



National Law Enforcement Officers MEMORIAL FUND

RESPECT. HONOR. REMEMBER.

Destination Zero Award Nomination Form

AGENCY INFORMATION

Name of agency: _____ Newark Police Department _____

Award Category (check one)

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

Agency contact name: ___ Captain Choman Loth #C2 ___

Contact email: Chomnan.Loht@newark.org Contact phone number: ___ 510-578-4946 ___

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

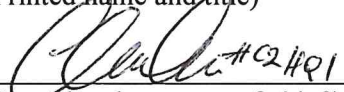
By agency representative signature on this form, the submitting agency acknowledges and affirms that it is not currently under investigation by the Department of Justice or currently serving under a consent decree or other sanctions imposed by the Department of Justice.

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: Newark Police Department

Chomnan Loth/Police Captain _____
(Printed name and title)



(Signed endorsement of chief/agency head)

12/20/2019 _____
(Date)



CITY OF NEWARK, CALIFORNIA

37101 Newark Boulevard • Newark, California 94560-3796 • (510) 578-4000 • FAX (510) 578-4306

December 20, 2019

National Law Enforcement Officers Memorial Fund
Destination Zero Awards Committee,
444 E Street NW
Washington, DC 20001

Dear Awards Committee,

Please accept the attached as our submission for the Destination Zero 2019 Officer Wellness award.

The City of Newark is located in Southern Alameda County, 30 miles south of Oakland, 15 miles north of San Jose, and on the edge of Silicon Valley. Newark Police's 59 sworn officers and over 30 support staff serves a population of 47,531 with a work week population of over 100,000 in an area of 13.9 square miles. One major freeway and a state highway traverse the city's boundaries. Interstate 880 spans the east side of the city and State Route 84 spans the north side of the city. These major thoroughfares contribute to higher traffic volume within the city limits, especially during commute hours. In addition, several rail transportation lines serve the city which includes the Altamont Commuter Express (ACE) and Amtrak.

During the years 2016, 2017 and 2018, five of our officers were involved in four separate officer involved shootings (OIS) which ultimately lead to all five officers retiring from trauma-related stress. While the department already had several wellness initiatives, these incidents including a recent off-duty officer (different agency) suicide in our city reenergized our agencies efforts to improve our overall wellness program.

This year, a formal Employee Wellness Unit was created. Within the unit, were smaller teams including the Peer Support, Nutrition, Physical Fitness and Stress Management Teams. Each team of officers received specialized training and coordinate department-wide health and wellness programs. We believe that this efforts has already paid off as we currently have zero employees are under any type of mental health restrictions for year 2019. Our efforts are working as we have seen a large overall decrease in worker's compensation absents. In 2015, we had 7,377.5 hours of worker's compensation hours used. In 2018, we reduced those hours to 940.

As the Chief, I not only care about well-being of the men and women of this department, I consider it my responsibility to insure the health and wellness of each member, so they may perform their duties to the best of their physical and mental abilities in order to provide excellent service to the citizens we are sworn to protect. After reading the attached description of our officer wellness



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programs it is my hope that you will select the Newark Police Department worthy of the 2020 Destination Zero Officer Wellness Award.

Thank you for your consideration.

Sincerely,

Mike Carroll
Chief of Police



POLICE DEPARTMENT
City of Newark

CHOMNAN LOTH
Field Operations Captain

To: Destination Zero Committee

Date: December 20, 2019

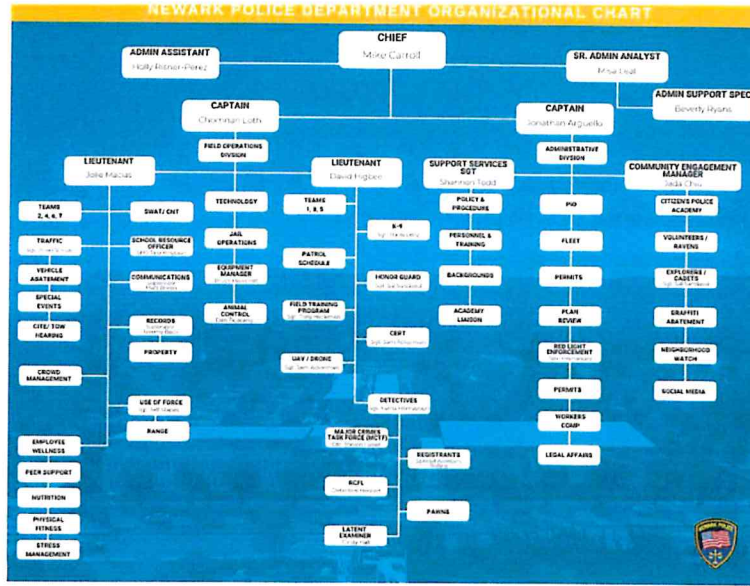
Subject: Officer Wellness Award Nomination

