



National Law Enforcement Officers
M E M O R I A L F U N D
RESPECT. HONOR. REMEMBER.

Destination Zero Award Nomination Form

AGENCY INFORMATION

Name of agency: Miami Beach Police Department

Award Category (check one)

- General Officer Safety
- Officer Traffic Safety
- Officer Wellness**
- Comprehensive Safety

Agency contact name: Elise Spina Taylor – Lieutenant Training Unit

Email: elisespinataylor@miamibeachfl.gov
x5543

Phone Number: (305) 673-7776

Please include the following items with your nomination

- Department Release Form
- An executive summary which provides a brief overview of the approaches the agency has assumed, and the innovative practices, programs and partnerships that have been established
- A project narrative, which details the elements and initiatives of the agency's program. Items for possible inclusion in the narrative:
 - A description of the agency characteristics
 - A description of the program and its implementation (including marketing material)
 - A before-and-after comparison of change(s) due to the program
 - What makes this program unique compared to other initiatives?
 - What challenges had to be overcome to implement this program?
 - What impact has the program had on the staff within the agency?
 - Is there evidence of success (quantitative or qualitative)?
 - Can the program be replicated by other agencies?
- Any appropriate supporting documentation or attachments.



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AGENCY LEADERSHIP ENDORSEMENT

By agency representative signature on this form, the agency acknowledges that all information contained herein and in attached documents is true and correct.

AGENCY ACKNOWLEDGMENT

By agency representative signature on this form, the submitting agency acknowledges and affirms that it is not currently under investigation by the Department of Justice or currently serving under a consent decree or other sanctions imposed by the Department of Justice.

AGENCY RELEASE

By agency representative signature on this form, the submitting agency agrees to the release of all submitted materials into the public domain via website or other means of transmission.

Name of the agency: Miami Beach Police Department

Richard Clements – Chief

(Printed name and title)

Richard Clements

(Signed endorsement of chief/agency head)

December 11, 2020

(Date)

DESTINATION ZERO

COLLABORATING TO ADVANCE
OFFICER SAFETY AND WELLNESS

Comprehensive and Strategic Implementation

Miami Beach Police Department

The City of Miami Beach is a coastal resort location in Miami-Dade County, Florida. It was first developed in the early 1900's due to the development efforts of Carl G. Fisher, the Lummus Brothers, and John S. Collins, the latter of whose construction of the Collins Bridge provided the first vital land link between mainland Miami and the beaches. Land wise, Miami Beach is only 7.7 square miles with an estimated 92,000 full-time residents. However, Miami Beach is a tourist destination that has over 7.5 million visitors each year. The City of Miami Beach is known throughout the world for its beautiful beaches, hotels and the historic Art Deco District called "South Beach".



The Miami Beach Police Department (MBPD) is currently under the leadership of Richard Clements. His career at MBPD started in 1990, working his way up the ranks through various assignments, becoming the 20th Chief of Police in 2019. The Clements' family is rooted in service, with three generations of Miami Beach Police Officers including his father, brother and son.

The Department is a full-service law enforcement agency with a total of 455 employees (413 of which are sworn, full-time police officers and 42 reserve officers). Our reserve officers volunteer their services to the police department but hold the same authority as full-time police officers.

OFFICER WELLNESS PROGRAM

The concept of *Officer Wellness* has become an area of focus in police departments throughout the nation. Why has this become a priority? The rate of officer suicide and the number of officers dying from heart disease have required police departments to re-examine what support and resources, if any, are they providing for their personnel. It has been clear we have not been doing enough. Healthy officers not only live more productive lives among their family and friends, but these officers also respond more effectively within the communities they serve and protect.

MBPD formally established their wellness program in 2019. Our department had implemented a few programs prior to 2019, such as the Peer Support Team, annual fitness testing and an on-duty workout program. However, these were independent programs which did not provide enough emphasis on overall wellness. It was important to create a program that was about developing a holistic understanding of wellness, including physical and emotional components of health and well-being. Below gives a summary of how the Miami Beach Police Department created the Wellness Program called S.T.E.P.P., and how the program generated a holistic understanding of wellness.

MIAMI BEACH WELLNESS PROGRAM – S.T.E.P.P.

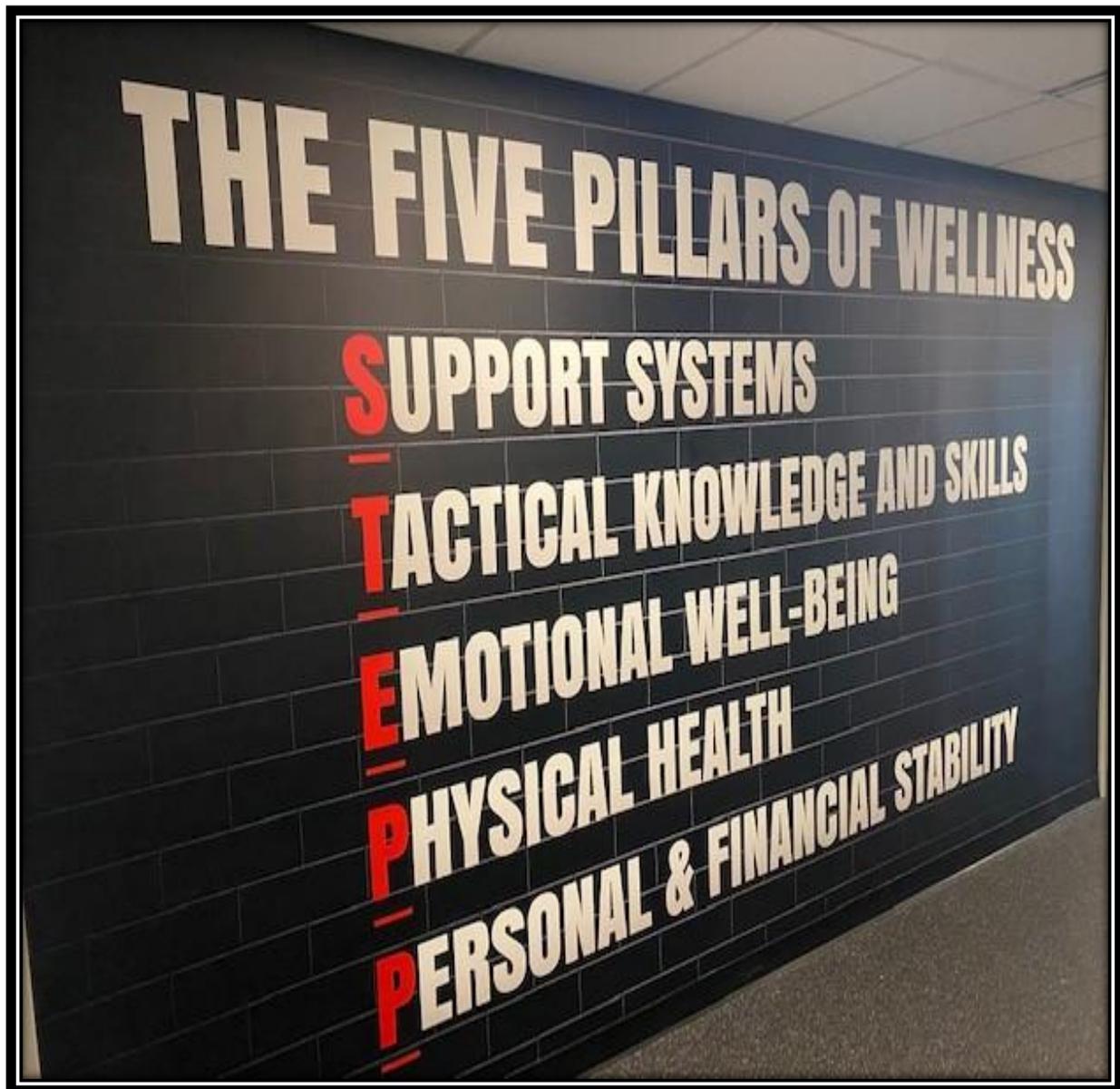
The formal Wellness program, S.T.E.P.P., was introduced to the department January of 2019. The program is based on the concept that true wellness is not just based on physical health but must include our emotional well-being. Therefore, overall wellness should encompass all facets of our lives, including support systems, personal relationships, emotional well-being, communication, work and financial stability. Previously, police departments have only focused on work related issues, such as tactical skills and safety. However, it is clear police departments must also train and educate concerning other stressors officers face, such as traumatic experiences, family issues, communication difficulties, alcohol use, financial problems, and difficulties in their personal and professional lives. The goal of creating S.T.E.P.P. was to create a culture of awareness and understanding so officers can find support and resources that will lead them to productive and successful lives. The acronym S.T.E.P.P. is based on a holistic approach to wellness. All the pillars of wellness are equally important in helping to balance our health and emotional well-being so that we can effectively handle stressors in our daily lives. Below is a summary of the components of S.T.E.P.P. We will also discuss programs and resources we have created to continue to emphasize the importance of wellness. You will see pictures of wall designs we created and placed in the halls of our Training Unit to remind officers of the Mission, the Pillars of Wellness and the Goal of the S.T.E.P.P. Program. It was designed to create a positive message and remind officers that they are supported and not alone.

