltimore Police Department's 2017 partnership with BHS, a health and wellness organization, which offers a wide range of assistance for personal and professional challenges, has blossomed into a much needed and appreciated resource for many members and their families.

In 2018, the Officer Safety and Wellness Section absorbed the physical offices previously occupied by the department's Equal Opportunity and Diversity Section and brought on additional staff consisting of two civilian contract specialists. These extra minds and eyes work tirelessly to seek out members who may be displaying potential/problematic behavior in an ailing system of alerts.

Section II Health and Wellness Unit

Mission Statement: The mission of the Health & Wellness Unit is to create the most robust health and wellness program in the nation, and in order to do so we had to identify important areas of focus based on the needs of the Baltimore Police Department.

Areas of focus by the Health and Wellness Unit include:

1. Mental Health
2. Stress Reduction
3. Stress Induced Trauma Treatment
4. Suicide Prevention
5. Physical Fitness
6. Nutrition
7. Peer Support

The Health & Wellness Unit focus includes, but is not limited to providing resources for mental health, stress reduction, stress induced trauma assistance, peer to peer support, wellness partnerships, nutritional services and more. In 2018 the Health and Wellness unit was able to accomplish...

Mental Health

At the beginning of 2018, mental health became a top priority following the increase of Support and Guidance's led by the Early Intervention team. The mistrust officers had in the department's previous EAP was at the forefront of conversations in the Health & Wellness Unit. To regain trust, the Officer Safety and Wellness Section began a campaign that placed our new mental health partner, BHS, in front of police officers by offering immediate confidential clinical support following all police involved shootings and other traumatic events or critical incidents. BHS serves as the voluntary and confidential program that provides free assessments, counseling, and referrals for personal and work-related concerns, such as stress, financial issues, legal issues, family problems, office conflicts, and alcohol and substance abuse disorders.

Additionally, members who are involved in certain critical or traumatic incidents are immediately referred to the EAP or the Officer Safety and Wellness Section (OSW). To further promote services provided by the new EAP (BHS) and OSW, posters were printed, framed, and placed on every floor of the Headquarters building and all nine police district stationhouses. Photographs of actual BPD members were used with their consent to affirm a sense of familiarity when seen by other members. The posters were enhanced with various taglines, such as "Policing Your Thoughts Comes First," "Protect Your Mental Health," and "For a free and confidential session, contact BHS at 1-800-327-2251."

Patrol officers were further introduced to BHS at roll call in each district, on all 3 shifts (Adam, Baker, and Charlie) through a series of roll call trainings. BHS flyers were handed out along with business cards at each district. Officers were assured that BHS is a voluntary, confidential, and trustworthy mental health provider. BHS flyers were sent to each member of the department (civilian and sworn) via email and PowerDMS.

As a result:

- 212 members utilized our EAP's General Services (i.e., Counseling, Legal, Daycare, etc.)
- 24 members utilized Substance Abuse Services.

Stress Reduction

OSW has conducted weekly in-service classes on Managing Stress to include command members, new sergeants, new lieutenants as well as the general sworn membership and the civilian police academy class of 2018. More than half of the department was able to take part in this class which provided counseling, breathing and mindfulness during the 2018 in-service training session and Officer Safety and Wellness anticipates reaching everyone by end of 2019.

Stress Induced Trauma Treatment

Onsite EAP consultation(s) for police involved shootings:

Ten (10) members.

- In 2018 the Officer Safety & Wellness Section collaborated with our EAP provider, BHS, to initiate a new response to traumatic/critical incidents. As stated, officers who were involved in police involved shooting immediately received a Critical Incident Stress Debriefing by a Mental Health Professional.

- Since the inception of this initiative, officers are returning to full duty 56% faster in 2018 compared to 2017.
- The institution of the EAP program has led to an average number of days on leave in 2018 of 48 days versus 110 days in 2017.

Peer Support Program

In 2018, the Officer Safety and Wellness Section formulated the first ever Baltimore Police Department Peer Support Program and identified volunteers to be trained and participate as peer support mentors.

- Training was conducted by an ICISF approved instructors will teach “Assisting Individuals in Crisis & Group Crisis Intervention.”
- Outcomes of the training resulted in Peers’ ability to provide demobilizations, defusing, and Critical Incident Stress Debriefings.

