



City of Citrus Heights Police Department

Ronald A. Lawrence
Chief of Police
Memorandum



DATE: December 15, 2017

TO: National Law Enforcement Officers Memorial Fund
Award Nomination Reviewing Committee

FROM: Ronald A. Lawrence, Chief of Police

SUBJECT: Sabbatical Program Executive Summary

As a police officer, it is vital to maintain a healthy work-life balance in addition to remaining in peak physical condition. The Citrus Heights Police Department (CHPD) provides its employees with mentors, peer support, safety and wellness training, annual vacation leave and a yearly sabbatical for police officers, police sergeants, police lieutenants, and non-sworn community services officers assigned to the patrol division. Of these, the sabbatical program provides employees with four, guaranteed consecutive weeks of paid time off every year.

Our program is designed to allow officers time to decompress, relax, and take a break from the high stress that comes with working in the law enforcement field. Mentally healthy employees are less likely to receive complaints, make judgment errors, and have a higher morale and sense of self overall. This program has been a success from the beginning, and we continue to see the positive results each year.

Having four consecutive weeks off allows for our employees to have a psychological distance from the job of police officer, creating a positive disruption in the constant exposure to critical incidents and terrible calls that police officers often respond to handle. Rather than pay a premium pay for holidays worked, for those police officers on patrol who work the holidays, these hours are used to allow for the four-week consecutive sabbatical program, which has proven to be highly successful at improving morale and maintaining a healthy work environment.