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Dear Nicholas,

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On behalf the City of Bend Police Department's dedicated Officers and staff I am submitting our nomination for the Destination Zero Officer Safety and Wellness Award. While it is no secret that the mental and physical stress of our profession can have serious consequences to our officer's health, we believe that through innovative programing we can combat these health risks. We know the number one killer of law enforcement officers is sudden cardiac death. Also, officer suicide rates are nearly equal to the number of officers killed by assaults and accidents. The City of Bend Police Department recognizes it is time for our profession to make changes and address these destructive consequences. We joined forces with organizations like the Public Safety Cardiac Foundation and St. Charles Medical Center to attack these issues head on. Our department has been a leader amongst law enforcement in taking a holistic approach to the officer. The following programs demonstrate our commitment and resources to the holistic approach to officer wellbeing.

Yoga program: In 2015, the Bend Police Department contracted with local yoga instructors to conduct 4 one-hour classes a week. These classes are held on duty and are conducted at the police station. The officers are allowed to use one hour of on duty time to attend a yoga classes. The classes focus on injury prevention, mindfulness, and stress

reduction. In 2017, we conducted 163 classes with a total of 691 officers attending.
[SAIF article on yoga](#)

Functional Fitness: Our night shifts (1900-0615) meet as teams twice during their work week for a one hour on duty workout session consisting of strength, conditioning, aerobic exercise, calisthenics to improve duty readiness. These sessions include are either coached or lead by the team sergeant. On the other days they are offered one hour of on duty time to work out on their own.

On Duty Workouts: If an officer is unable to attend one of the programmed fitness workouts, or they choose to opt out, they are still offered one hour of on duty time for physical fitness exercise.

Mindfulness: The Bend Police Department host a three-day mindfulness retreat on a biannual basis with certified instructors from the UCLA Mindful Awareness Research Center. These classes are held locally and are offered to the officers, office personnel, and to our spousal group. Our retreats have attracted over 120 first responders from all over North America. The intent of the retreat is to create resiliency, enhance self-awareness, and to develop skills that they can implement during their day to day duties. To date 18 Bend Police Department members have completed the three-day mindfulness retreat.

In November of 2017 the Public Broadcasting Service presented a video titled "Mindfulness Goes Mainstream". The hour long program highlighted our retreats and how mindfulness reduces stress, improves focus and performance of first responders. [Video of Public Broadcasting Service Mindfulness Goes Mainstream](#)

Men's Health is also currently creating an article for their national magazine that highlights the journey of one of our officers from his military career to his transition into law enforcement. The article focuses and how mindfulness has played a part in his professional journey. That article is to be published in March of 2018.

The Bend Police Department also conduct a 10-minute guided mindfulness practice at the end of all patrol day shifts. At the end of day shift, patrol teams voluntarily participate in 10- minute guided mindfulness sessions utilizing www.headspace.com. At the end of the day, officers come to the station 15 minutes prior to the end of their shift. They meet in the briefing room and follow the guided meditation. The concept is to develop stress management strategies that allow officers to "decompress" prior to returning to their families. It is our hope that they use this skill throughout their career.

Proactive Psychologist Position: The Bend Police Department and Bend Fire Department contracts with a psychologist for 20 hours per week of service to the agencies. The position is not used for traditional hiring or fit for duty function. The position is designed for front end support, education and relationship building before the critical incident. Many mental health clinicians have advised us that normalizing

mental health before the crisis is how mental health should be, but rarely is, applied. Our Proactive Psychologist Position was designed to provide "direct referrals" to local clinicians who specialized in the area of concern, and who take our insurance. In our first year, 2016, there were 33 contacts with the psychologist for consultation and 17 treatment referrals to community clinicians in a (105 sworn officer department). In 2017 there were 46 contacts with the psychologist for consultation and 15 treatment referrals to community clinicians. In 2017 our Proactive Psychologist Position met with officers 67 times.