**ICISF = International Critical Incident Stress Foundation.

Wellness Partnerships

To address additional physical and nutritional needs of officers, in spring of 2018, the Officer Safety and Wellness Section began to create partnerships with various physical and nutritional service providers. As of December 2018 there have been approximately 32 wellness provider partnerships created. These partnerships were marketed through a series of district pop-up fairs and an all-inclusive Family Wellness Fair, held on November 10, 2018.

Wellness & District Pop-up Days

These health and wellness pop-up events were held in all nine districts as well as OPR and E&T placing our partners in direct communication with officers and civilian staff members.

- District pop-ups touched an average of 70 members per district (reaching at least 2/3rd of each district membership)
- Approximately 300 attendees (members & families).
- 32 wellness vendor/partners.
- 18 wellness donors (resorts, meal prep, hotels, fitness programs).
- Endorsed by the FOP, HOLEA, and The Vanguard Justice Society

As a result of these district wellness fairs:

- Approximately 4 officers have requested nutritional services.
- 18 members have signed up for Jimmy’s Famous Meals, a healthy meal prep service.
- 7 members have sought physical therapy both preventative and post-injury.
- 11 members have signed up for financial planning, including 3 cadets and 2 trainees

Nutrition

OSW is aligned with several licensed nutritionists, as well as Jimmy’s Famous Meals, who provides meal prep services, both providing the opportunity to educate officers on how to

improve nutritional health while offering discounted nutritional meal-prep services. Jimmy's Famous Meals offers members a variety of healthy meals directly delivered to each district.

Fitness

Fitness initiatives included the organization of the first ever BPD Hiking Club. The Hiking Club was initiated in August 2018 and ran through November 2018. Participants hiked a total of 14 trails and 81.15 miles. At the completion of the hiking season, of the 38 participants a detective was honored by the Director of the Officer Safety and Wellness Section and command with the "2018 BPD Hiking Club Wellness Award" for hiking the most miles in the season.

Additionally, the Officer Safety and Wellness Section, has created a pilot program with FX Well to initiate a comprehensive fitness program including preventative physical therapy, personal training, and nutritional incentives.

Conclusion

2018 was a monumental year for the Officer Safety and Wellness Section, with an EAP at double the national average for utilization and referrals to the section steadily increasing. With that in mind, the Officer Safety and Wellness Section will continue its relentlessly efforts for the overall wellness of all members. In that, OSW will continue its 2019 planning to include numerous mental, physical and nutritional initiatives. These initiatives include the activation of the Peer Support Program, Lunch and Learn education series on techniques to reduce mental and physical stressors, and signs of addiction, PTSD, and recognizing mental distress. To ensure maximum awareness is reached, OSW will continue to include District Pop-Ups and Family and Wellness Health Fair for the BPD members and their families.

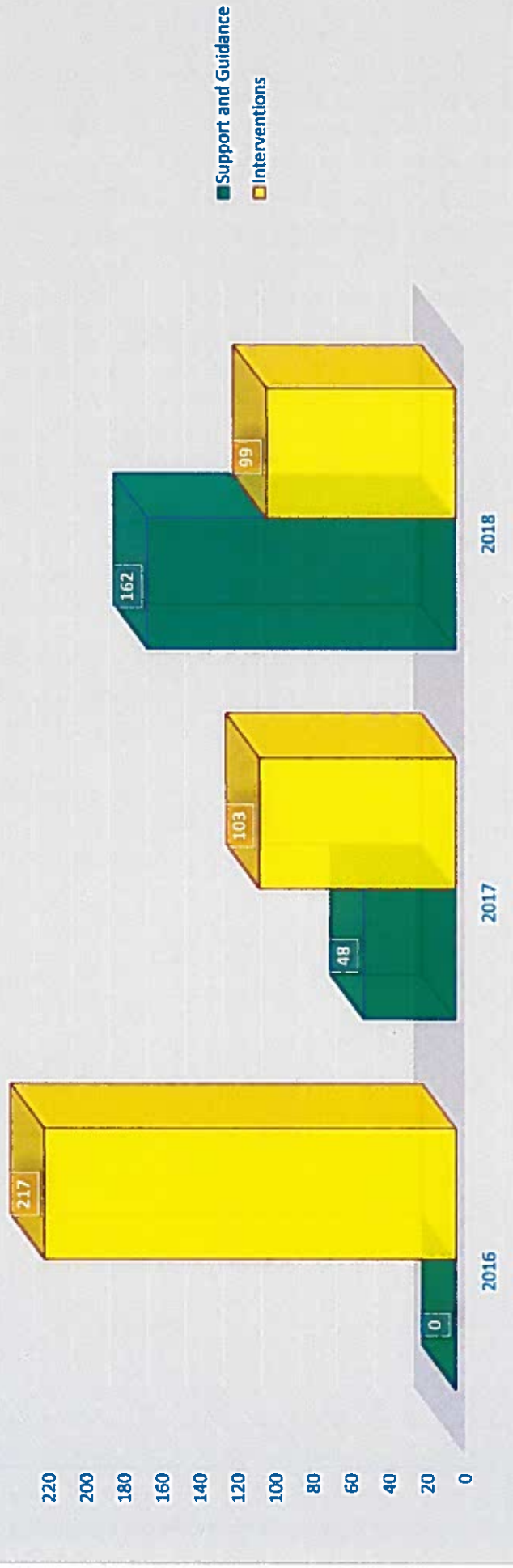
These monumental strides have been established with limited resources, but as awareness grows, additional resources become necessary for the optimal realization. One such recommendation is an increase in additional staffing to implement consent decree mandated requirements. The upgrade of technology for the Early Intervention Unit to more quickly review, access, and help members of the department is an essential need. An increase in funding to host and conduct necessary outreach and trainings is also imperative. In summary these changes would vastly improve the section's capability in accomplishing its mission of supporting our members by protecting their mental and physical health and supporting them in times of need while attempting to identify and correct potential problematic behavior.

