

SB0074 Officers MH EAP.pdf

Uploaded by: Britt, Adiena

Position: FAV

SB0074 Cross Files as HB0088 Police Officers – Mental Health – Employee Assistance Programs

Stance: Support

Testimony: My name is Adiena C. Britt from the 45th Legislative District in Baltimore City. It is no secret that Law Enforcement agencies across the state have police misconduct issues that result in the harming of our residents. Not all of these cases stem from potential mental health issues within the ranks of Law Enforcement; however, I feel that many do. Every corporate employer I have worked for offered such a program to their employees. Realizing that work and home stressors can negatively affect a person and their conduct at work. Police officers should be no different.

They work in high stress, high anxiety situations on a daily basis. I believe there are things that these men and women deal with cannot simply be “unplugged” from once they are off duty. Nor can they detach from while on duty. This legislation would provide the proper channels for Law Enforcement officers to receive the proper care that they deserve. This should remove the stigma of Mental Health from society and remove obstacles for receiving assistance when it is truly needed.

This is an easy bill to be in support of. Please pass this bill through readers and allow it to be presented before the full Senate and House of Delegates to be voted upon and enacted into Law. Our Law Enforcement officers not only deserve, but require this as a benefit.

Thank you.

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Thank you.

Adiena C. Britt

6014 Old Harford Rd. Baltimore, MD 21214

BaltimoreCounty_FAV_SB0074.pdf

Uploaded by: Conner, Charles

Position: FAV



JOHN A. OLSZEWSKI, JR.
County Executive

CHARLES R. CONNER III, ESQ.
Director of Government Affairs

JOEL N. BELLER
Deputy Director of Government Affairs

BILL NO.: SB 74

TITLE: Police Officers – Mental Health – Employee Assistance Programs

SPONSOR: Senator Washington

COMMITTEE: Judicial Proceedings

POSITION: **SUPPORT**

DATE: January 20, 2021

Baltimore County **SUPPORTS** Senate Bill 74 – Police Officers – Mental Health – Employee Assistance Programs. This legislation would require each law enforcement agency to provide access to employee assistance programs or programs meant to address the mental health issues of police officers related to personal and work-related concerns.

Promoting the health and safety of Baltimore County residents requires ensuring the mental and physical health of the public servants charged with protecting them. The taxing duties of law enforcement officers can take a toll on mental health and as a result have potentially significant adverse impacts on their personal and professional lives. Conversely, interruptions in the personal lives of law enforcement may have similarly adverse impacts on their job performance. Adequate access to services that seek to address these issues is not simply a question of providing a service to government employees, it is one of public safety.

SB 74 seeks to address the problem by mandating the implementation of a program that facilitates access to key mental health services for law enforcement personnel. Baltimore County already has such a program and has seen its success in improving the day to day lives of its officers and residents firsthand.

Accordingly, Baltimore County requests a **FAVORABLE** report on SB 74. For more information, please contact Chuck Conner, Director of Government Affairs, at cconner@baltimorecountymd.gov.

SB74 Testimony Junkerman HCSO Jan 21 final.pdf

Uploaded by: junkerman, marc

Position: FAV



HARFORD COUNTY SHERIFF'S OFFICE

COURAGE HONOR INTEGRITY

Testimony of Harford County Sheriff's Office Lieutenant Marc Junkerman in support of SB74 Police Officers-Mental Health-Employee Assistance Programs

January 2021

My compliments to the distinguished committee Chair, honorable committee members, and interested ladies and gentlemen.

I am privileged to be starting my twenty-eighth year of continuous service as a sworn peace officer with the Harford County Sheriff's Office. I've had many assignments during my tenure but none so fulfilling as serving across the state and the nation as a public safety peer support and resiliency coordinator, trainer, and consultant for the past twelve years. I count myself fortunate to be a small contributor in the field of law enforcement wellness and I am truly heartened by how far we have come. That said, the passage of direct legislation within the State of Maryland encouraging further progress within this arena has been a missing component for far too long. It is for that reason I encourage you to support SB74.

On the surface, this bill serves as a natural extension of already mandated behavioral health for law enforcement by further requiring agencies to adopt and offer additional programs in which members can voluntarily engage. This is laudable but I believe the true impact is much larger and far reaching.

We often forget that sound mental health is not "stand-alone", nor does it occur in vacuum. On the contrary, psychological health is a direct result of a balanced mind, body, and spirit approach which incorporates tenants of physiological, emotional, and spiritual maintenance. This bill publicly recognizes the unique stressors suffered by the law enforcement community but more importantly demands that members of the profession not only do the same but take direct action to mitigate the dysfunction which can result.

What could be more important during our current societal evolution in which we are deciding not only who we are but who we want to be?

How can we not realize that the service our citizens deserve will only come to fruition if our law enforcement members are allowed to recognize they too are people who live and work within the society they protect? Are more than an identification number, call sign on the radio, or faceless entity wearing a uniform. That they understand it is not the badge but the person wearing it who makes the difference which is why they were chosen in the first place.

How can we not recognize how imperative it is to help our public safety professionals re-affirm their oath and mission, take ownership for themselves, and be accountable to and for their peers on a daily basis?