The City of Newark is located in Southern Alameda County at the east end of the Dumbarton Bridge, 30 miles south of Oakland, 15 miles north of San Jose, and on the edge of Silicon Valley. Newark Police's 59 sworn officers and over 30 support staff serves a population of 47,531 with a work-week population of over 100,000 in an area of 13.9 square miles. One major freeway and a state highway traverse the city's boundaries. Interstate 880 spans the east side of the city and State Route 84 spans the north side of the city. These major thoroughfares contribute to higher traffic volume within the city limits, especially during commute hours. In addition, several rail transportation lines serve the city which includes the Altamont Commuter Express (ACE) and Amtrak. The department is led by Mike Carroll who is currently the Chief of Police.

During the years 2016, 2017 and 2018, five of our officers were involved in four separate officer involved shootings (OIS) which ultimately lead to all five officers retiring from trauma-related stress. While the department already had several wellness initiatives, these incidents including a recent off-duty officer (different agency) suicide in our city reenergized our agencies efforts to improve our overall wellness program.

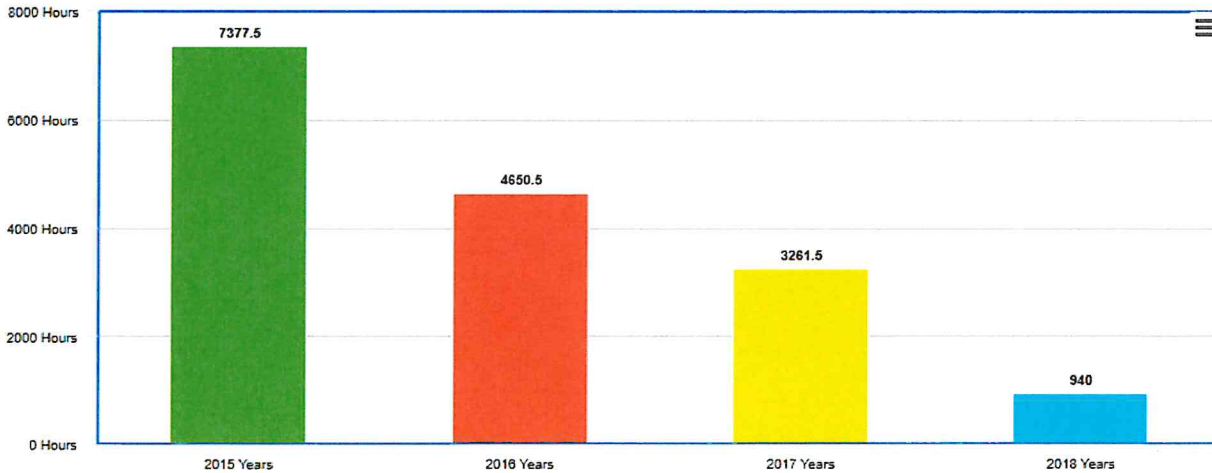
This year, a formal Employee Wellness Unit was created. Within the unit, were smaller teams including the Peer Support, Nutrition, Physical Fitness and Stress Management Teams. Each team of officers received specialized training and coordinate department-wide health and wellness programs. We believe that this efforts has already paid off as we currently have zero employees are under any type of mental health restrictions for year 2019. While we still had numerous critical incidents this year, it is the first time since 2015 none of our personnel are off dealing with a mental health crisis. Our efforts are working as we have seen a large overall decrease in worker's compensation absents.





Years

2015 7,377.5 Hours of worker's compensation hours used
 2016 4,650.5 Hours
 2017 3,261.5 Hours
 2018 940 Hours



Our goal is to provide wellness and peer support for all personnel from the day they are hired and beyond retirement.

When new officers are hired, they are assigned a mentor officer to help them even before the police academy. The mentor is an experienced employee, who provides guidance and support and watches over and fosters the progress of a less experienced employee. The mentor and protégé have continuous interactions during their career. Some of the goals of the program is to increase employee retention, better assimilate new hires and provide a support system for employees. Additionally, mentors are expected to assist in the transition of newly hired employees through their career and provide guidance. They are expected to identify any issues and resolve them at the lowest level when possible.