YEAR

Support and Guidance
Interventions

2016	2017	2018
0	48	162
217	103	99

SUPPORT AND GUIDANCE RESULTS

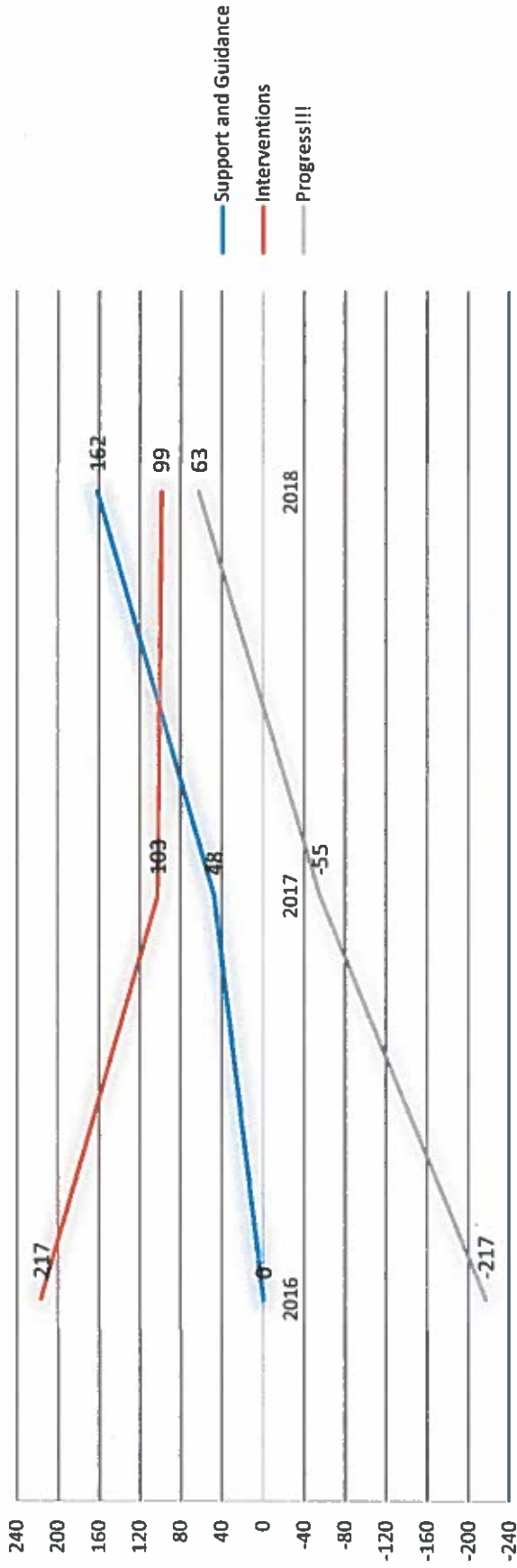


Support an **Interventic** Progress!!!