How can we not as a society embrace the fact that fostering wellness and resilience within the ranks of our guardians is the only way to develop a culture which properly selects, trains, and sustains those individuals?

How can we not understand that the investments we make and partnerships we create on the front end will eventually pay huge dividends in creating the type of positive peace officer our members strive to be and which can bring pride to our communities.

To me, this bill is one more definitive step in making that vision a reality and I thank you for your consideration.

NOTHING FOLLOWS

MD Catholic Conference_FAV_SB0074.pdf

Uploaded by: Kraska, MJ

Position: FAV



ARCHDIOCESE OF BALTIMORE † ARCHDIOCESE OF WASHINGTON † DIOCESE OF WILMINGTON

January 20, 2021

SB74

Employee Assistance Programs/Mental Health Program- Police Officers

Senate Judicial Proceedings Committee

Position: Support

The Maryland Catholic Conference (“Conference”) represents the public policy interests of the three Roman Catholic (arch) dioceses serving Maryland: the Archdiocese of Baltimore, the Archdiocese of Washington, and the Diocese of Wilmington.

Senate Bill 74 would require each law enforcement agency to develop and implement an Employee Assistance Program which shall provide police officers access to confidential mental health services including counseling services; crisis counseling; stress management counseling; mental health evaluations; and peer support services. This bill is extremely crucial in the physical and mental well-being of our police officers in keeping them fit to serve in the line of duty.

Those experiencing mental illness are among the most marginalized and underserved in our society. The Catholic Church through its parishes, charities and other ministries reaches out pastorally to those struggling with mental illness. Because the Catholic faith embraces an integrated view of the human person as both corporeal and spiritual, we welcome the sciences as one pathway to knowledge of the human person. Pope St. John Paul II said "Whoever suffers from mental illness always bears God's image and likeness in themselves, as does every human being. In addition, they always have the inalienable right not only to be considered as an image of God and therefore as a person, but also to be treated as such."

Access to these types of mental health care services are imperative for the ability of police officers to protect and serve our communities

The Conference appreciates your consideration and, for these reasons, respectfully requests a favorable report on Senate Bill 74.

2021 AFSP_MD FAVORABLE Testimony SB 74 FINAL.pdf

Uploaded by: Maskaleris, Sue

Position: FAV

**RE: SUPPORT of Senate Bill 74
(Police Officers – Mental Health – Employee Assistance Programs)**

January 20, 2021

Susan M. Maskaleris

Board of Directors – Advocacy/Public Policy Chair

American Foundation for Suicide Prevention Maryland Chapter (AFSP-MD)

Home Address: 3545 Smoke Tree Ct, Waldorf, Maryland 20602

Home Phone: (301) 751-8781 Email: smaskaleris@gmail.com

Chairman Smith, Vice Chair Waldstreicher, and Members of the Judicial Proceedings Committee:

My name is Susan Maskaleris and I live in Waldorf, Maryland. I am the Advocacy/Public Policy Chair with the Maryland Chapter of the American Foundation for Suicide Prevention (AFSP-MD). I lost my father, a retired Air Force firefighter, to suicide when I was 14 years old. I also live with a mental health condition (chronic depression).

Thank you for the opportunity to share testimony in support of Senate bill 74 which requires each law enforcement agency to provide police officers confidential access to an employee assistance or mental health program to address the work related and/or personal mental health issues. The legislation also requires each agency to provide officers with a voluntary mental health consultation or counseling following certain incidents.

Suicide is a leading, preventable public health problem in our state. In 2018, we lost 650 Maryland residents to suicide, making it the 4th leading cause of death for ages 35-44, the 5th leading cause of death for ages 45-54 and the 9th leading cause of death for ages 55-64.

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 2019, a record number 228 current or former officers died by suicide, (compared with 172 in 2018). By comparison, 132 police officers were killed in the line of duty in 2019.

Law enforcement officers 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, police officers 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 our law enforcement personnel to support a culture where it is a sign of strength to seek help and where police officers are supported in mental health just as they are in other aspects of health. Furthermore, law enforcement officers who understand how to recognize mental health issues can have more positive interactions with individuals who are struggling and connect them to appropriate services, leading to better outcomes for those at-risk.

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 and their families to resources and treatment services. I urge you to support SB 74 to ensure that all law enforcement officers have direct access to services and

programs to effectively address any mental health conditions, or personal or work-related stress and prevent officer suicide. There is no single cause of suicide, but by treating mental health conditions and empowering our law enforcement officers to live and thrive in their communities, we can save lives.

Members of the Judicial Proceedings Committee, the AFSP Maryland Chapter is grateful for your consideration of SB 74 and for working with your colleagues and other agencies to address the suicide rate among our law enforcement community. 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. We urge a favorable report on SB 74. Please feel free to contact me at smaskaleris@gmail.com or 301-751-8781 with any questions or if you would like additional information.

Susan M. Maskaleris

Chapter Advocacy/Public Policy Chair

The American Foundation for Suicide Prevention Maryland Chapter

<https://afsp.org/chapter/afsp-maryland/>

smaskaleris@gmail.com

301.751.8781

MCPA-MSA_SB 74 _Mental_Health_Support.pdf

Uploaded by: Morris, David

Position: FAV



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: January 20, 2021

RE: **SB 74 – Police Officers – Mental Health – Employee Assistance Programs**

POSITION: **SUPPORT**

The Maryland Chiefs of Police Association (MCPA) and the Maryland Sheriffs' Association (MSA) **SUPPORT SB 74**. 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.