Spouse and Family support group: Established in 2015, this group combines an approach of positive support and social events. In the past two years we have held spousal events and presentations to include; firearm safety and shooting, a family river float, legal consultation regarding wills and estate planning, skid car training, and BBQ's. Family wellness is also a key component to our officers wellbeing. We invited Dr. Olivia Johnson and Dr. Kevin Gilmartin to discuss emotional survival and mental health with our spouses. The group also supports officer families in need of meal trains or child care. They maintain a Facebook account so spouses can stay informed and to blog concerns or needs in and concerning our police family. In collaboration with the Bend Fire Department they host a BBQ every year to allow the families to get to know each other. The group became a non-profit organization so officers can make contributions and are financially independent.

Peer Support Team: The Bend Police Department has a 15 person Peer Support Team. All of the members of the team were chosen by the members of the department. The purpose of a peer support group is to aid an officer during times of both professional and personal crisis through the use of specially-trained volunteer officers within the department. All of the team members have received 36 hours of training in Peer Support. It is supervised by a Captain and the group includes our Chaplaincy director and our Proactive Psychologist. Our group is an active member of the Concerns of Police Survivors and members attend their national meeting on a regular basis. The team meets once a month and are on call and available to respond to officers in need.

Why the Johnny Lawrence Program was created. In December of 2015 we lost a beloved member of our department, Sgt John Lawrence to a heart attack. He was 43 years old. Two months later, I lost my brother to a heart attack. He was 53 years old and a police officer for over 29 years. During the next two months two other police officers I knew both had heart attacks, luckily they survived.

As a training officer for my department my job is to train our officers to survive the exposures of this profession. And as I looked back at the last 6 months I realizes that we were not addressing the real killer in this profession, sudden cardiac death. In June of 2016 I ran across an article from Dr. Jonathan Sheinberg from the Public Safety Cardiac Foundation. After reading his article I was compelled to email him to

seek ways to address this killer. I spoke with Dr. Jonathan Sheinberg for over an hour and a fire was lit. I then began partnering with local professionals to develop health screenings and wellness programs for our officers, and the John Lawrence Project was created.

The John Lawrence Project (JLP) is a comprehensive health screening program that addresses cardiac health, diet, sleep, physical fitness and mental health. We want our first responders to be physically and mentally resilient, but shift work, poor diet, high stress and dramatic experiences contribute to a higher mortality rate and heart disease. Many of these conditions are preventable. The goal of the Johnny Lawrence Project was early identification of possible health issues, education and awareness through specifically designed screenings.

There are five components to the JLP program, cardiac screening, diet, sleep, fitness evaluation, and mental health screening. All of the components were chosen because of their direct relationship with an officer's overall health. Health professionals in our community were contacted and screenings were created by professionals in that field of work. We contracted with our local hospital for the heart, diet and sleep screenings. A local physical therapy business also helped to create an injury prevention screening and we reached out to our Proactive Psychologist to help create the mental health screenings.

Financially, we were able to secure a local grant for \$25,000 to complete this program. We contracted and negotiated special pricing with our hospital and local vendors to make this program financially attainable.

Prior to the start of the JLP program, officers were issued a "fitness tracking watch". These watches allowed officers to track their sleep, calories burned, and resting heart rates. The data collected from these watches was used to help complete the screenings.

The Cardiac Screening consisted of a personal history questionnaire and a blood draw/lipid panel. The questionnaire and the results of the blood draw were reviewed by a cardiologist. If after the review, the Cardiologist felt further testing was necessary a CT scan of the heart was ordered for the officer.

The Diet Screening consisted of a food diary and a diary of their calories burned, which were tracked through the fitness tracker watch. This allowed the dietitian to compare the officer's caloric intake and their calories burned. The dietitian and the officer would then create a diet that fit their personal needs.

The Sleep screening consisted of a questionnaire and an at home sleep study. Officers then met with the local sleep center and were instructed on how to operate the sleep monitor. The officer would then take the device home and return it the next day after a night's sleep. The data from the sleep study and the questionnaire were then reviewed by a specialist. If after reviewing the data further screening or follow

up was needed, the officer would be referred to the sleep center for further screenings.