TRAINING UNIT HALLWAY



What Are the Five Pillars of Wellness?

- **SUPPORT:** Family, friends, Organizational memberships, Spiritual beliefs, Hobbies, or anything that helps the individual find a healthy support to handle and relieve stress.
- **TACTICAL KNOWLEDGE AND SKILLS:** Vigilant mindset, sound defensive Tactics, proficiency with firearm and secondary weapons, driver safety and any other skills that keep us safe.
- **EMOTIONAL WELL-BEING:** Maintain control of emotions, keep a positive attitude, understand emotional stress signs and find satisfaction and meaning in life.
- **PHYSICAL HEALTH:** Healthy eating habits, physical fitness, regular medical check-ups and living a healthy lifestyle.
- **PERSONAL AND FINANCIAL STABILITY:** Realistic short-term and long-term goals, manageable spending habits, being prepared to provide for our family and planned life decisions.



What is the mission of S.T.E.P.P.? Provide programs, training, education and resources that will help each employee preserve the FIVE pillars of wellness and ultimately lead to a healthy and productive life.

OVERALL MISSION

Provide programs, training, education and resources that will help each employee preserve the **FIVE** pillars of wellness and ultimately lead to a healthy and productive life

THE S.T.E.P.P. PROGRAM





WHAT PROGRAMS AND RESOURCES ARE PART OF THE S.T.E.P.P. PROGRAM?

I. Peer Support Team

Police officers are a guarded group of individuals who do not seek help easily. There is often a concept in law enforcement that we are “tough” and “problem solvers”, expected to handle anything we face. As a result, there has been a stigma that seeking help means weakness or failure. Officers are often skeptical to talk to a mental health professional, but they will often speak among their peers. The peer support team is comprised of sworn police officers, retirees and civilian employees who are available to listen and provide support. The peer support team are not counselors. Their goal is to provide immediate emotional support, reduce stress and provide resources. The peer team is reactive and will respond when an officer experiences a difficult situation, such as a traumatic call or a personal tragedy. The peer team also is proactive and regularly checks on officers to let them know they are supported and not alone.

The Miami Beach Police Peer Support Team was started in 2016. We currently have 19 members. Each month our team collects stats of our contacts (no names included) so that we can keep track of key issues officers might be experiencing. This is important because there might be training or educational resources we can provide to the department. This year officers have been stressed dealing with COVID. Officers were placed on 12 hour shifts to prevent the spread of COVID within the department. Days off were canceled and officers were worried about their families and childcare. Based on the Peer Team keeping stats of these stressors, the MBPD Training Unit provided resources that helped them deal with these issues. For example, we provided tips on sleep, resources for children while they are quarantined, workout exercises to reduce stress, and stress inoculation exercises to help relax. This was well received from the officers and it made them feel cared about during a difficult time.

The Peer Team completes a quarterly report for the Command Staff. It helps the leadership know the stressors officers are experiencing. This information is provided to our officers during live annual training. This is important because it helps them know they are being supported. Below is an example of our last quarterly report.

STATS JULY – SEPTEMBER 2020

(See attached sample contact sheet that defines the types of issues)

	CONTACT HOURS	PROACTIVE # OF INDS	REACTIVE # OF INDS	PROFESSIONAL REFERRAL/S	COORDINATION HOURS	
JULY	156	46	6	2	4	
AUG	166.5	34	51	4	6	
SEPT	140	37	13	4	4	
TYPE OF ISSUES	DEATH IN FAMILY/ CRITICAL INCIDENT	FAMILY STRESSORS/ NON-EMERGENCY	WORK CRITICAL INCIDENT	WORK STRESS/ NON-CRITICAL	EMOTIONAL WELL-BEING	OTHER/ COVID
JULY	18%	40%	0%	30%	10%	2%
AUG	25%	20%	5%	40%	5%	5%
SEPT	3%	35%	5%	45%	10%	2%

Key Stressors Reported:

Work Stressors (Non-Critical Incidents)

- Financial Stress
- Family members unemployed
- Schedule changes (Part of this quarter was 12 hour shifts)
- Sleep issues with schedule
- Mandatory Quarantines unable to work
- Difficult to be proactive at work due to current negativity towards Police
- Limited time off, feeling low morale
- Difficulty concentrating and staying motivated

Family/Relational (Non-Emergency)

- Family Stress from everyone being quarantined
- Family conflict with spouse and kids
- Child Care Issues
- School starting (unsure safety for kids)
- Difficulties in spousal relationships with stress from COVID

Family/Relational (Death of Family Member)

- Death of officers' Family members (multiple incidents)
- Assist Medley PD (Accidental Death of officer/Not line of Duty)

Emotional/Well-Being

- Anxious about protecting self and family from getting sick
- Sleep issues
- Feeling of Uncertainty

II. 24/7 Wellness Room

Our department created a wellness room. This room is available to officers 24/7 and it provides a “safe space” for officers when they are stressed and need to decompress. This room has also been used when a peer team member is talking to an employee and need privacy. We are in the process of expanding this area, which will include an automatic coffee maker and specialized massage chair. This will be discussed further in the section about an awarded grant to purchase wellness equipment.





III. Canine Crisis Response Team – Therapy Dog

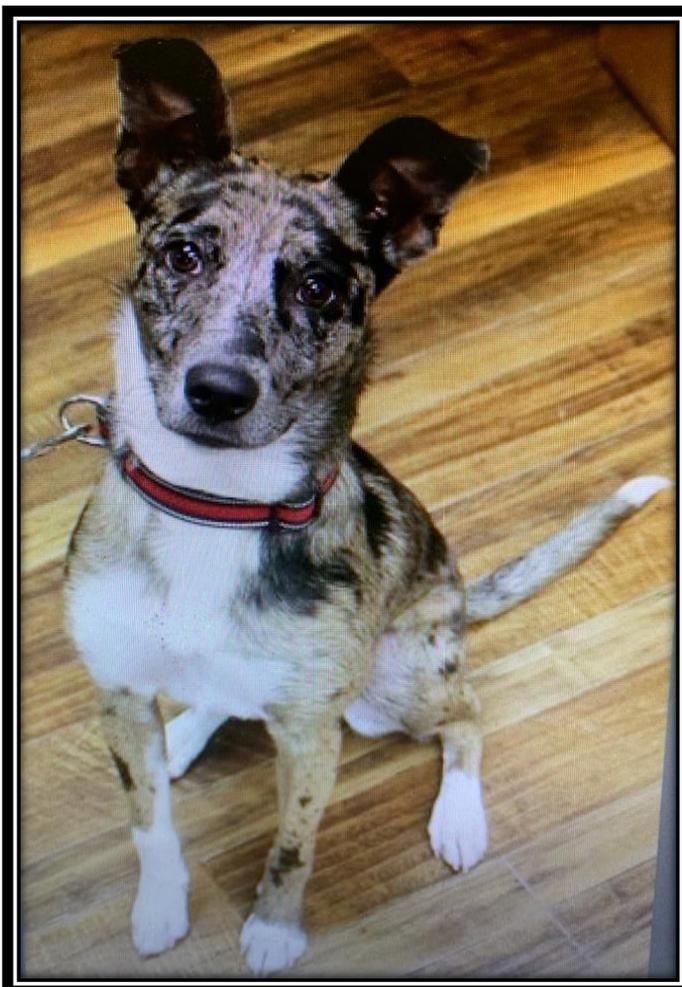
One of the goals of the wellness program is to create and provide multiple resources that are easily accessible to officers. There are officers who might not be comfortable contacting a Peer Support Team member or seeking help from a professional counselor. How do we reach these officers? Research has shown that animals have successfully been used to reduce stress and help people feel comfortable enough to open and talk.

Meet handler, Sam Cespedes, and therapy dog, K9 Marley. They are the newest members of the Peer Support Team. Sam is a civilian Victim Advocate. K9 Marley is a Catahoula Leopard dog. She is available to assist Sam when she works with victims of a crime. K9 Marley helps to provide comfort and reduce anxiety. K9 Marley provides the same service for our officers. Sam and K9 Marley are available to respond when officers deal with a difficult call. Sam and K9 Marley are proactive and regularly walk around the department and greet officers. We have found K9 Marley is an extremely valuable and a treasured resource in that she helps officers reduce their stress while providing a safe space for officers to talk.