An amendment is being proposed by the sponsor to change the language on page 2, line 15, "MENTAL HEALTH EVALUATIONS" to "RESILIENCY SESSION." This amended language further strengthens the bill and assures confidentiality for an officer. The mental health evaluation of an officer is typically performed for a specific purpose such as a fitness for duty and includes a reporting requirement to the commanding officer and/or Chief and Sheriff. A resiliency session has the expectation of complete confidentiality, except for whether the officer attended the session, and is used to facilitate an officer's capacity to prepare for, recover from, and adapt to the mental, emotional, and physical effects caused by stress and adversity. This terminology is better suited to the intent of SB 74.

Law enforcement officers face extremely difficult circumstances daily. 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. The cumulative exposure to stress experienced over years of service, depending upon individual coping skills and resiliency, may threaten the mental and physical well-being of an officer.

SB 74 prioritizes the mental health of police officers and seeks to reduce the negative stigma of seeking mental health services commonly experienced by members of law enforcement. For these reasons, MCPA and MSA **SUPPORT SB 74** and urge a **FAVORABLE** report.

532 Baltimore Boulevard, Suite 308
Westminster, Maryland 21157
667-314-3216 / 667-314-3236

FOP Written Testimony - SB 74.pdf

Uploaded by: Plaut, Ari

Position: FAV



CLYDE BOATWRIGHT
STATE PRESIDENT

MARYLAND STATE LODGE FRATERNAL ORDER OF POLICE®

8302 COVE ROAD BALTIMORE, MD 21222



KENNETH SCHUBERT
SECRETARY
EARL KRATSCH
TREASURER

January 18, 2021

The Honorable Chairman Smith and
Members of the Senate Judicial Proceedings Committee

RE: **Senate bill 74- Police Officers – Mental Health – Employee Assistance
Programs**
Position: SUPPORT

Dear Chairman Smith, Vice Chairman Waldstreicher, and esteemed Members of the Senate
Judicial Proceedings Committee,


The Maryland State Fraternal Order of Police applauds Senator Mary Washington for sponsoring
SB74- Police Officers- Mental Health- Employee Assistance Programs. On behalf of over 20,000
members, the Maryland State Fraternal Order of Police hereby supports the passage of Senate bill 74.

Police officers undergo hardship, stress, and traumatic encounters on a daily basis. Although
many officers are equipped to handle these challenges, it can be difficult to endure and may affect one's
mental health. This piece of legislation will provide beneficial services for police officers that will help
address and alleviate some of these concerns. We believe that access to good mental health services that
ensure confidentiality will have a positive impact on police officer morale.

We understand there will be an amendment that changes the term "mental health evaluations" to
"resiliency review." The Maryland State FOP supports this friendly amendment.

We greatly appreciate Senator Washington's leadership and hard work in putting forth this
important legislation. The Maryland State Fraternal Order of Police respectfully requests this Honorable
Committee deliver a favorable report on Senate bill 74 – Police Officers – Mental Health – Employee
Assistance Programs.

If you have any questions, please don't hesitate to contact me.


Clyde Boatwright, President,
Maryland State Lodge

Representing the Professional Police Officers of the State of Maryland

SB 74 - Support - MPS WPS.pdf

Uploaded by: Tompsett, Thomas

Position: FAV



January 15, 2021

The Honorable William C. Smith, Jr.
Senate Judicial Proceedings Committee
2 East, Miller Senate Office Building
Annapolis, MD 21401

RE: Support – SB 74: Police Officers – Mental Health – Employee Assistance Programs

Dear Chairman Smith and Honorable Members of the Committee:

The Maryland Psychiatric Society (MPS) and the Washington Psychiatric Society (WPS) are state medical organizations whose physician members specialize in diagnosing, treating, and preventing mental illnesses, including substance use disorders. Formed more than sixty-five years ago to support the needs of psychiatrists and their patients, both organizations work to ensure available, accessible, and comprehensive quality mental health resources for all Maryland citizens; and strives through public education to dispel the stigma and discrimination of those suffering from a mental illness. As the district branches of the American Psychiatric Association covering the state of Maryland, MPS and WPS represent over 1000 psychiatrists and physicians currently in psychiatric training.

MPS and WPS support Senate Bill 74 (SB 74). Law enforcement professionals are under increased stress, have a higher risk of suicide, and patrol our streets in the most stressful situations while armed. When police officers are willing to seek help when struggling, the State must ensure that they are able to reach that help.

In 2014, President Obama ordered the creation of the President's Task Force on 21st Century Policing to identify best practices and provide recommendations on effectively reducing crime and increasing public trust in police. One of the task force's six identified pillars was officer safety and wellness, which emphasized that "the wellness and safety of law enforcement is critical not only to themselves, their colleagues, and their agencies but also to public safety." The taskforce defined wellness as including not only physical health but also mental health and resilience and noted that the "culture" of law enforcement can be prohibitive in officers seeking mental health treatment that they need. Similarly, in his August 2015 address, the then president of the International Association of Chiefs of Police emphasized, "We cannot forget about ourselves and our colleagues . . . if we don't make it a priority to keep ourselves healthy . . . we won't be able to protect our communities or our fellow officers."