In 2018, we began to provide peer support training to both officers and their family members during our three-week in-house course prior to FTO. During this time, our department Psychologist as well as peer-support members provide initial training and resources. We offer retired members to keep connected with the department by hosting a department open house/BBQ once a year where we show off all of our latest and greatest gear and provide updates on the state of the PD to all employees and retirees. We invite all of our retirees and their family not only to share the updates but to let them know they are still part of the family.





We send officers as well as family members to various mental and peer support training. A spousal support group by the name of WHOLE (Wives and Husbands of Law Enforcement) was formed to help family members deal with stress and provide networking for one another.

Our peer support team consists of a variety of professional staff and sworn personnel including 1 Lieutenant, 2 Sergeants and 5 Officers. Each peer support members are nominated by other personnel in the department. Their primary job is to assess the need for follow-up referrals and assist in teaching stress management. They will also provide one-one-one peer assistance to affected employees at the request of either the individual employee, a supervisor, or the Peer Support Team Coordinator. All members are required to attend regular training to keep up with progressive approaches to stress. Before a peer support member officially join the team, they must complete the initial 40 hours Critical Incident Stress Management (CISM) course. The entire team also conduct quarterly training. Additionally, member are also sent to the IACP Officer Safety and Wellness Conference as well as a variety of resiliency training programs to bring back to our department.

A Department Chaplin is also assigned to the Peer Support Team. The Chaplin is trained in CISM and Pastoral Crisis Intervention. The Chaplin can be used internally or externally.





Internally, our peer support team also provides on-going department-wide training on commutative stress as well as suicide prevention. During the training, officers are provided with information on how to recognize stressors and are provided with resources. We also began a department wide “Wellness Training Day” where personnel will get specialized training from experts from Pinnacle Training Systems in the areas of fitness, mental health and nutrition. This Wellness Training Day occurs once a year and consists of a health screening, wellness coaching, nutritional coaching and a psychologist will provide training on mental health. One of the primary goal is to reduce health risks and injuries before they become catastrophic. The health screening is an important first step for predictive employee’s ability of perform the job safely. The wellness and nutritional coaching is a way used to help educate and motivate staff. Information will be provided based on research and scientific information and presented in a simple to understand format.

Currently, after every critical incident the department peer support team conducts a Diffusing Debrief, Stress Debrief in addition to a Tactical Debrief. Peer Assistance is a process by which trained personnel provide emotional support and referrals for a colleague during a crisis or when they are under stress. Generally, Peer Assistance is sought by the employee in need, or suggested by the employee’s peer(s) or supervisor. Peer Assistance does not replace the need for structured group intervention or professional services following trauma.

A critical incident or a traumatic event is any event that may temporarily overwhelm an individual’s usual method of coping or produce unusually strong reactions. It is important to note that an individual’s reaction to a traumatic event is individual-specific based on the totality of circumstances in that individual’s life (i.e., the degree of involvement, cumulative events, personal likeness, children, etc.). These events can include, but are not limited to:

- (a) Line of duty deaths or serious injuries.
- (b) Suicides of emergency personnel.
- (c) Disasters.
- (d) Law enforcement shootings.



- (e) Accidental death or injury to others caused by one's actions.
- (f) Significant events involving children.
- (g) Prolonged incidents which end in a loss.
- (h) Events with excessive media interest.
- (i) Life-threatening experiences.
- (j) Severe abuse.
- (k) Homicides.
- (l) Terrorism.
- (m) High publicity crimes of violence.
- (n) Death in the family.
- (o) Divorce.
- (p) Addiction.
- (q) Any significant event or personal crisis which overwhelms usual coping mechanisms.

The purpose of the Diffusing Debrief is to provide involved officers what information on what to expect; how their emotions or behaviors may change. The Stress Debrief to a chance for all involved officers to talk about the incident and how they feel. During the Diffusing and Stress Debriefing notes and recorded statements are not taken as the sole purpose of the debriefing is to help mitigate the stress-related effects of a traumatic event. It is not part of any investigative process and is closed to the public and all other members of the department. This has proven very effective as a method to decompress and reduce mental fatigue of police work.

Peer support members also do “shadowing” in which they will monitor and ensure officer who were involved in a critical incident are thoroughly supported.



All personnel in the department gets paid to work-out on duty through our Physical Fitness Program. There are two modes of workout time in this program:



1. A lunch period that becomes extended from 40 minutes to 70 minutes, 40 minutes of which must be spent exercising or
2. A 40 minute exercise period with a 10 minute shower/change allotment

Since officers are allowed to exercise on duty, they are getting paid to work out, which is a great incentive. The exercise program in total represents the department's commitment to our employees as it relates to good health and well-being. Some of the patrol teams do team work out to increase comradery and push the competitive edge. Team workouts changed daily as a different member of the team often create a "WOD" or Workout of the Day. Otherwise officers are free to work out on their own term and pace on whichever equipment they desire. This agency also sponsored two officers to become certified CrossFit coaches to assist other officers meet their fitness goals.



