

## **Greenfield Police Department**

### **Greenfield, Wisconsin**

#### **Comprehensive Safety and Wellness Program**

##### **New 2018 – Drones – Keeping Officers out of Harm’s Way**

Our Department purchased a drone to search for suspects and take photographs of scenes. We expanded the program in 2018 and purchased two smaller drones to search inside residences. This has proven very effective on two recent SWAT calls. The first involved a suicidal person with a firearm. When officers arrived there was a gunshot. Officers were unable to make any contact with the caller. When a scout team went to check the location of the apartment they noticed a suspicious unmarked package. A full SWAT call was initiated. Rather than sending officers into a potentially dangerous situation we drove our MRAP (Mine-Resistant Ambush Protected vehicle) to the apartment, raked out the window and sent in the drone. The drone was able to clear the apartment, locate the deceased person and clear most of the apartment for booby traps all from the safety of the armored vehicle.

On a possible hostage call where anyone inside the apartment refused to talk, the drone was sent in and was involved in an unexplained crash, making us believe the suspect was still inside. Shortly after the drone crashed the suspect began a dialog and was taken into custody.

##### **New 2018 – Workout room – Greatly improved**

In 2018 we purchased new workout equipment and doubled the size of our workout area.

##### **New 2019 – Spouse Support Group**

To increase support to our families our department is creating a Spouse (or significant other) support group. We reserved two rooms at our library in February. The plan is to offer child care in one room and then have the families meet in another. We are going to introduce our peer support personnel and have contracted with a psychologist who is well versed in police related stress issues speak to the families. Sacred Hearts is also going to be asked to attend.

##### **New 2018 – Pursuit Review board**

The City of Greenfield boards the City of Milwaukee on two boards. Under previous leadership the Milwaukee Police Department adopted a no chase policy. Within a few years this caused our pursuits to increase from seven a year to one hundred and two. To make sure our officers were driving as safely as they could a peer review board was created. Officers are coached by their peers (and supervisors when needed) on their driving tactics.

##### **Cumulative Occupational Stress Debriefings**

Understanding the impact of cumulative stress on our officers and their families, each officer is given one day off duty to attend a private, formal, individual debriefing with a trained law enforcement psychologist. Officers are encouraged to discuss the traumas and stresses of the job and seek assistance in developing coping mechanisms. The clinician provides resources and referrals as needed. This occurs on a biennial basis.

Officers are required to attend their debriefing session but are not required to participate in any way. The agency bears all costs associated with the annual individual debriefing session.

### **Healthy Snacks & Healthy Drinks Initiative**

Recognizing that our profession and the demands of shift work often lead to unhealthy eating habits, the Department provides unlimited access to healthy snacks and drinks including water, juices, vitamin waters, teas etc. completely free of charge. The Department also provides vending machines in which healthy snacks (bars, trail mix etc.) are free. These snacks are partially funded by the union from unhealthy vending proceeds.

### **Physical Fitness and Wellness Incentives**

In collaboration with our health insurance provider, the Department provides physical fitness incentives for reaching certain fitness goals as well as wellness incentives for annual physicals and biometric screenings.

### **Peer Support**

Peer support has doubled in size over the past three years. The Department has integrated officers, supervision, dispatch and chaplains into the peer support system and has gone the additional step of integrating retirees who are able to offer additional perspectives and provide the ability to talk to someone who is not a current coworker.

### **Injury Management Program**

Because of the high percentage of injuries related to our profession, the Department enlisted the services of a workplace and non-workplace injury management "Navigator." Traditionally, officers who are injured in the line of duty receive service at an emergency room or urgent care provider resulting in extended time off including long wait times to see specialists and receive diagnostic treatment such as MRI's.

Under the injury management program, officers contact the Navigator who is usually able to secure an appointment with a specialist and obtain diagnostic imaging the same day or next-day. This "front-of-the-line" access leads to early diagnosis and intervention when necessary which has cut lost time by up to 70%.

Significant others and family members are given access to the program at no charge. All costs related to the injury management program are borne by the agency.

## **Cardiovascular Testing and Evaluation**

Seeing a link between the physical and emotional toll of our profession and cardiovascular disease and sudden cardiac death, the Department has partnered with the Cleveland Clinic and top cardiologists to offer cardiac and lifestyle screening.

In 2018, all officers were given the opportunity to participate in the Cleveland Health Lab “Know Your Risk” program. Officers provided a blood sample which was tested for inflammatory biomarkers, lipids, metabolic markers and lifestyle markers. Along with their results, officers received extensive educational materials regarding healthy lifestyle choices and risk reduction. In addition, top local cardiologists met with officers to discuss results and offer advice.

One officer is convinced this program saved his life.

This program is provided to officers at no cost with all costs being borne by the agency.

## **Financial Fitness**

Beginning in 2018, all newly hired personnel are required to complete Financial Fitness training to learn the importance of budgeting, money management and investing for their future. The Financial Fitness program will also be offered to all current employees and spouses/significant others.

## **Officer Safety Initiatives**

### **Tactical Medicine and Casualty Care**

Recognizing the effect of traumatic injuries on law enforcement officers involved in deadly force encounters and vehicle crashes, the Department provided all officers with tactical tourniquets, clotting agent and occlusive dressings which are carried at all times. More than one-fourth of officers have been trained and certified in Tactical Emergency Casualty Care. All officers also carry the opioid antagonist naloxone to be used in the event of an accidental overdose.

### **Equipment**

Our Department is well equipped. All department vehicles are equipped with rifles and ceramic plate carriers to stop rifle rounds and ballistic helmets. Two years ago our department obtained a Mine-Resistant Ambush Protected vehicle (MRAP) from the military. The vehicle was completely converted for our needs. The vehicle can be used to safely transport officers into a scene or rescue officer or civilians who have been injured.

## **Family Initiatives**

### **Spouse and Significant Other Training**

The Department offers firearms training to spouses, significant others and adult children of sworn officers at no cost. This training includes an emphasis on using the officer's duty weapon and backup weapon in the event the officer is incapacitated during an off-duty deadly force encounter where the family member is present. Family members are trained in firearm familiarization, deadly force decision making, self-defense and marksmanship.

### **General / Other**

Department has must wear body armor and safety belt policies.

Department purchased magnetic mic holders for the squad cars.

Officers receive bi-annual traffic safety training.

### **GREENFIELD POLICE DEPARTMENT**

The City of Greenfield is in Milwaukee County and most of its northern border abuts with the City of Milwaukee. The population of the city is more than 36,000 with the interstate running through the middle of the city. We currently have 58 Police officers including the Chief, Command Staff, Detectives and Police Officers.