MPS and WPS will note that on page 3, lines 3 - 4, the bill encourages those tasked with developing the services envisioned under this bill to offer them at "minimal cost to a police officer." MPS and WPS believe that an important public policy issue such as this should be offered at no cost to police officers. In addition, MPS and WPS believe that the legislature



should consider expanding this noble idea to all first responders for they too experience similar daily trauma in their work.

For all the reasons above, MPS and WPS ask the committee for a favorable report of SB 74. If you have any questions with regard to this testimony, please feel free to contact Thomas Tompsett Jr. at tommy.tompsett@mdlobbyist.com.

Respectfully submitted,
The Maryland Psychiatric Society and the Washington Psychiatric Society
Legislative Action Committee

OPD Position Statement_SB0074_Support.pdf

Uploaded by: Williams, Krystal

Position: FAV



POSITION ON PROPOSED LEGISLATION

BILL: SB0074 Police Officers – Mental Health – Employee Assistance Programs

POSITION: SUPPORT

DATE: January 20, 2021

The Maryland Office of the Public Defender respectfully requests that the Senate Judicial Proceedings Committee issue a favorable report on Senate Bill 0074.

Senate Bill 0074 would require each law enforcement agency to provide access, at minimal cost, to mental health services for all police officers that an agency employs. As a recent meta-analysis of longitudinal studies demonstrates, a growing body of psychological and medical evidence establishes that stressors endemic to police work are associated with a wide variety of acute, negative mental and physical health outcomes for officers. John M. Violanti et al., *Police Stressors and Health: a State-of-the-Art Review*, 40(4) *Policing* 642-56, (2017), www.ncbi.nlm.nih.gov/pmc/articles/PMC6400077. Accordingly, requiring each law enforcement agency to provide officers minimal cost access to mental health services is a sensible solution to the well-documented problem of police work stressors damaging officers' mental and physical wellness.

The benefits of offering law enforcement officers minimal cost mental health services would in all likelihood, however, extend beyond promoting officer well-being. Indeed, such services also promise to help protect citizens whom officers are tasked to protect and serve. Tragically, as in the case of [William H. Green](#) (and countless others), forceful and violent responses from police officers are too often not justified when considered against the conduct that stimulated the officer response. Expanding access to mental health services can better equip officers to avoid unnecessarily enacting violence on the human beings for whom they are professionally responsible.

* * *

For these reasons, the Maryland Office of the Public Defender urges a favorable report on Senate Bill 0074.

SB 74 BPD Support.pdf

Uploaded by: Herron, Vernon

Position: FWA



BALTIMORE POLICE DEPARTMENT



Brandon M. Scott
Mayor

Michael S. Harrison
Police Commissioner

TO: The Honorable Members of the House Judiciary Committee

FROM: Michelle Wirzberger, Esq., Director of Government Affairs, Baltimore Police Dept.

RE: Senate Bill 74 - Police Officers – Mental Health – Employee Assistance Programs

DATE: January 15, 2021

POSITION: SUPPORT WITH AMENDMENT

Chair Smith, Vice-Chair Waldstreicher, and members of the Committee, please be advised that the Baltimore Police Department **supports** Senate Bill 74 with amendment.

Senate Bill 74 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. It further requires the following:

- ✓ 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.

The amendment being proposed by Senator Washington further strengthens the bill by striking “MENTAL HEALTH EVALUATIONS” and inserting “RESILIENCY SESSION” on page 2, Line 15.

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 2020 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 74 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 74 as amended.

OFFICER SAFETY & WELLNESS SECTION

Annual Report 2020

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Section I: Officer Safety and Wellness Section

Mission Statement: To improve the personal and professional lives of our members by encouraging a healthy lifestyle and building the necessary resiliency to deal with the rigors of Police work.

The City of Baltimore Police Department (BPD) is the 8th largest municipal police department in the country¹. The BPD serves an area of 92.28 square miles with a population of 593,490 residents². The Baltimore Police Department employs 2460 sworn members and 482 civilian staff³. Over the years, our department has experienced many casualties of police work, including police officer suicides.

Each year within the United States more police officers commit suicide than are killed in the line-of-duty. In January 2018, the first Officer Safety and Wellness (OSW) Section was created in the Baltimore Police Department. Prior to 2018 there was little or no support that focused on the health and wellness of the officers. The overall goal of the section is to improve the personal and professional lives of our members. By encouraging a healthy lifestyle, mental health checkups provided through our mental health partners, and providing access to various resources needed by our members, with an aim to stop the growing crisis of police suicides.

The Baltimore Police Department Officer Safety and Wellness Section is the parent command for the Early Intervention Unit and the Health and Wellness Unit. While the Early Intervention Unit's approach is a more reactive means of assisting members when problematic behavior has been identified, the Health and Wellness Unit takes a more proactive approach by educating and providing resources to mental, physical, and financial well-being.

Section II: 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 2020, there have been 37 Early Intervention Sessions initiated by the Baltimore Police Department⁴. These sessions have been broken down into three distinct phases, 19 Phase One Interventions conducted by individual commands, 18 Phase Two Interventions, and 0 Phase Three Intervention conducted by the Early Intervention Unit⁵.