**SAM CESPEDES
&
K9 MARLEY**

K9 MARLEY



IV. Physical Health - Medical Screening and Follow Up Annual Medical Screening

The Police Department originally used the health insurance under the City of Miami Beach approved plan. In 1991, the Miami Beach Police Department decided to start a self-funded trust so they would have control of their health benefits. Currently, the Miami Beach FOP Health Trust uses United Health Care as a third-party administrator. This means the Trust manages their benefits and pays directly all medical billing and administrative expenses. The board consists of nine trustees, consultant, attorney, third party administrator and board administrator. When officers retire, they can keep their insurance and continue with the insurance plan.

November of 2018, one of our officers, Sergeant Larry Marrero, died of a heart attack while working out in our gym. After this tragic incident, our Health Trust wanted to make sure we provided a benefit that would include a thorough medical screening. Although our health plan included the benefit of an annual physical, like most police departments, it was difficult to get officers to regularly complete an annual physical. It is not a mandatory annual requirement of our city. The board knew that any medical screening we offered needed to not only be thorough, but it must be convenient for officers to schedule. The Board partnered with a local hospital, Mount Sinai Medical Center, and an agreement was approved for a medical screening that the Health Trust would pay for directly per member. The screening was for all health trust members who are active or retired. Spouses could also complete the medical screening, but they would have to pay out of pocket at the time of their appointment. The medical screening takes approximately three hours to complete. The schedule was set up so four officers could be scheduled per weekday (two morning and two afternoon time slots). The officers were provided instructions to make an appointment and all the documents they would need for their appointment. The Chief approved the medical screening appointments being completed on-duty. This was extremely important part of the program because the board believed more officers would participate in the program if they could complete the screening on-duty.

The first medical screening appointments started in August of 2019. Below is summary of the total amount of medical screenings that have been completed as of December 2020. Please note that in late March of 2020 we had to stop the medical screenings for approximately four to five months because of COVID restrictions. Despite this delay, we still had almost 50% of our membership complete the medical screening. This process has been such a success that the Health Trust Board members agreed to continue providing the medical screening annually. The board has paid approximately \$291,000 for these medical screenings. We believe this cost will be a savings in the long run because officers will catch serious illnesses early. We have observed that one or two serious illnesses can easily cost the Health Trust this much money. Early prevention and detection must be a priority, and, more importantly, we can save officers' lives.

Here is a list of the tests provided in the First Time Medical Screening:

FIRST TIME MEDICAL SCREENING:

- **CT Calcium Score**
- **Cardiac Screening**
 - EKG
 - Echocardiogram
 - Ultra Sound – Carotid/Aorta(heart)
- **Cancer Screening**
 - Ultra Sound – Liver/Kidneys/Pancreas
- **Bloodwork**
 - LIPID (Cholesterol – HDL/LDL & Triglycerides)
 - CBC (Complete Blood Count)
 - Metabolic (Metabolism/Glucose/Calcium/Electrolytes)
 - TB
 - PSA (Prostrate) Men Only
 - TSH(Thyroid Stimulating Hormone Level)
- **Full Physical with the Doctor**
- **Nutritionist (Appointment only)**

MT SINAI MEDICAL SCREENINGS SUMMARY

AUGUST 2019 – DECEMBER 2020 COMPLETED

364 Officers/Retirees 42 Self Pay (Spouses) TOTAL = 406

MBFOP HEALTH TRUST – TOTAL MEMBERS

694 MEMBERS (403 Active Officers / 291 Retirees)

(Approximately 50% of membership completed the screening)

STATS 2019 (AUGUST – DECEMBER 2019)

****NOTE: 2020 STATS won't be available until January 2021****

200 Officers 18 Self Pay (Spouses) TOTAL = 218

GENDER 80% Male/ 20% Female

BMI

86% Overweight

45% High Risk Category

CHOLESTERAL LDL (Bad Cholesterol)

22% High Risk Category

1% Crisis Risk Category (2 People)

BLOOD PRESSURE

50% Abnormal BP

30% High Risk Category

23% Moderate Risk Category

10 YEAR RISK CATEGORY (Includes review of BP, Cholesterol, Blood sugar, Gender)

15% High Risk for heart disease in 10 years

SIGNIFICANT FINDS:

1 Save (Heart Bypass)

2 Early Stage Cancer Detection

The follow-Up annual medical screening is very similar to the first-time medical screening. In 2021, the Health Trust also added the benefit of a Nutritionist visit six times per calendar year for the cost of only a co-payment. We believe this will continue to emphasize the importance of physical health. We want to continue to collect stats to try to improve the moderate to high risk category members. Based on this medical screening and the current stats, we were awarded a grant to conduct a Pilot Nutrition Program (The details will be discussed in further detail below).

Below is the list of medical tests provided for the follow-up annual medical screening. The only test not recommended annually is the CT Calcium Score. We added to the lab work urinalysis and HBA1C.

FOLLOW-UP ANNUAL MEDICAL SCREENING 2021:

- **Cardiac Screening**
 - EKG
 - Echocardiogram
 - Ultra Sound – Carotid/Aorta (heart)
- **Cancer Screening**
 - Ultra Sound – Liver/Kidneys/Pancreas/Stomach
- **Bloodwork**
 - LIPID (Cholesterol – HDL/LDL & Triglycerides)
 - CBC (Complete Blood Count)
 - Metabolic (Metabolism/Calcium/Electrolytes)
 - TB
 - PSA (Prostrate Men Only)
 - TSH (Thyroid Stimulating Hormone Level)
 - **HBA1C (Blood Glucose)**
 - **Urinalysis**
- **Full Physical with the Doctor**
- **Nutritionist** (Appointment Only)

****ONLY ITEM REMOVED****
CT Calcium Score

V. Training (live and online) – Target Solutions Online Program (Resources)

Training is one of the most important aspects of police work. Training helps teach officers tactical skills, provide safety guidelines and protect the department from liability. Training typically includes defensive tactics, firearms training, cultural and bias based trainings, de-escalation, and other annual required re-certifications. One of the goals of the Miami Beach Police Department is to expand our training to incorporate officer wellness topics. Our Training Unit includes a diverse group of officers with expertise in defensive tactics, firearms and less lethal weapons. One of our trainers has a Fitness Instructor certification, and another one of our trainers is a certified EMT. Two of our trainers have doctorate level degrees. One in Criminal Justice and the other is a licensed clinical psychologist. The extensive training and education of our training unit have greatly aided in the development of the S.T.E.P.P. Wellness Program and administration of the Peer Support Team.

During our live trainings, the training unit always highlights at least one of the pillars from the S.T.E.P.P. Wellness Program. Usually multiple topics in the training will fall under one of these pillars, but we like to emphasize a topic. Some of the more unique topics we have covered and received positive feedback included:

- Target Solutions Program– Officer Resources File Center review
- Preparedness – Beneficiaries, wills (executive/living), making sure family is provided for if anything happens to you, retirement, Q&A
- Benefits – Full breakdown of Health and Pension benefits with Q&A
- Financial Wellness – Understanding your financial benefits, investing 101, spending tips, debt, savings, avoiding financial pitfalls
- Nutrition and Workout 101 (included a tour and review of the gym equipment)

Because there are so many topics and areas to cover annually, the department purchased an on-line training program, called Target Solutions, that allows the training unit to provide on-line training that can be tracked. As part of the wellness program, we also wanted an online training program that officers could easily access in a folder that would contain the training PowerPoints and officer wellness resources. Target Solutions is a web-based program that can be accessed from any internet web browser. Below are several snapshots from the **File Center** that show the training PowerPoint folders, officer resource folders, benefit plans, beneficiary forms, etc. The Homepage has direct access to our EAP benefit called Health Advocate Work/Life Program. This is paid through our Health Trust and it is a supplemental benefit that provides resources for emergency assistance as well as everyday work and life issues. This program is available to all immediate family members. This means parents, siblings and grandparents can contact Health Advocate even if they are not on the member's insurance. Below is a link of a quick video that explains the program. This is a great 24/7 resource for all our members and their families.