Understanding that eating right and maintain a healthy weight are key to overall well-being, we also began offering healthy food options in mid-2019. Nutrition is part of our yearly wellness training and roll-call briefing training. This program provides easily accessible healthy, pre-cooked meals at a discounted price for all employees. This has been a major success and we anticipate adding an additional refrigerator in the near future.

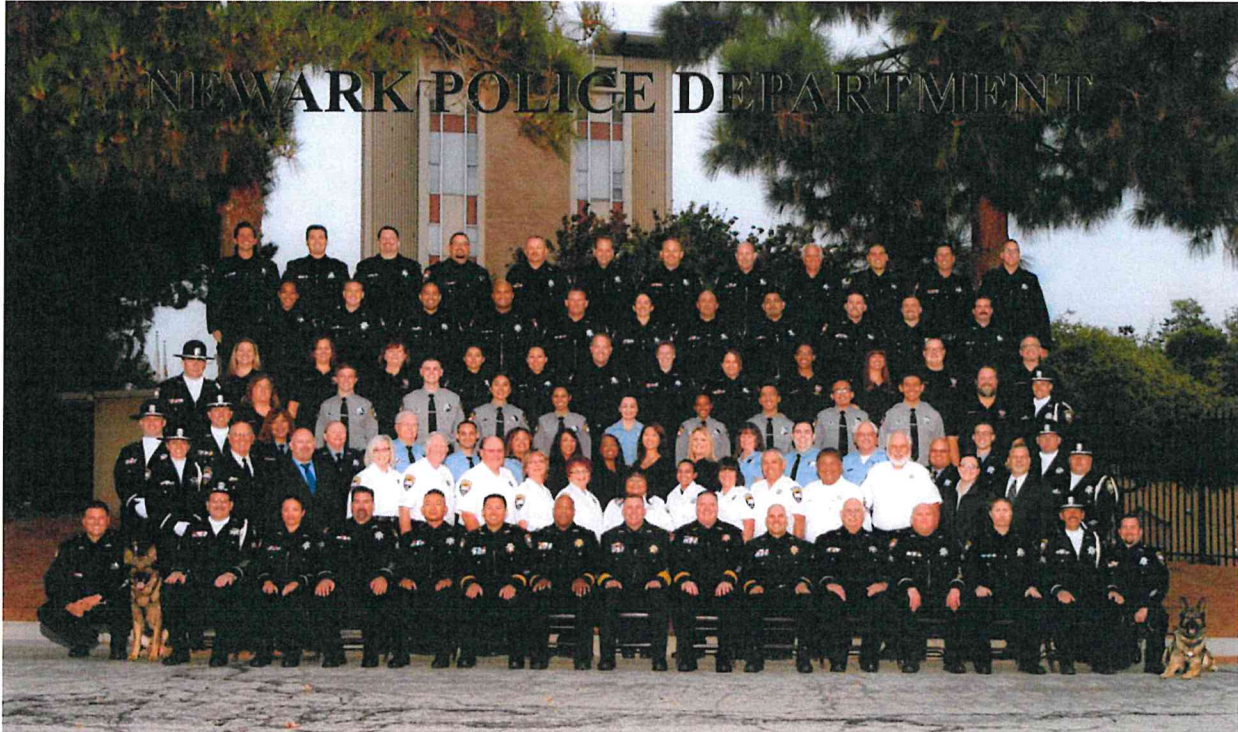




The City also provides an employee assistance program (EAP) which includes up to six confidential counseling sessions per incident free of charge to assist employees. Additionally, the department also contracts an outside Psychologist who can also do confidential counseling. They can use this service for work or personnel reasons and there is currently no limit to how many times to can see the Psychologist. All services are paid directly by the PD to the Psychologist who only provides us the amount of hours we used. This ensures confidentiality and encourages officers to use this service. We know that is service is being used because our hours billed has increased each year.

The loss of an officer due to a traumatic injury- whether physical or mental- is devastating to the entire agency as well as to individual and their family. We are committed to taking a protective and created approach to this on-going issue. While we may not be able to save everyone using the resources available to us, but saving just one person is worth all the efforts.





The challenges and stress of being a cop is something that unites us all, no matter what police department you work for. Only a fellow officer can really understand the difficulties of being a cop. It is more important than ever for our department to do what we can to ensure that our members are given all the tools to keep them healthy while continuing our tradition of "Excellence in Public Safety Services."

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