In addition to early intervention related responsibilities, Officer Safety and Wellness has conducted 1715 Support and Guidance Sessions⁶. These sessions take place when members are potentially 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.

¹ The Baltimore Police Department official website; www.baltimorepolice.org.

² The United States Census Bureau webpage; <https://www.census.gov/quickfacts/fact/table/baltimorecitymaryland,US/PST045219>.

³ The Baltimore Police Department, Human Resources Section internal report; upon request from the Director of the BPD Human Resources Section.

⁴ The Baltimore Police Department, Early Intervention Unit internal report; Officer Safety and Wellness Annual Report 2019, tab 2, page 1.

⁵ The Baltimore Police Department, Early Intervention Unit internal report; Officer Safety and Wellness Semi-Annual Report 2020, tab 2, page 1.

⁶ The Baltimore Police Department, Early Intervention Unit internal report; Officer Safety and Wellness Semi-Annual Report 2020, tab 2, page 1 & 2.

Now more than ever before the Early Intervention Unit has seen that individual supervisors are taking more of an interest and giving more attention to the needs of their subordinates. Many of the Support and Guidance Session conducted by Officer Safety and Wellness are as a result of supervisors reaching out to the Early Intervention Unit after observing concerning behavior prior to reportable incidents occurring.

Section III: 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 by identifying areas of need and gathering and promoting resources to address those needs.

Mental Health

Far exceeding expectations and national averages, 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.

BHS has provided on scene counseling and debriefings for members involved in critical or traumatic incidents. Additionally, BHS, our mental health providers, have recently introduced a mobile phone application, where employees can access mental health assistance from their departmental or personal phones by voice call, email, or texting 24 hours a day, 7 days a week⁷.

Due to the Health and Wellness Unit's continued promotion of the BPD's free and confidential mental health services, there has been a tremendous increase in the utilization of the EAP which stands at 15.47 %⁸. Raising the usage to 10.47% above the national average which sits at 5%⁹.

Stress Reduction

Over the course of the year in 2020 the Officer Safety and Wellness Section conducted Pop-In's at Police Districts, which provided opportunities to remind sworn members of the Baltimore Police Department's health and wellness resources available to them. During these Pop-In's sworn members listen to a brief overview on managing stress in the workplace, were given materials for access resources and a nutritional pre-packaged meal. The Officer Safety and Wellness Section conducted Pop-In's at all nine Districts of the Baltimore Police Department¹⁰.

In 2020, the Officer Safety and Wellness Section addressed stress reduction techniques for sworn and civilian employees of the department through the utilization of Lunch and Learn Sessions. Speakers provided useful techniques while attendees were treated to a healthy mid-day meal ¹¹.

Stress Induced Trauma Treatment

⁷ BHS Updated Report, Officer Safety and Wellness Semi-Annual Report 2020, tab 3.

⁸ BHS Updated Report, Officer Safety and Wellness Semi-Annual Report 2020, tab 4.

⁹ National Business Group on Health; <https://blog.businessgrouphealth.org/blog/eap-effectiveness/>.

¹⁰ Baltimore Police Department Health and Wellness Unit internal report; Officer Safety and Wellness Semi-Annual Report 2020, tab 2, page 1.

¹¹ Baltimore Police Department, Health and Wellness Unit internal report; Officer Safety and Wellness Semi-Annual Report 2020 tab 1, page 11.

Throughout 2020, the Officer Safety and Wellness Section has continued to collaborate with the EAP provider, BHS, to initiate the response to critical and/or traumatic incidents. Officers who were involved in police involved shootings and other critical incidents, immediately received a Critical Incident Stress Debriefing by a Mental Health Professional prior to being released from duty. Members were further contacted by Officer Safety and Wellness, BHS, and/or Peers during wellness follow-up checks.

Peer Support Program

As an additional means of available manpower to Officer Safety and Wellness in supporting Baltimore Police employees, the Peer Support Team was created 2019. In January 2020, 28 members of the Baltimore Police Department were trained to respond to critical and traumatic incidents. The Peer Team provides psychological and emotional support to members, as well as their families¹². These peers further provide debriefing services following critical incidents, to minimize the harmful effects of a crisis or emergency situations¹³.

Training was conducted by an International Critical Incident Stress Foundation (ICISF) approved instructor, titled Assisting Individuals in Crisis & Group Crisis Intervention. Members who successfully completed the training have been put on an on-call status, and are deployed to the scenes of critical incidents to support all BPD employees¹⁴.

Pop-In Events

Prior to the mandatory social distancing requirements of the Covid-19 pandemic, OSW hosted Pop-Up events where 10-15 vendors met with our members and discussed services, while OSW provided healthy meals and snacks. However, due to the current circumstances resulting from the Covid-19 pandemic and the Governor and Mayor's Executive Order we needed to adapt and overcome. Hence the Pop-In events were created to adhere to the new social distancing guidelines.

The Health and Wellness Unit hosted Pop-In events at each District in 2020¹⁵. Pop-In's are designed to bring resources directly to the members at their assigned workstation, while still adhering to guidelines of social distancing during the Covid-19 Pandemic. During Pop-In's members are afforded the opportunity and time by their command to meet with the Health and Wellness Unit, regarding physical fitness, mental health, and financial wellness. The members in attendance are given a brief presentation on stress management techniques, health and wellness resource material and a pre-packaged nutritional meal.