Click on the link below to see a video about the Health Advocate Work/Life Program

<http://healthadvocate.com/video/eapmember.html>

TARGET SOLUTIONS – Online Program

Miami Beach Police Department

Home Administration Calendar Community Resources Account Help

MIAMI BEACH POLICE

Home

My Assignments

Self-Assign

My History

My Credentials

My Events

File Center

Forum

Record Completions

Schedule

NAME	DUE DATE
No scheduled items	

Bulletin Board

MIAMI BEACH POLICE DEPARTMENT

UPCOMING EVENTS CALENDAR:

[CLICK HERE: CALENDAR DEMO](#)

HEALTH ADVOCATE
EAP/WORK/LIFE RESOURCES

877-240-6863 (Phone 24/7)

Health Advocate

[Video Overview - What is Health Advocate?](#)

DOWNLOAD THE APP or CLICK ON THE LINK:

<https://members.healthadvocate.com/Account/OrganizationSearch>

MEMBER LOGIN:
Miami Beach Fraternal Order of Police Health Trust

Need Technical help?
TargetSolutions Tech Support:
1-800-840-8048
support@targetolutions.com

FILE CENTER

EVENTS CALENDAR

LINK to Health Advocate

This is the Homepage for Target Solutions. The Homepage has a direct link to our Health Advocate Program. This includes a website, app and 24/7 phone number. The Health Trust has had this supplemental program for the past couple of years, but the usage has been minimal. Since we have informed the members of this program, we have seen a significant increase of usage. We want to continue to increase usage of the program. The Homepage also has a link for our Monthly calendar, which includes upcoming events, such as Yoga, therapy dog meet and greet, a nutrition educational series, etc. Officers also can access their training history, complete credential training requirements and access the **File Center**. This summary below will focus on the **File Center** and all the officer resources available.

Miami Beach Police Department

Home Administration Calendar Community Resources Account Help

FILE CENTER

Miami Beach Police Department File Center

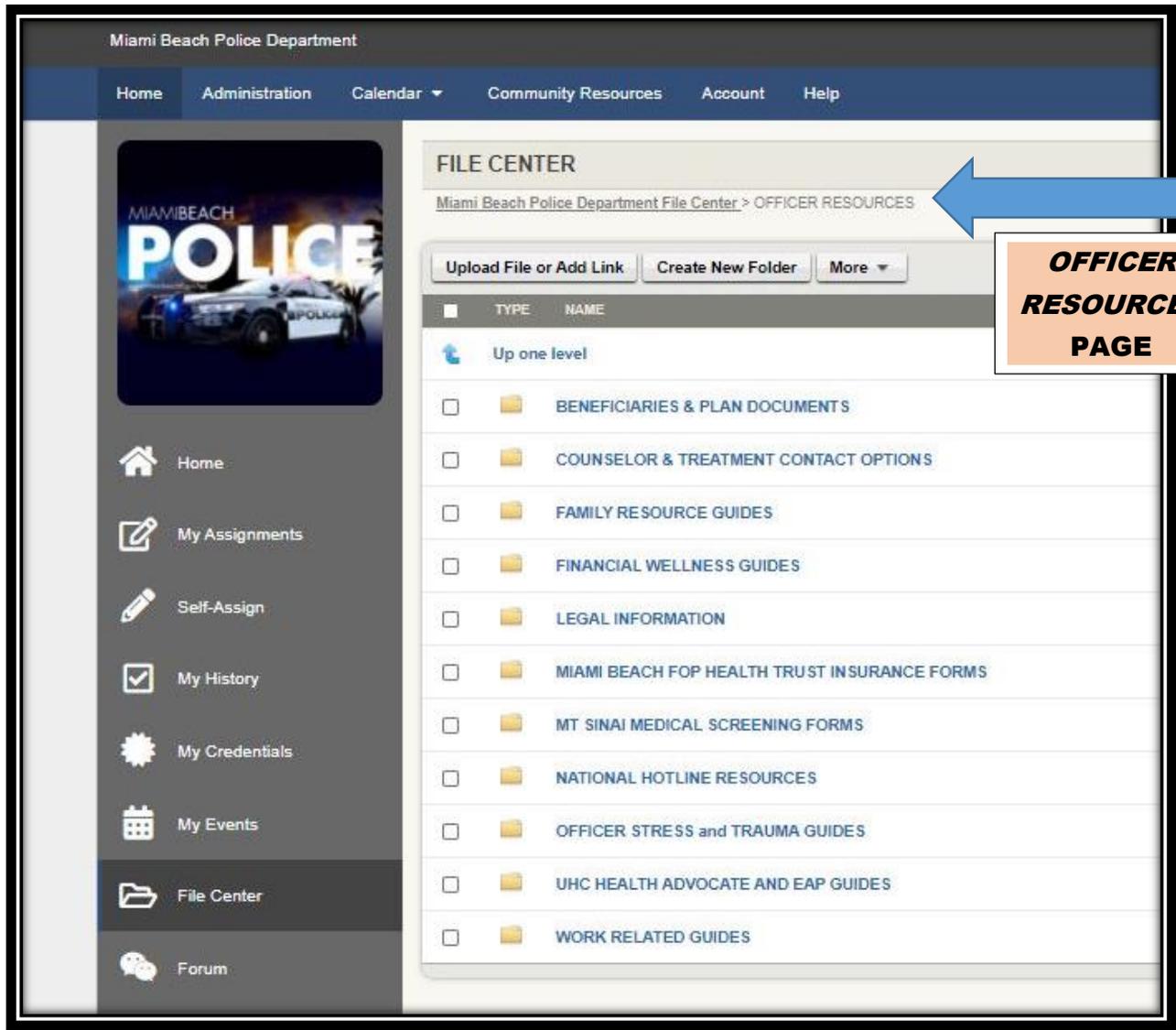
Upload File or Add Link Create New Folder More

TYPE	NAME
<input type="checkbox"/>	ANNUAL TRAININGS - MATERIALS
<input type="checkbox"/>	BULLETIN BOARD
<input type="checkbox"/>	FIREARMS INVENTORY (Last Updated July 2020)
<input type="checkbox"/>	OFFICER RESOURCES
<input type="checkbox"/>	RECORDS TRAINING HISTORY 1990 - 2019

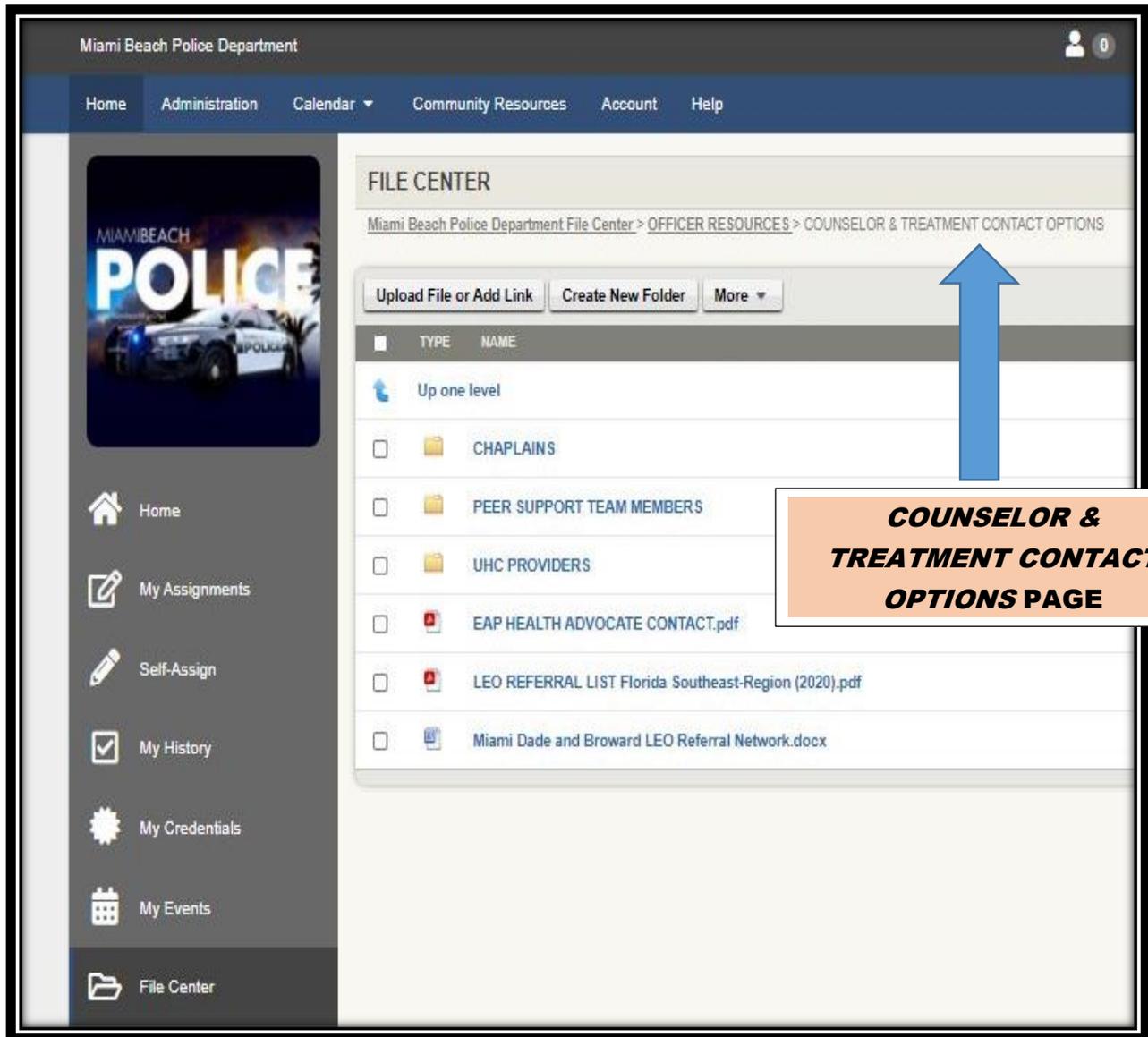
Home My Assignments Self-Assign My History My Credentials My Events File Center

File Center Includes: Access to Training Materials covered through online & live trainings and *Officer Resources*.

