

**DAYTON POLICE DEPARTMENT
GENERAL ORDER
PERSONNEL WELLNESS**



KAMRAN AFZAL – DIRECTOR AND CHIEF OF POLICE

02/22

POLICY STATEMENT

To effectively serve our community, police department employees and their families must receive support, resources, and training to ensure their personal health and safety. These resources can improve the overall quality of life and increase resilience by focusing on the physical, social, emotional, spiritual, occupational, and financial health of both the employee and their family.

The objective of this policy is to ensure that the members of the Dayton Police Department are aware of employee wellness programs, which supports the physical, social, emotional, spiritual, occupational, and financial health of the employee. These programs will promote positive change to protect the employee's wellness. The programs will also provide resources for coping with ongoing or emergent problems which the employee may and will encounter in present and later environments.

I. DEFINITIONS

- Emotional Wellness - the ability to recognize emotional states in oneself, to be able to remain present and regulate emotions to respond appropriately, and to recognize and interpret emotions of those with whom you interact.
- Financial Wellness - Proper planning for both short and long-term goals, subscribing to responsible fiscal management, and understanding insurance and investment resources.
- Occupational Wellness - Includes accepted officer safety practices consistent with proper training and utilizing available equipment (seat belts, ballistic vests, etc.) to minimize risk.
- Physical Wellness - practicing healthy habits, to include good sleep habits, nutrition, and physical fitness to promote optimum health and longevity to more effectively weather physical and emotional stress.
- Social Wellness - Positive, healthy and nurturing relationships with others who have shared interests, which improves self-esteem and creates a safety net during periods of stress, increasing resilience.
- Spiritual Wellness - one's interests and practice in religious faith and personal morals, values, and ethics, which can affect how one views life's purpose and meaningful contribution to the greater good.

II. PROGRAM OVERSIGHT

- A. The City of Dayton Police Department Wellness Coordinator is responsible for the employee wellness programs for police department employees.
- B. Administrative Review
 - 1. To ensure the effectiveness of the agency's wellness programs, this policy will be reviewed, and all employees will receive annual training on the contents and practices of this policy. Employees will be required to demonstrate their knowledge of the practices contained in this policy. Review may include training through PowerDMS.
 - 2. No later than March of each year, the command staff will conduct a review of incidents that required usage of the programs contained in this policy. The intent of the review is to reveal any patterns or trends that could indicate training needs, additional assistance availability and/or policy modification. The Director and Chief of Police will then recommend any changes for design and implementation.



III. AREAS OF FOCUS

A. Physical Wellness

1. The City of Dayton provides a voluntary health management program open to employees. The program includes health screenings, education classes, and other support resources to promote employee health. The Be Well Dayton program is managed by the City of Dayton Human Resources Department.
2. The City of Dayton Police Department operates multiple fitness facilities for use by employees.

B. Social and Emotional Wellness

1. The City of Dayton provides employees an Employee Assistance Program (EAP) designed to assist in the identification and resolution of concerns or problems (personal or job related), which may adversely affect an employee's personal or professional well-being or job performance.
2. The City of Dayton provides employees with a leave benefits program and encourages employees to use their accrued leave as needed and appropriate. Leave and benefits information is regulated by the current city and department policies and labor contracts in the City of Dayton labor contract with the Dayton Police Department.
3. The City of Dayton Police Department has access to a peer support program to provide employees and their families with a peer-based resource to minimize the harmful effects of stress, particularly those arising from crisis. The peer support team is not intended to replace professional counseling, but to act as crisis intervention or ongoing support with a pathway to professional resources when needed. The peer support team is made up of law enforcement personnel and selected professional staff. The Peer Support Program is managed by the Fraternal Order of Police (FOP) under the Critical Incident Stress Management (CISM) model.

C. Spiritual Wellness

1. The City of Dayton Police Department respects the religious faiths, or lack thereof, of each employee and recognizes the employees' rights to practice or not practice a chosen faith.
2. The City of Dayton Police Department maintains a relationship with the Fraternal Order of Police Lodge #44 who has a chaplain and has a close working relationship with Police and Clergy Together (PACT). The purpose of these relationships is to provide guidance and counsel to members of the City of Dayton Police Department and the public, as needed.

D. Occupational Wellness

1. The City of Dayton Police Department leadership has the utmost care and concern for the safety of Department employees. Employees shall be provided appropriate safety equipment to mitigate the risk of danger.
 - a. City of Dayton Police Department employees are trained in universal precautions and safety practices to mitigate the risk of exposure to infectious disease or other potential contaminants. Sworn personnel are provided safety equipment, including but not limited to latex gloves, Tyvek suits, rubber boots and gloves, protective masks, needle stick gloves, needle stick sleeves, and eyewear.
 - b. Sworn personnel are provided ballistic vests for safety and tactical equipment for responding to high-risk situations.

E. Financial Wellness

1. The City of Dayton Police Department provides employees with education sessions on financial wellness through the City of Dayton Police Department Academy. Partner companies, including investment companies and banks, provide informational sessions for employees and their families on finance and investment options.



2. The City of Dayton Police Department provides employees with financial support through outside assistance to include Ohio Deferred Compensation and ICMA-RC and information provided by the police department's FOP.

REFERENCES

CALEA 22.2.3
OCJS 5.2021.10/A-D