As a result of these Pop-In events members have requested or utilized many of the resources which were presented at the events. Some of these include nutritional services, meal prep services, physical therapy (both preventative and post-injury), online fitness training, meditation, yoga, sound therapy, as well as resources like financial planning and supplemental insurance planning.

¹² Baltimore Police Department, Health and Wellness Unit internal report; Officer Safety and Wellness Semi-Annual Report 2020, tab 1, page 10.

¹³ Baltimore Police Department, Health and Wellness Unit internal report; Officer Safety and Wellness Semi-Annual Report 2020, tab 1, page 10.

¹⁴ Baltimore Police Department, Health and Wellness Unit internal standard operating procedure; Officer Safety and Wellness Semi-Annual Report 2020, tab 5.

¹⁵ Baltimore Police Department, Health and Wellness Unit internal report; Officer Safety and Wellness Semi-Annual Report 2020, tab 1, page 11 and tab 7.

Wellness Initiatives

Throughout 2020 the Health and Wellness Unit has continued and piloted numerous initiatives to promote and maintain a healthy lifestyle for the members of the BPD. These programs included Lunch and Learn Sessions, Patrol Care Packages, acupuncture sessions, and breast cancer awareness activities and information giveaways.

Lunch and Learn Sessions provide an opportunity for members of the BPD to receive information from partners of Officer Safety and Wellness regarding a topic in one of the three main areas of focus, mental health, physical fitness, and financial wellness. Participants are provided with a healthy lunch during the presentation¹⁶.

The Patrol Care Package program allows our unit to meet face to face with officers on the street, while they are on-duty, and deliver to them resources and sample sized products that may assist them during their tour. Some of those samples may include: antibacterial cleanser, small packs of tissue, healthy snacks, and contact information for Officer Safety and Wellness and the employee assistance program, BHS¹⁷.

The Acupuncture Program provides members with stress relief, relaxation, and reductions in body pain. This program was facilitated by Mend Acupuncture a business who has partnered with the BPD to see our members be well. Acupuncture was offered to BPD members while on lunch breaks and members were encouraged to sign up for sessions while off duty¹⁸.

Our Breast Cancer Awareness event gave members the education and inspirational hope through early detection. OSW set up monitors that gave documentaries of actual members who were impacted from this terrible disease. Members found this resource extremely helpful.

OSW also sent out Baltimore Police Department email blasts to our members. The information distributed advised of Mental Health Awareness, Suicide Awareness, Flu & Covid-19 precautionary reminders, self-isolation exercise programs, seat belt safety reminders, and resource list for our service providers and partners.

COVID-19

During the COVID-19 pandemic, the Baltimore Police Department has been responsible for working with local government and public health officials to contain the spread of the virus, serve the local community, and maintain public order. Given the person-to-person spread of COVID-19 through respiratory droplets, law enforcement officers are also at a heightened risk of exposure due to their close contact with coworkers and members of the public. In an effort to flatten the curve the Baltimore Police Department has responded to the pandemic in various ways, such as reassigning personnel, suspending training and indoor roll calls, and limiting access to department facilities. Even with all that, the Baltimore Police Department has had a high number of members exposed to the virus¹⁹.

¹⁶ Baltimore Police Department, Health and Wellness Unit internal report; Officer Safety and Wellness Semi-Annual Report 2020, tab 1 page 11.

¹⁷ Baltimore Police Department, Health and Wellness Unit internal report; Officer Safety and Wellness Semi-Annual Report 2020 tab 8.

¹⁸ Baltimore Police Department, Health and Wellness Unit internal report; Officer Safety and Wellness Semi-Annual Report 2020 tab 1, page 12.

¹⁹ US National Library of Medicine National Institutes of Health; <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7275851/>

As it stands, every member of the Baltimore Police Department who tested positive for COVID-19 or is suspected of being exposed to it (1069 members), was contacted for support from the Officer Safety and Wellness Section. 1069 contacts were made to members of the BPD since the start of the pandemic. During these contact they were asked how they are feeling, and if they need anything of which we could provide, such as toilet tissue, hand sanitizer, a nutritional meal, etc. During the contact members were reminded of department's EAP (BHS), and provided with resources and information related to COVID-19 processes and steps. The overall response from members was that they felt that Officer Safety and Wellness provided comfort and reassurance during a stressful incident such as exposure or illness.

Civil Unrest/ Protest

2020 was an unprecedented year, in which, rebuilding trust with the community was paramount. Police officers are on the frontline interacting with protestors, politicians and activist, some of which are proposing to defund the Baltimore Police Department. These pressures, compounded with the Covid-19 pandemic, have increased job-related stress of our police officers to extremely high levels. The Officer Safety and Wellness Section has been at the forefront of this by staging its resources within the Incident Command Post and deployment staging areas during the civil unrest. It is the duty of the Officer Safety and Wellness Section during such incidents to provide support to officers when needed, to remind officers of techniques to manage stress, to ensure and assist members in receiving sufficient breaks, food, and water.