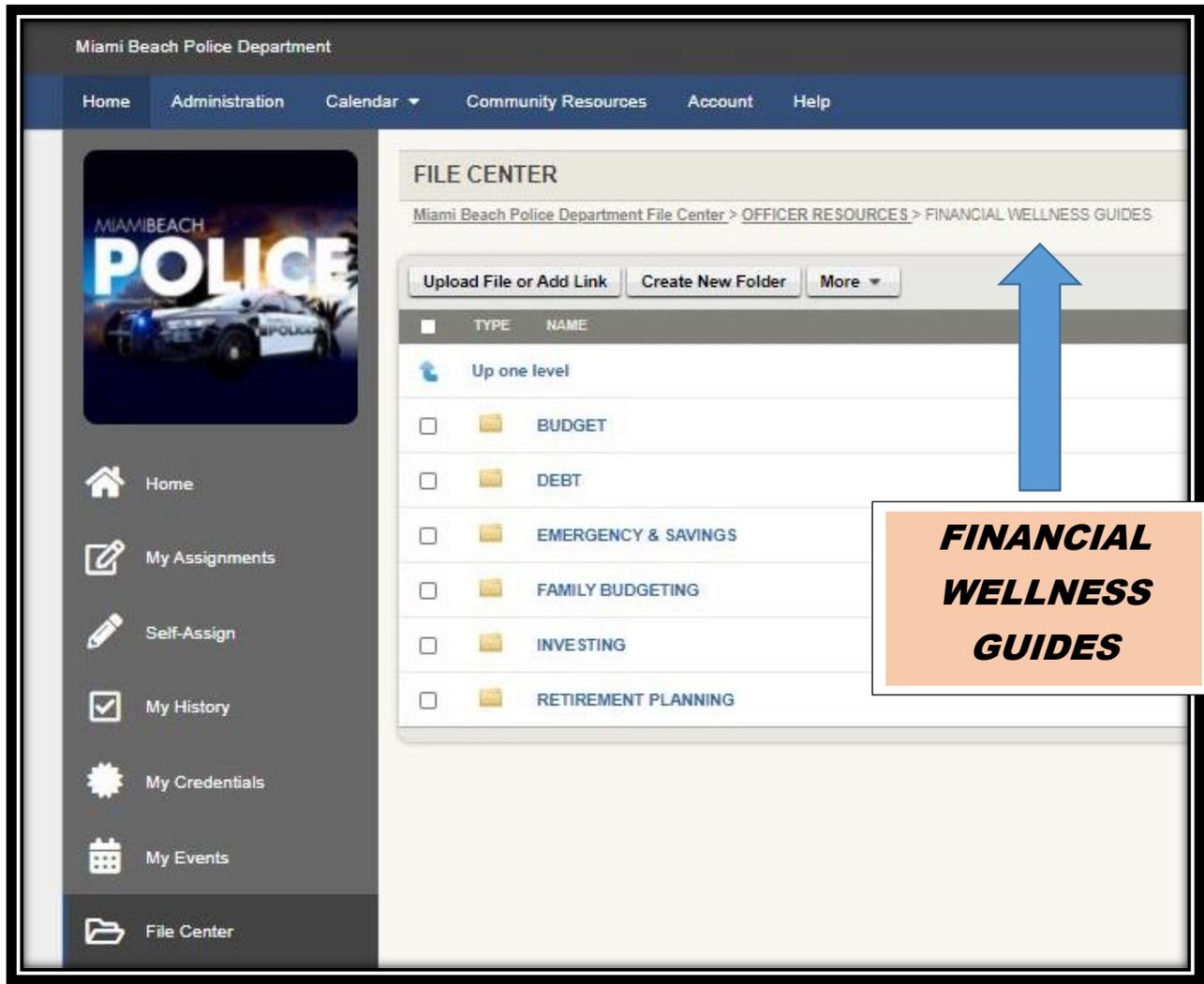
This snapshot shows the **File Center** Link. Officers can access several different training and wellness resources. There is also access to other materials, such as previous training records from our older training track program. Since this program is Web based, an officer can simply access the program through an internet web browser, which would include access from a cell phone. It does not require a departmental network connection. This means officers have access to these resources at any time.



This is the **Officer Resources** page. This page provides information for benefit plan documents (e.g., pension, 1% Fund, Health Trust Insurance). It provides forms for beneficiaries for all our plans (e.g., pension, health insurance, 457 plan, 1% fund and City benefits). There are multiple plans/funds that require a beneficiary form when any beneficiary information needs to be updated. This is a very important resource because we have found many officers were not even aware of all the plan beneficiary documents they needed to update. We also include a link for the Mt. Sinai Medical Screening forms. This provides the instructions and forms for the First Time Medical Screening and the Follow-Up Annual Medical Screening. In the past, one of the officers would need to contact one of the Health Trust board members to get the documents. This makes the items easily accessible, keeps officers informed and updated. The goal is to get as much utilization as possible.



This page is an example of one of the folders in the **Officers Resources** folder called the **Counselor & Treatment Contact Options**. This includes a list of our current Peer Support Team Members, Chaplains, EAP Health Advocate and information for accessing the UHC third party provider list. This folder also includes various counselors in Miami-Dade, Broward and Palm Beach Counties who have been vetted and known to work with first responders. It is very important that officers have a list of counselors who are experienced in providing counseling to law enforcement personnel. This list also includes counselors for children and families. One of the main reasons the **Officer Resources** folder was created was to provide resources for those officers who will not directly ask someone for help. Now, at least, these officers have direct access to these resources and can keep their confidentiality if they feel uncomfortable asking anyone directly for help. The goal of the wellness program is to remove any stigma associated with asking for help, but there will always be officers who fear asking for help and will not change their mindset.



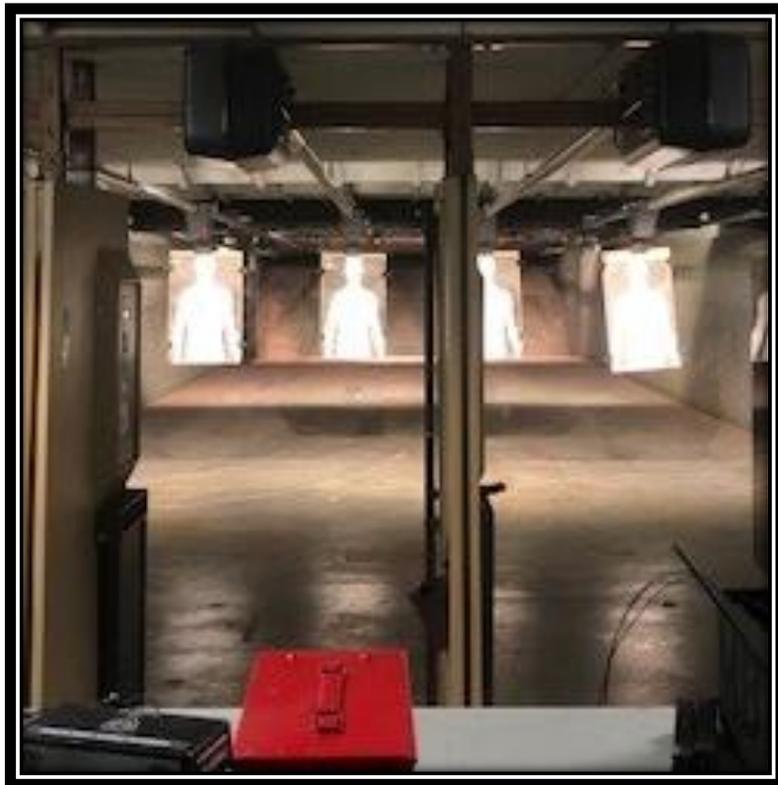
This page is another example of one of folders from the **Officer Resources** called the **Financial Wellness Guides**. This provides financial resources about debt, savings, budgeting, investing, etc. Many of these resources are from the Health Advocate Program.