The Physical Function screening was designed to identify potential risks of injury. Officers were coached and evaluated through 12 exercises by a licensed Physical Therapist. At the end screening, officers were given their score and how to improve their overall physical fitness to prevent future injuries. If during these exercises a preexisting injury or other condition was identified, that officer was given information and exercises on how to improve that function. If more was needed, the officer was given a prescription for physical therapy.

PTSD Screening consisted of four screenings; Organizational Stress, Operational Stress, PTSD, and Suicide. These screening were conducted online and were completely confidential. After completing the screenings, the officers were immediately given their results. The officers were also given a workbook to assist them through the PTSD screening to help them understand their results. Included in the workbook was a complete list of all of the resources available to them including contact information for all of the peer support team, our department psychologist, chaplaincy and local professional counseling.

JLP results:

Heart screening: After review of the lipid panel and personal history questionnaire 19% of the participating officers were referred to a CT / Calcium scan for further screening.

Sleep screening: After review of the sleep study data and personal questionnaire 47% of participating officers were referred for further screening.

Physical Function screening: This screening was broken down into three categories, 21% green (no issues), 54% yellow (no issues but room for improvement) and 24% red (improvement needed).

PTSD screening: This screening was broken down into four categories; Organizational stress, Operational stress, PTSD, and Suicide screening. In these areas the highest area of concerns were:

Organizational Stress: Staff shortages were the greatest stressor.

Operational Stress: Fatigue was the greatest stressor.

PTSD: The ability to fall asleep and the stay asleep.

Suicide: 4 officers have seriously contemplated suicide since being employed with the Bend Police Department.

St Charles Hospital Video of the JLP

Participation in our wellness programs. In the last two years of our wellness programs we have had a 75% participation rate by our officers. Fifty six Bend Police officer volunteered for the JLP program.

Below 100. In 2016 the Bend Police Department adopted the Below 100 program. We currently have 5 Below 100 instructors and the Below 100 curriculum has been embedded into our annual training plan. We have conducted Below 100 training events and posted Below 100 tenants around the police department

Skid Car. In 2016 we purchased a Skid Car and Skid Car light/decision-making system with the goal of driving down officer involved crashes. We dedicate two weeks of skid car training each year and all officer are required to attend.

First aid and tourniquets. In 2015 year each officer was trained an issued an Individual First Aid Kits (IFAK) including combat gauze, a compression bandage and a tourniquet. The kits are worn on the officer to ensure rapid deployment. Officers train twice a year with our local paramedics on the deployment and application of tourniquets. Officer down and medical scenarios are part of our yearly con-sim trainings.

Seat belt and Vest are mandatory. Seat belts use and ballistic vests are mandatory and are mandated in our policy manual. Our department has a 100% compliance and all 105 officer wearing their vest.

The Bend Police Department lives its visions statement: That our men and women are our most valuable asset. Implementing these innovative and progressive programs has allowed out officers to begin that path to holistic wellness.

Bend Police Department Video

State Accident Insurance Fund (SAIF) numbers: SAIF is our workers' compensation insurance. Below are the numbers provided to us by SAIF that represent our claims from 2014 to present.

Year	Claim Count	TL Days	Paid Losses
2014	21	73	\$96,285
2015	14	214	\$107,293
2016	20	158	\$48,142
2017	8	10	\$6,474

Although we are cautious about these numbers, we are also very encouraged. We began our wellness programs in 2015. Between 2015 and 2016 there was a 30% increase in injuries reported. But in that same period of time there was a 26% reduction of days lost due to injuries, and the cost of those injuries decreased by 55% from the previous year. Although we suffered more injuries, the severity of those injuries were drastically reduced. The cost to the city for those injuries was over

\$59,000 less than the pervious year. This equates to healthy officers and less time from work missed due to injuries. It should be noted that our policy year is from July to July. So the numbers for 2017 are for only half a year. But looking at the number for 2017 we are very optimistic that the downward trend will continue in 2017.

We respectfully submit this application for the 2017 Destination Zero Officer Safety and Wellness Award. And hope to share these lifesaving programs with all agencies to help continue to bring awareness to officer health.