The day after each civil unrest deployment members of the Officer Safety and Wellness Section contacted every deployed sworn member and conducted resource debriefings with them. Reminding them once more of all the resources available to them, as well as asking for feedback on what the department could do better to support officers during incidents like this. Officer's responses were candid and appreciative of the services available to them. Many remarked that the entire deployment was well planned and effective. 369 members were contacted during this initiative. Any suggestions for improvement were forwarded to the Chief of Patrol through an after action report.²⁰

Conclusion

There have been successful outcomes for the members of Baltimore Police Department as a result of the efforts made by the Early Intervention Unit and the Health and Wellness Unit. Members have combatted alcohol dependency and depression. Spouses have an avenue to reach out, when concerned of their members. While we are encouraged by these successes we continually strive to be as proactive as possible, so we can provide assistance to our BPD members. One of the ways that we will continue to improve on our mission is through enhancements to our technological capabilities. We are eager to continue our work with the Information and Technology Section under the leadership of the Chief Technology Officer to create an enhancement database that has the capability of identifying potential issues and alerting us to the need for assistance in real time. Once this system is established it will eliminate the tedious process we are currently faced with and allow us to provide assistance to our members in a timelier fashion.

This year has presented many challenges to the members of the Baltimore Police Department, including the COVID-19 pandemic and civil unrest. The Officer Safety and Wellness Section has worked hard to provide assistance to officers impacted by COVID-19 and those that were on the front-line during protests. Our staff were proactive in reaching out to those impacted and made sure that members had the support and mental health

resources they needed. Moreover, we ensured those on the front-line of protests were getting meals, water, and as much rest as possible to maintain their health and well-being.

In conclusion, the Officer Safety and Wellness Section will continue its 2021 planning to include numerous online physical, mental, and financial initiatives due to continued efforts in social distancing. Furthermore, OSW will continue in a safe manner, the deployment of the Peer Support Team, Pop-In events, patrol care package drop offs and other various initiatives. The Officer Safety and Wellness Section will continue its efforts for the overall wellness of all Baltimore Police members. The goal is to assure that every Baltimore Police employee has access to all the resources available to them to achieve optimum health, physically, mentally, and financially.

²⁰ Officer Safety and Wellness After Action Report

Section IV: 2020 Accomplishments

2020 Peer Training

- January 15-17, 2020, Initial Training presented by ICISF
- **Total number of BPD Peer members trained in 2020, (28)**

2020 Peer Team Deployments

- January 2, 2020, Member involved in shooting while on duty
- January 6, 2020, Active member hospitalized, Peer Tucker responded to hospital to support and assist member
- January 17, 2020, Member assaulted while on duty, Peer Tucker made contact with member for wellness check, and to lend support
- January 24, 2020, Member and K-9 assaulted while on duty, Peer Strand made contact with member for wellness check, and to lend support
- February 1, 2020, Member bit by dog while on duty (call for service), Peer Perez made contact with member for wellness check, and to lend support
- February 6, 2020, Out of jurisdiction (A.A.County) active members shot in line of duty, Peer Perez responded to University of Maryland Shock Trauma to do wellness check, and offer support
- February 12, 2020, Active member and out of jurisdiction (Balt.County) shot in the line of duty, Peers Bennett, Slimmer, Johnson, and Wallace responded to University of Maryland Shock Trauma, Peers McMorris, and Gorwell responded to Northeast District. Peer Gorwell responded to Northeast District, and the office of Warrant Apprehension Task Force the following morning
- March 17, 2020, Active member involved in shooting while on duty
- March 30, 2020, Active members involved in shooting while on duty
- May 8, 2020, Peers responded to the home of a member experiencing a crisis, Peer McCray responded to members home
- May 31-June 2, 2020, Peers responded to headquarters to provide assistance/support to members during the civil unrest, Peers Jurado, and McCray responded to Police Headquarters
- June 19, 2020, Peers responded to provide assistance/support to members in reference to homicide of pregnant female and toddler child, Peers Bennett, and Wallace responded to Southwest District

- August 10, 2020, Peers responded to the Northwest District to aid in reference to a house explosion with fatality
- October 7, 2020, Peers responded to Citywide Robbery Unit, active member assigned to unit was hospitalized
- November 17, 2020, Peers responded to Homicide Unit, active member assigned to unit passed away

2020 Police Officer Involved Shooting Deployments

- January 2, 2020, Member involved in shooting while on duty
- March 17, 2020, Active member involved in shooting while on duty
- March 30, 2020, Active members involved in shooting while on duty
- April 25, 2020, Active members involved in shooting while on duty
- July 1, 2020, Members involved in shooting while on duty
- August 25, 2020, Members involved in shooting while on duty
- November 9, 2020, Member involved in shooting while on duty
- December 15, 2020, Member involved in shooting while on duty

2020 Lunch and Learn Sessions

- January 16, 2020, M & T Bank Operation Hope, 11 participants
- February 6, 2020, Mend your mind Acupuncture, 24 participants
- February 20, 2020, Mend Acupuncture Community Session, 22 participants
- **Total number of participants 61**

