



BURLINGTON

Police Department

Leading With
a Focus on
Safety and
Wellness

1

Agenda

- ▶ Introduction by Chief Smythe
 - ▶ Burlington Police Department Stats
- ▶ “What We Did” by Officer Henderson
- ▶ “Why and How” by Chief Smythe
- ▶ Q&A

2

On December 7, 1938, Officer Sonny Vaughn was killed in the line of duty while responding to a burglary. His death is the only line-of-duty death in the history of the Burlington Police Department.

In 2013, with the desire to never bury another officer, the department began a systematic overhaul of the decision-making process, with officer safety becoming an integral part of every decision.

From policy changes to purchasing, the question became, **"Does this make our officers safer?"**



The BPD Program for Destination Zero

- ▶ "Program" vs Philosophy
- ▶ Our program budget
 - ▶ Regular line item budgets
 - ▶ RICO Expenditures
 - ▶ Grants and donations

A Focus on Officer Wellness

- ▶ With the guiding principle that a healthy officer is more likely to make it to retirement successfully, the department began implementing wellness initiatives
 - ▶ Mandatory Fitness Testing
 - ▶ 3 Phase Roll-Out
 - ▶ Construction of Law Enforcement Only Fitness Facility
 - ▶ On Site Fitness Instructors
 - ▶ Mandatory Annual Physical
 - ▶ Wellness & Nutrition Classes
 - ▶ Eating Healthy on the Beat
 - ▶ Occupational Health
 - ▶ 2 Nurses & 1 Doctor
 - ▶ Free to Employees & Adult Family Members
 - ▶ Wellness Promoted Daily
 - ▶ Hydration Program
 - ▶ Healthy Snacks at Training
 - ▶ Mandatory rest periods before working or related to off-duty assignments

5

Scheduling & Staffing

- ▶ Recognizing that law enforcement work is a unique environment, with challenges and requirements unlike those in other professions, emphasis was placed on finding a schedule which promoted officer safety and wellness
 - ▶ Scheduling Committee
 - ▶ Involved Officers, Administration, and Experts from Different Professions
 - ▶ Created Permanent Shifts
 - ▶ 4 Entry Points
 - ▶ 5 On, 4 Off, 5 On, 4 Off, 5 On, 5 Off Rotation
 - ▶ "C" Shift Bailer Team for Peak Days/Hours
 - ▶ Schedule Pick by Seniority
 - ▶ Mandatory Minimum Staffing

6

Finding the Right Tool for the Job

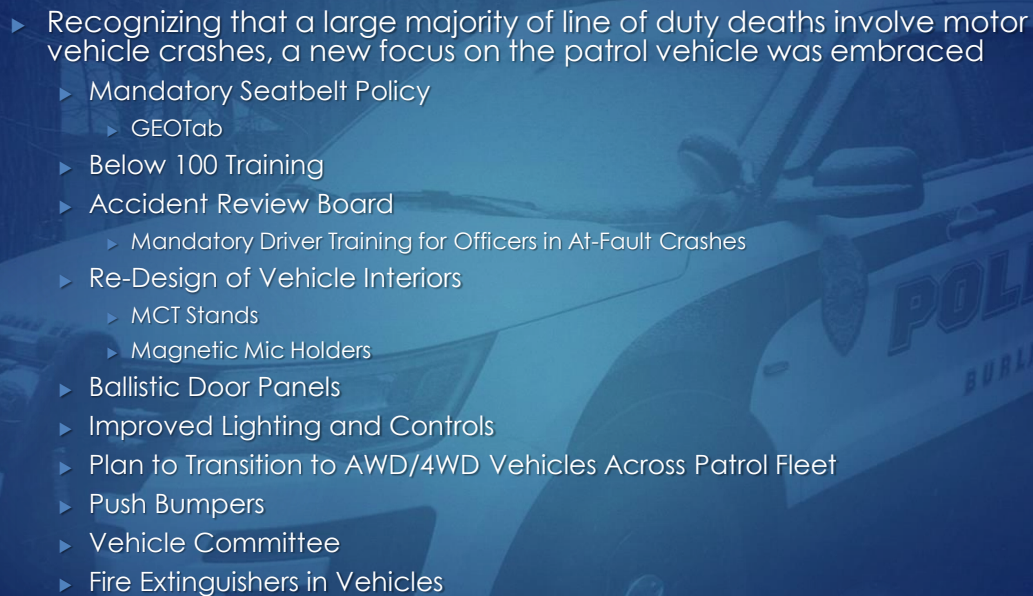
- ▶ In order to ensure that our officers have access to the best and most effective equipment to allow them to do their jobs safely and efficiently, department committees were formed and issued equipment was re-evaluated.
 - ▶ Level III Ballistic Vests
 - ▶ External Rifle Vests & Ballistic Helmets
 - ▶ Patrol Rifle Program
 - ▶ Body Cameras
 - ▶ Flashlights & Handgun Mounted Lights
 - ▶ Ballistic Shields
 - ▶ Rip Hobbles

7

Increasing Survivability

- ▶ To improve survivability in critical incidents, officers received new training, equipment, and policy shifts were undertaken
 - ▶ Mandatory Ballistic Vest Policy
 - ▶ Tactical Medicine Training
 - ▶ Personal Trauma Kits
 - ▶ Chest Seals, Tourniquets, Quick-Clot
 - ▶ Naloxone
 - ▶ AEDs
 - ▶ Mandatory Cover Officers on All Traffic Stops
 - ▶ Changes to Pursuit Policy (more restrictive)
 - ▶ Scenario Based Training

8

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- ▶ Recognizing that a large majority of line of duty deaths involve motor vehicle crashes, a new focus on the patrol vehicle was embraced
 - ▶ Mandatory Seatbelt Policy
 - ▶ GEOTab
 - ▶ Below 100 Training
 - ▶ Accident Review Board
 - ▶ Mandatory Driver Training for Officers in At-Fault Crashes
 - ▶ Re-Design of Vehicle Interiors
 - ▶ MCT Stands
 - ▶ Magnetic Mic Holders
 - ▶ Ballistic Door Panels
 - ▶ Improved Lighting and Controls
 - ▶ Plan to Transition to AWD/4WD Vehicles Across Patrol Fleet
 - ▶ Push Bumpers
 - ▶ Vehicle Committee
 - ▶ Fire Extinguishers in Vehicles

9

Off the Clock



- ▶ Recognizing that stress at home, finances, and other factors contribute to officer wellness, innovative programs were embraced to integrate safety and wellness
 - ▶ Critical Stress Debriefings
 - ▶ Employee Assistance Program
 - ▶ Officer Involved Shooting Investigative Team
 - ▶ Increased focus on CIT Training
 - ▶ Peer Mentoring
 - ▶ Police Chaplain Program
 - ▶ Partners Off Duty Program
 - ▶ Financial Counseling
 - ▶ 401k & Retirement Planning

10

Executive Lessons Learned

- ▶ Start with the end in mind
 - ▶ Use training to expose the need and build a foundation of support
 - ▶ Involve staff creatively
- ▶ Pause or stop if necessary
 - ▶ Change is a rocky path and my passion did not make it easier
- ▶ It is not about the budget!

11

A photograph of a man and a woman running on a grassy field. The man is on the left, wearing a dark tank top and shorts, running towards the camera. The woman is on the right, wearing a dark long-sleeved shirt with an Under Armour logo and dark pants, running away from the camera. The background is a brick wall. The entire image is overlaid with a blue tint.

Questions?

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