

Executive Summary

In 2015, Chief Jimmy Perdue, of the North Richland Hills Police Department, revealed his vision of a holistic theme that could encapsulate all of the department's safety and wellness initiatives and serve as a mechanism to ensure everything the department promoted or provided education on included a tie-in to these concepts of safety and wellness. Additionally, this program would serve as standard by which any practice, program or training agenda could be evaluated to ensure consistency with the values and mission of the North Richland Hills Police Department, which is, in essence, to work in a partnership with the citizens to maintain a safe, peaceful community by providing excellence in all police services while being dedicated to the highest standards of ethics and integrity. The leaders of the North Richland Hills Police Department recognize that the success of this mission relies wholly upon the actions of employees; therefore employee selection and continuing development are one of the most important pathways to fulfilling this pact with the community.

Principle to this belief is the department philosophy that employees are not simply hired for any specific work skill, but rather for their personal character, both inside and outside of the workplace. To achieve the department's mission, employees need not just lead successful careers, but also positively oriented, well-rounded lives. After all, one does not simply leave one's personal life at the department door; personal stressors and distractions can and do negatively impact performance. This is particularly true with important tasks as critical decision-making, attention to duty, and overall well-being. Success in life leads to success at work, resulting in safer, less distracted employees and ultimately a community better served.

SHIELD is the vehicle by which the North Richland Hills Police Department actively commits to the understanding that matters of safety begin with the employee and are not

confined purely to encounters involving the use of force. The SHIELD program encompasses the department's overall philosophy for providing service to the community while serving as a ready standard by which employees may gauge their actions. The principle message of SHIELD is communicated through a three day training event, which includes instruction on response to resistance, decision-making, crisis recognition, de-escalation, and employee wellness, to include physical, mental and financial components.

In addition to the overarching philosophical approaches endorsed by SHIELD, safety and wellness are emphasized through a department physical fitness program, the incorporation of recurrent driver training under the National Academy for Professional Driving, and ongoing training through Vincible, a Texas Police Chief's Association Foundation initiative that promotes officer safety through the wearing of ballistic vests and seatbelts, safe driving habits, and staying fit. All of this combines to form the SHIELD approach, which is: Provide Service to the community, each other and ourselves. While having Honor in who we are and what we do. Utilizing Integrity and the Law Enforcement code of Ethics in our decisions and how we interact with others. Having belief in the sanctity of all human Life. Considering De-escalation in all that we do.