VI. Fully Operational Indoor Range and Defensive Tactics (DT) Room

The MPBD has a fully operational indoor shooting range located on the 5th floor of the police station. The range contains six lanes, each 25 yards long. The range is open during business hours to all officers and our firearms instructors are happy to provide training. The availability of the range on campus has been extremely beneficial to our officers allowing them to work with their squads and gain valuable one-on-one training. Our Range Master works with officers who are involved in critical incidents, which has been essential to reducing traumatic symptoms officers often experience after an incident. The range is an invaluable resource that gives our department flexibility to provide additional training as needed and is often sought out by other departments and outside agencies who do not have their own.

FIREARMS RANGE

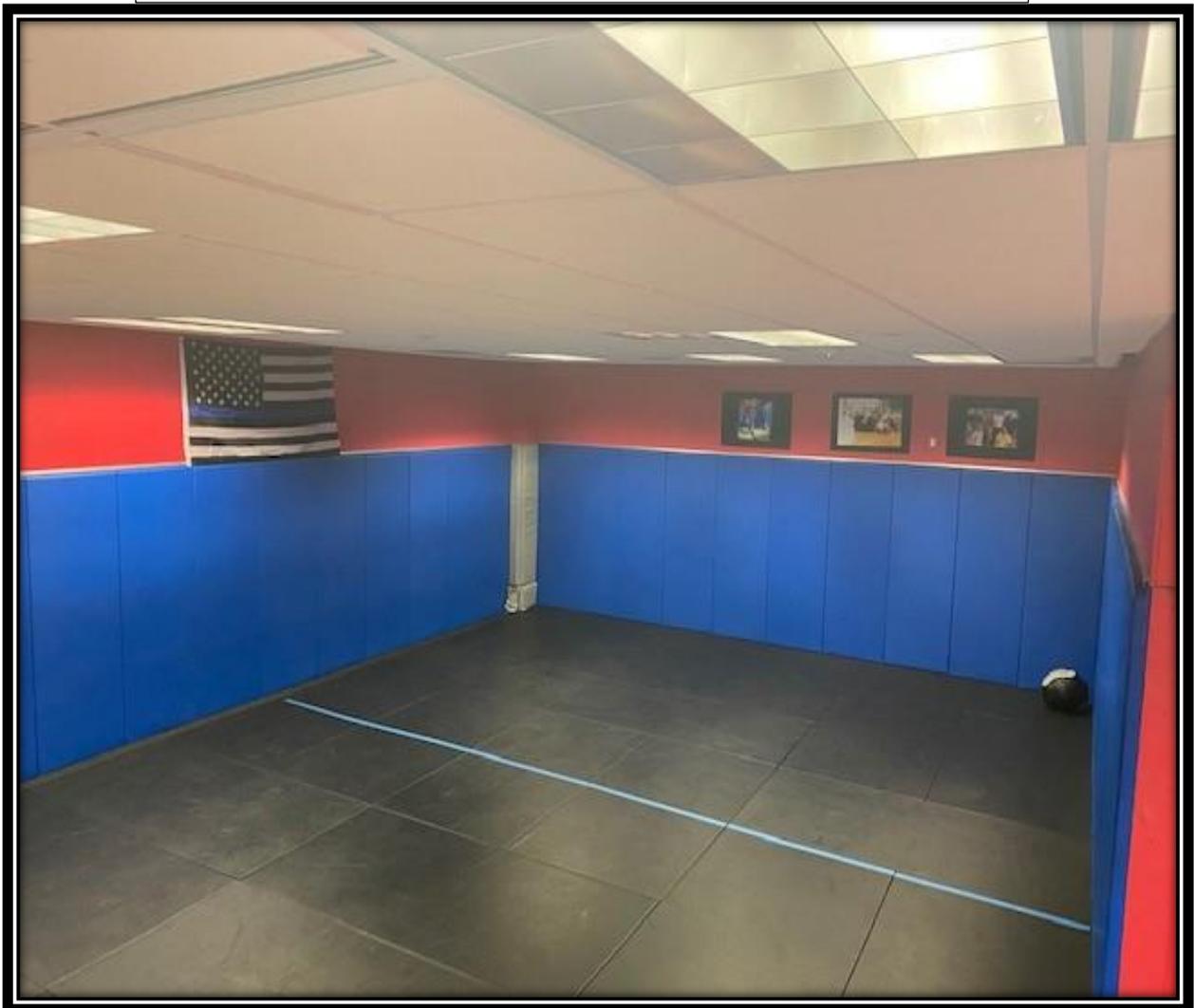




The police department also has a fully hands-on defensive tactics (DT) room. The equipment, including the floor and wall padding as well as the sparring equipment was donated by former NBA star and MBPD Reserve Officer Shaquille O'Neal, who has been extremely supportive of our police department.

The DT room is open 24/7 for anyone to train. The room allows are officers opportunity to work one-on-one with our DT instructors. Our department uses the DT room for new recruit post academy training and for our live departmental trainings. This is another invaluable resource that allows our department to regularly practice and conduct more advanced trainings. Below are pictures of our Range and DT room.