2020 Pop-In Events

- April 09, 2020, Homicide Unit, Number of Meals delivered 55
- April 24, 2020, Communications, Number of Meals delivered 81
- May 01, 2020, Northeast District, Number of Meals delivered 109
- May 08, 2020, Northern District, Number of Meals delivered 90
- May 15, 2020, Northwest District, Number of Meals delivered 90
- May 22, 2020, Western District, Number of Meals delivered 95
- May 29, 2020, Southwest District, Number of Meals delivered 74
- **Total number of participants: 594**

2020 Care Package/Healthy Meal Distribution

- January 14, 2020, Western District, Number of care packages delivered 35
- January 21, 2020, Northwestern District, Number of care packages delivered 39
- January 28, 2020, Northern District, Number of care packages delivered 39
- February 4, 2020, Northeastern District, Number of care packages delivered 53
- March 12, 2020, Central District, Number of care packages delivered 41
- March 25, 2020, Southeastern District, Number of care packages delivered 25
- February 2, 2020, Eastern District, Number of care packages delivered 25
- September 11, 2020, BPD Academy, EPIC Orientation, Number of meals provided 16

- September 17, 2020, Southeastern District, Number of care packages delivered 25
- September 18, 2020, Central District, Number of care packages delivered 22
- September 23, 2020, Eastern District, Number of care packages delivered 35
- September 23, 2020, Facilities Management, Number of care packages delivered 28
- September 24, 2020, Northeastern District, Number of care packages delivered 20
- September 24, 2020, Recruitment and Human Resources, Number of care packages delivered 30
- September 25, 2020, BPD Academy, EPIC Orientation, Number of meals provided 30
- October 5, 2020, Northwestern District, Number of Breast Cancer Awareness care packages delivered 25
- October 5, 2020, Western District, Number of Breast Cancer Awareness care packages delivered 22
- October 5, 2020, Southwestern District, Number of Breast Cancer Awareness care packages delivered 20
- October 16, 2020, Central District, Number of Breast Cancer Awareness care packages delivered 21
- October 20, 2020, Southeastern District, Number of Breast Cancer Awareness care packages delivered 19
- October 22, 2020, Northeastern District, Number of Breast Cancer Awareness packages delivered 31
- October 23, 2020, Northern District, Number of Breast Cancer Awareness packages delivered 28
- October 28, 2020, Northwestern District, Number of Breast Cancer Awareness packages delivered 25
- October 30, 2020, Eastern District, Number of Breast Cancer Awareness packages delivered 17
- November 3, 2020, BPD Academy, EPIC Orientation, Number of meals provided 14
- November 3, 2020 Southwestern District, Number of Care Packages and meals delivered 25
- November 6, 2020, Southern District, Number of Care Packages delivered 23
- **Total number of care packages delivered 733**

2020 COVID-19 Support and Guidance Contacts

- March 23, 2020 – Present, OSW has made contact 1069 members affected by COVID-19
- April 27, 2020 – Passing of Retired Sergeant Michael Baptist/active Contract Specialist

2020 Civil Unrest/Protest

- May 28, - June 30, 2020 Civil Unrest, OSW members stationed and ready to work the Civil Unrest Incident Command Center(ICC), 369 members were provided with support and guidance.

2020 Fair Events

- October 8, 2020, Breast Cancer Awareness Fair, Officer Safety and Wellness hosted an event at HQ Atrium with care packages, prizes, and informational material. 169 participants attended.

2020 Speaker and Information Requests for Officer Safety and Wellness

- August 16, 2020, Director Vernon Herron was requested to participate in a panel discussion on the podcast Black in Blue. The topic, What is Wellness: How to Achieve It in Policing.

- August 18, 2020, San Diego Police Department, California, requested and received information and policies regarding the BPD Early Intervention, Health and Wellness, Peer Support, and EAP to model while developing similar programs within their department.
- September 10, 2020, Milwaukee Police Department, Wisconsin, requested and received information and policies regarding the BPD Early Intervention, Health and Wellness, Peer Support, and EAP to model while developing similar programs within their department.
- September 11, 2020, BPD EPIC Training, Director Vernon Herron and Lieutenant Charles Sullivan were asked to present regarding Early Intervention and Health and Wellness.
- September 18, 2020, Prince George County Police Department, Maryland, requested and received information and policies regarding the BPD Early Intervention, Health and Wellness, Peer Support, and EAP to model while developing similar programs within their department.
- September 21, 2020, Concerns of Police Survivors, Little Rock Arkansas, requested Director Vernon Herron to host and speak at a 3 day conference, Trauma in Law Enforcement. 85 attendees from Arkansas, Oklahoma, Missouri, and Mississippi were present.
- September 25, 2020, BPD EPIC Orientation, Director Vernon Herron and Lieutenant Charles Sullivan were asked to present regarding Early Intervention and Health and Wellness.
- October 1, 2020, United States' Marshall Service, requested and received information and policies regarding the BPD Early Intervention, Health and Wellness, Peer Support, and EAP to model while developing similar programs within their department.
- November 2, 2020, Black in Blue Podcast, requested Director Vernon Herron as to return as a sole guest speaker to discuss Officer Safety and Wellness.
- November 10, 2020. National Law Enforcement Memorial, invited Director Vernon Herron to join a distinguished panel of police executives during a national broadcast on Officer Safety and Wellness in Today's Policing, at the 2020 National Law Enforcement Memorial virtual conference.