0	217	-217
48	103	-55
162	99	63

YEAR
2016
2017
2018

Support and Guidance Results



MCPA-MSA_FWA_SB565

Uploaded by: Mansfield, Andrea

Position: FWA



Maryland Chiefs of Police Association Maryland Sheriffs' Association



MEMORANDUM

TO: The Honorable William C. Smith, Jr. Chairman and
Members of the Judicial Proceedings Committee

FROM: Chief David Morris, Co-Chair, MCPA, Joint Legislative Committee
Sheriff Darren Popkin, Co-Chair, MSA, Joint Legislative Committee
Andrea Mansfield, Representative, MCPA-MSA Joint Legislative Committee

DATE: February 20, 2020

RE: **SB 565 – Police Officers – Mental Health – Employee Assistance Programs**

POSITION: **SUPPORT WITH AMENDMENTS**

The Maryland Chiefs of Police Association (MCPA) and the Maryland Sheriffs' Association (MSA) **SUPPORT SB 565 WITH AMENDMENTS**. This bill requires all law enforcement agencies to develop and implement an employee assistance program for all police officers that the agency employs and provide confidential mental health services.

The amendments being proposed by Senator Washington further strengthen the bill by clarifying the following requirements:

- Law enforcement agencies must provide access to an Employee Assistance Program and/or mental health program for all police officers that the law enforcement agency employs.
- In addition to requirements of § 3-516 of the Public Safety Article, agencies must also provide to all officers it employs, access to confidential and voluntary mental health consultation or counseling service before the officer returns to full duty following any incident involving a serious injury to the police officer; an officer-involved shooting; an accident resulting in a fatality or any use of force resulting in a fatality or serious injury.
- Law enforcement agencies must develop a policy to provide access to the services required by the bill at minimal cost to its officers.

This legislation recognizes and honors the sacrifice of law enforcement officers. They put their lives on the line to protect and serve others experiencing trauma when arriving at crash scenes; addressing incidents of domestic violence; investigating shootings and murders; searching for lost children and vulnerable adults. If untreated, that trauma accumulates over time and can threaten the mental health and productivity of the officer.

SB 565 prioritizes the mental health of police officers and seeks to reduce the negative stigma of seeking mental services commonly experienced by members of law enforcement. For these reasons, MCPA and MSA SUPPORT SB 565 and urge a FAVORABLE report as AMENDED.

MSP_INFL_SB 565

Uploaded by: State Police, Maryland

Position: INFO



State of Maryland
Department of State Police
Government Affairs Section
Annapolis Office (410) 260-6100

POSITION ON PROPOSED LEGISLATION

DATE: February 20, 2020

BILL NUMBER: House Bill 565 **POSITION:** Letter of Information

BILL TITLE: Police Officers – Mental Health – Employee Assistance Programs

REVIEW AND ANALYSIS:

This legislation seeks to require each law enforcement agency in the State to develop and implement an Employee Assistance Program for its sworn members. The program must be offered at low-cost or no-cost to the officer and must include counselling services, crisis or stress management, mental health evaluations and peer support services. This legislation allows officers to voluntarily get mental health evaluations when the officer is involved in an incident when the officer suffers a serious injury, an officer-involved shooting, an accident involving a fatality or any use of force resulting in a fatality or serious injury.

The Department currently has an Employee Assistance Program (EAP). EAP covers five visits, and is increasing to eight with current RFB-contract renewal process. The term "mental health evaluations" is very nebulous, and if communicated with the Department, without clearly expressed consent to disclose, can destroy any potential benefit due to the loss of confidentiality.

This legislation allows for voluntary participation by the officer, yet currently a trooper is required to have an evaluation when an incident results a serious injury or fatality. If the trooper refuses to comply because the program is voluntary, the employee would not be able to be returned to "full duty" status.

"Annual" assessments of the EAP program to ID deficiencies and areas for improvement would necessitate creation of a new system of record keeping and tracking, then ongoing data entry, while maintaining individual confidentiality. If this was done by our current contractor, it would likely be at a rate of just over \$300/hour currently, and would likely request a minimum of an hour for each of our 1447 Troopers,

The Department also has a Critical Incident Response Team that is sent to the scene of any stressful event or can be requested if the affected troopers think it would be beneficial. This is a peer support group that is led by the Department's psychologist. It is confidential and made available to all troopers 24 hours a day, seven days a week.

This legislation is a good idea, however the amendments proposed by the Chiefs and Sheriffs would make the legislation easier for smaller agencies to comply. Most agencies have EAP and the larger agencies offer their teams to smaller agencies that do not have one.