ROBERT FITZPATRICK DT ROOM



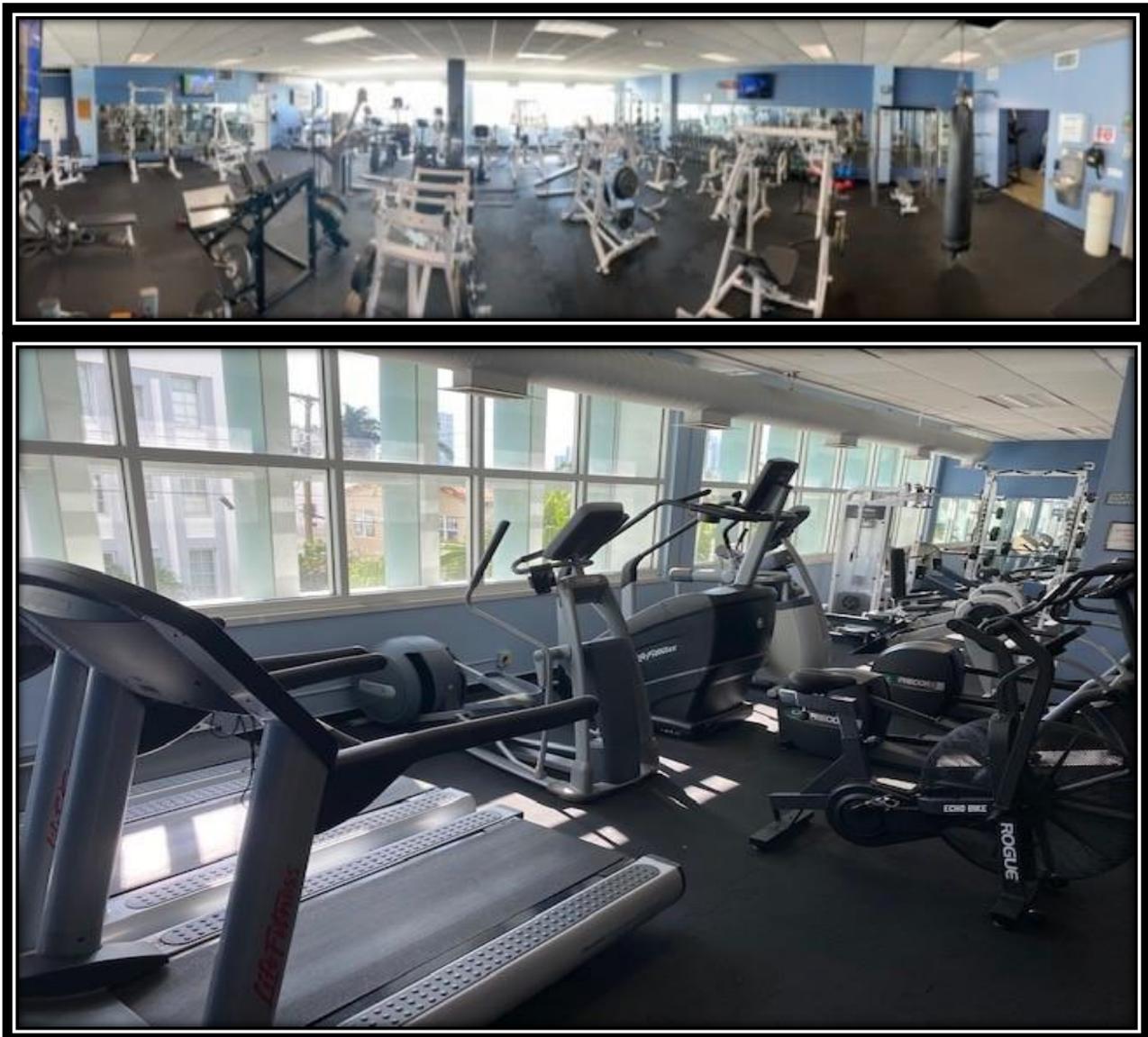


**DT
EQUIPMENT**

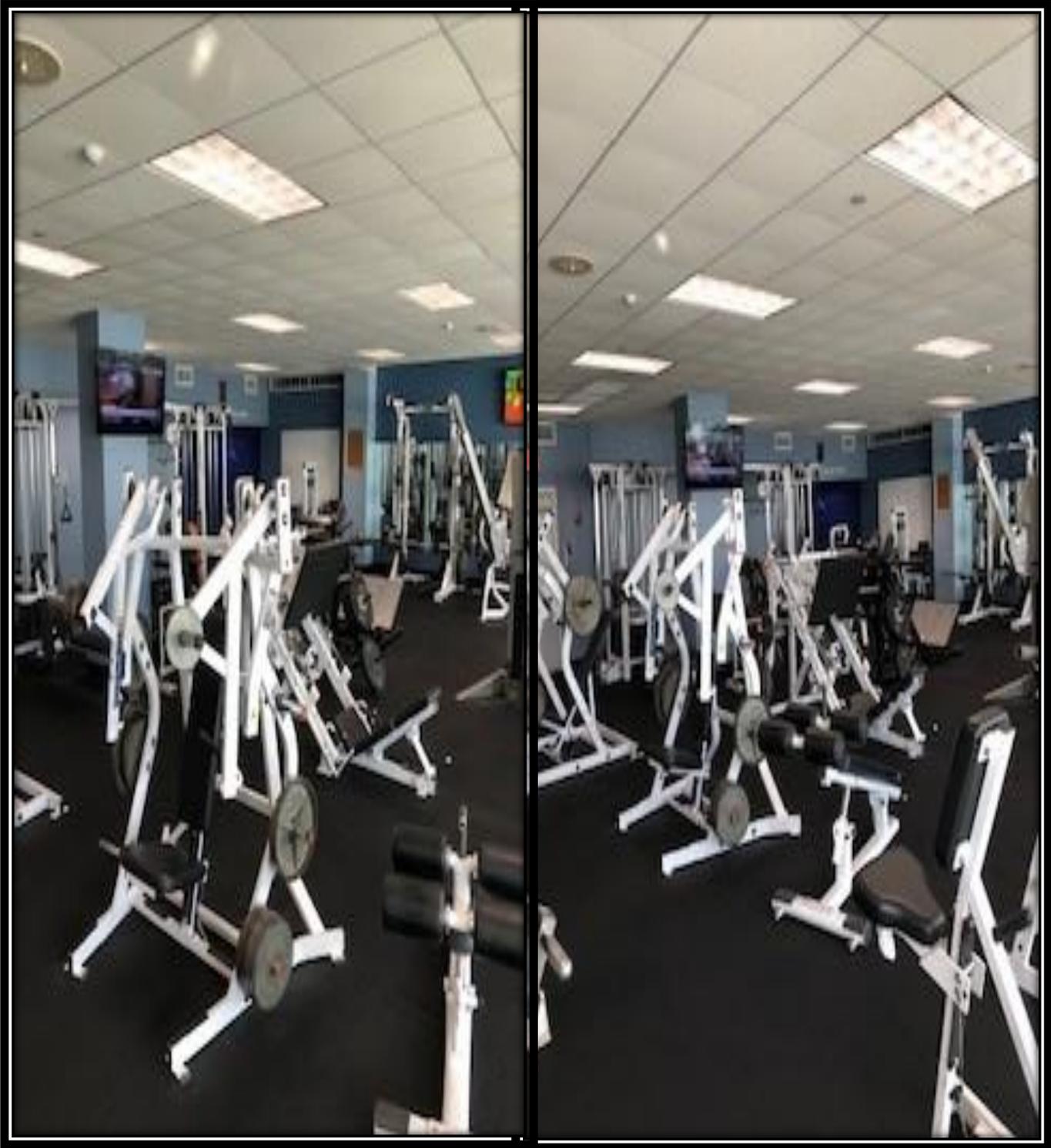


VII. 24/7 Employee Fitness Center: On-Duty Workout Program

To help maintain physical fitness and reduce employee stress, a fully equipped fitness center is located on the second floor of the police department and is available to employees 24/7. There is a full locker room for men and women that contains lockers, a shower and bathroom. The department allows officers to workout 1 (one) hour during their shift. Again, this is a benefit that is offered on-duty to encourage officers to workout. The gym provides workout options for cardio, weights and nautilus machines. The cardio section has two stationary bikes, a stair climber, multiple elliptical machines, three treadmills and two rowing machines. As the pictures will show, there are numerous machines and access to free weights. The gym has multiple televisions and audio equipment for music. The department's gym is one of our most popular and active facilities. Officers must use a key card access to use the gym and it is fully equipped with a camera system. Below are pictures of the overall gym.









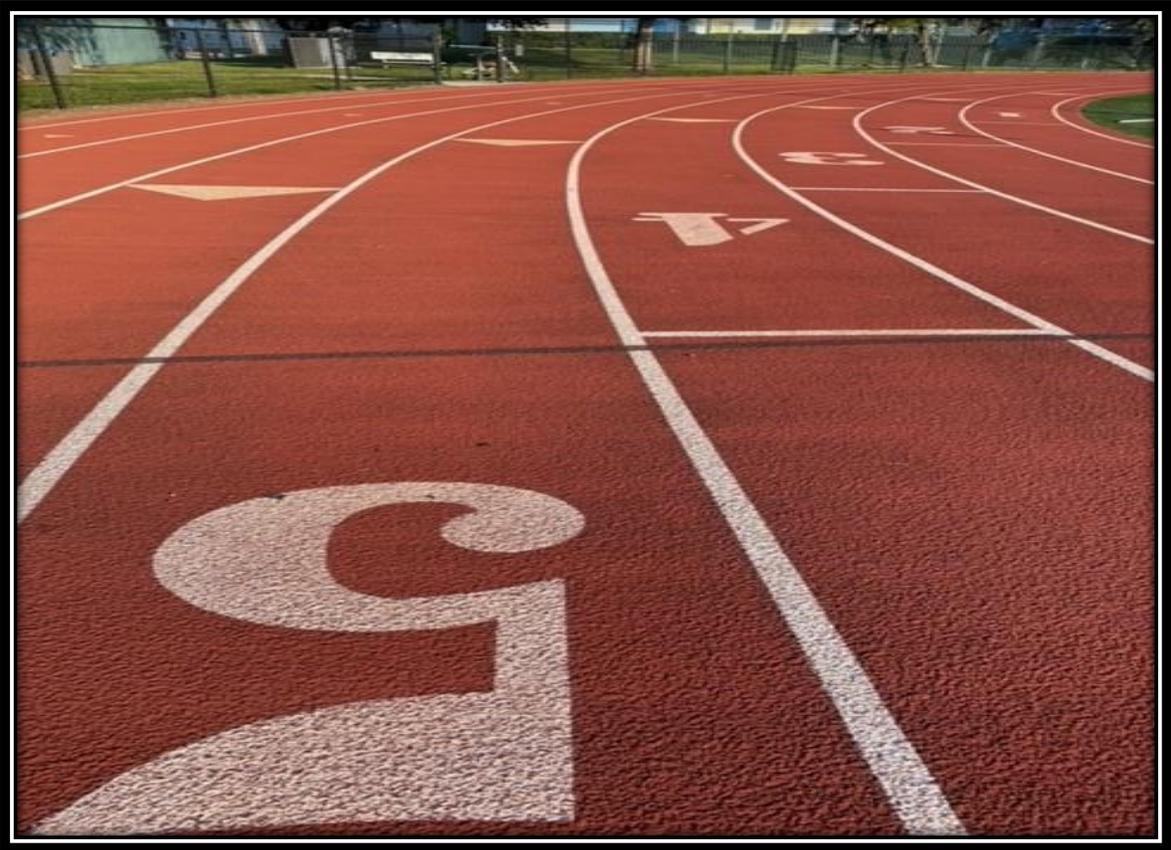
VIII. Annual Physical Fitness Assessment - Incentive

As part of our Union contract, officers receive \$75 per paycheck (\$150) per month if they successfully complete an annual physical fitness assessment. The test is offered every 4th Quarter of the year (October-December). The program is voluntary. Below are the criteria to pass and receive the stipend:

Test Standards:		
	Male	Female
1 Mile Run (or)	10 Minutes	11 Minutes
1.25 Walk	16:40	18:11
1 Minute Sit-up	25	20
1 Minute Push-up	25	13

Below is a picture of Flamingo Park where the test is completed and administered by the MBPD Training Unit. Last year 268 officers volunteered and successfully completed the fitness test. When this program was started several years ago we had under 150 officers participate. This shows the success of the program.

FLAMINGO PARK



IX. New Program (Delayed due to COVID) – Yoga

One of the newest and exciting programs we started in 2020 was the Yoga Program. Unfortunately, the program had to stop due to COVID precautions. However, the program was well supported, and it is specifically designed for police officers at the police station. Below gives a brief summary and pictures. The DT Room is the main location where the classes are conducted. We expect this program to expand and will likely have to move to a larger room.

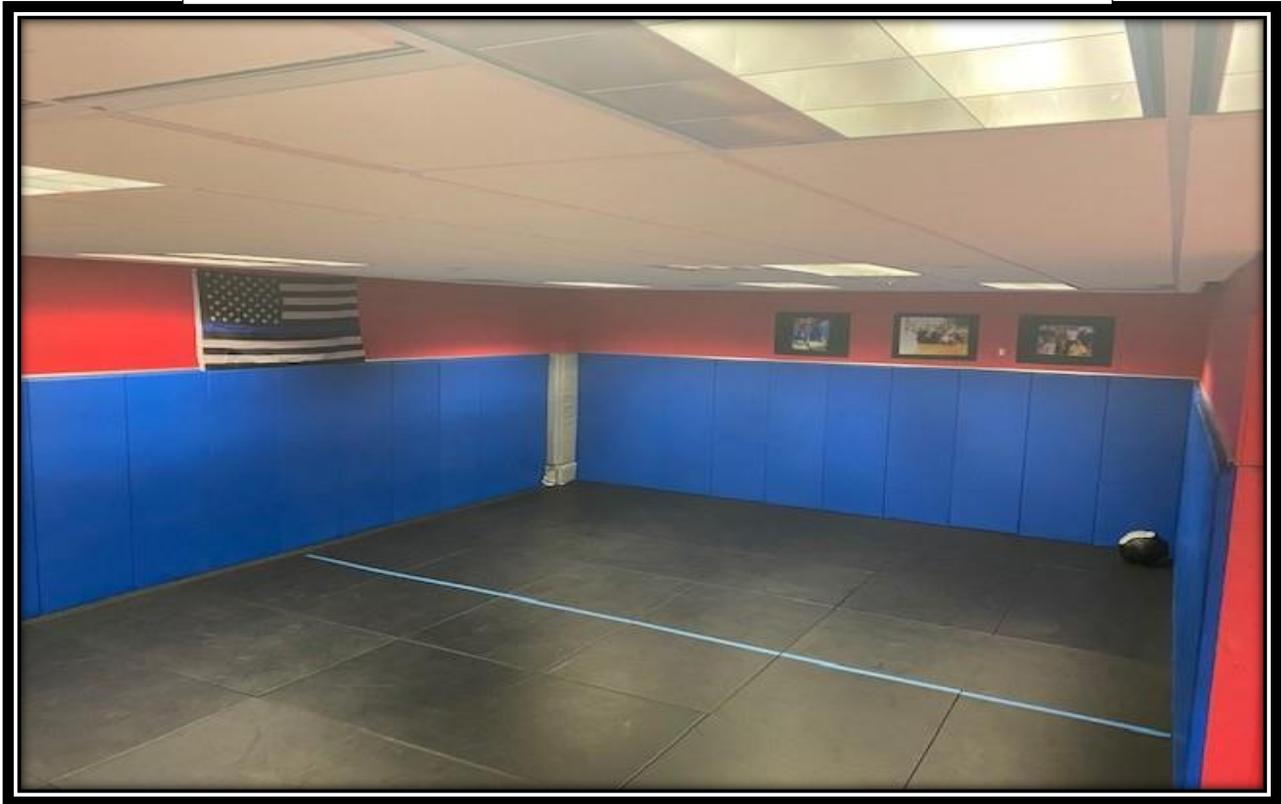
YOGA

CONTRACT - THE WARRIOR FLOW FOUNDATION

- **2x Per Week at the Station**
- **Emphasis: Stretching, Strengthening, Breathing**



ROBERT FITZPATRICK
DT ROOM



X. New Program (Delayed due to COVID) – Educational Stress Management Series

This is another program that was delayed due to COVID precautions. Mt. Sinai Medical center partnered again with our police department to create an Educational Stress Management Series. It is a small group setting, consisting of only 8 officers per group, for a period of six weeks. The program is designed to teach stress management. Officers sign up for the program and can attend on-duty for the 90-minute class. The series is taught four times per year. This is a smaller program, but it provides a very extensive amount of education for reducing stress and a workbook is provided to the officers that contains multiple resources.

Stress Management: Educational Series

CONTRACT – MT. SINAI BEHAVIORAL HEALTH

- 6 Week series teaching stress reduction
- 90 Minute Sessions
- 8 officers per group
- Includes Educational Booklet



XI. New Grant Award – Nutrition Pilot Program

Based on the results of the Annual Medical Screening stats, we applied for a grant for a Nutrition Pilot Program. We were awarded the grant to conduct this program based on our need to improve the physical health of officers.

The goal is for officers to participate in a six-month program that allows them to meet with a dietitian and establish a personal nutrition program. Several factors will be measured pre and post the program, including LDL cholesterol, blood pressure, body fat, glucose levels and any other factors that might help to improve overall eating habits. In addition, the Health Trust board approved adding the benefit of an in-network nutritionist up to 6 times per calendar year for the cost of only a co-payment. This benefit will hopefully encourage officers to monitor their nutrition once the pilot study concludes. Our department is also in the process of certifying additional officers to obtain NASM personal trainer certification so officers will have accessibility to personal trainers.

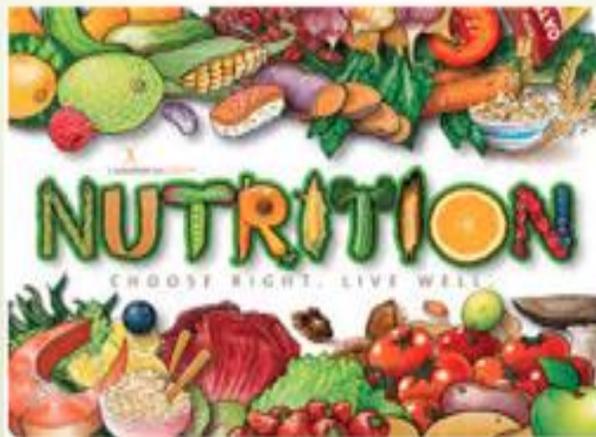
NUTRITION PILOT PROGRAM STUDY

January 2021

GRANT SPONSORED

- 6 month program measuring pre/post results
- 3x per week Dietitian will be available
- Weekly Nutrition Educational series
- Partner with local restaurants to prepare food

FOP Health Trust – Add benefit of Nutritionist



XII. Grant – Wellness Equipment

We were awarded in July of 2020 a grant that allows us to purchase equipment for the Wellness Program. Here is a summary of the items that were approved to purchase:

WELLNESS ROOM



MASSAGE CHAIR

GYM



INVERSION TABLE



BEAR CRAWL MACHINE: JACOBS LADDER



TRAP BAR

STRESS INOCULATION TRAINING AND YOGA

One of the areas of training we are adding for officers is stress inoculation. We are incorporating the breathing exercises with the yoga program. The goal is to use the heart monitors in live training, yoga or other training options to teach stress reduction. The stress monitors are a great resource to help officers understand their breathing and blood pressure during stressful events. The heart monitors are also being used with our new officers during their post academy training.



20 HEART MONITORS



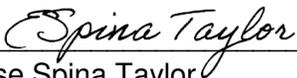
20 YOGA MATS

Closing

The Miami Beach Police Department is committed to officer wellness. In the past year, we have been able to establish the foundation for the S.T.E.P.P. Wellness Program and help officers began to better understand the pillars of wellness that will ultimately lead to a healthy and productive life. We are proud of this program, but we must continue to develop and expand our programs, resources and education in order to reach all officers in our police department. We also strive to continue to reduce the stigma of seeking help and remind officers that they are supported and never alone.

For all the above stated reasons, I firmly believe that our agency is worthy of the Destination Zero-Officer Wellness award.

Respectfully submitted for your consideration,



Elise Spina Taylor
Licensed Clinical Psychologist
MBPD Lieutenant Training Unit