

December 23, 2020

National Law Enforcement Memorial and Museum

Destination Zero Awards Committee

444 E. E. Street NW

Washington, DC 20001

Please accept the attached as our submission for the Destination Zero 2021 Officer Wellness award.

Sioux City, Iowa was founded in 1854. Sioux City is the 4th largest city in the State of Iowa with an estimated population of 83,000 residents. Sioux City is located at the center of a tri-state metropolitan area made up of South Sioux City, Nebraska and North Sioux City, South Dakota. The metro area has an estimated population of 169,000, with many of those residents working, and seeking entertainment in Sioux City. Sioux City is located on the I-29 corridor and located approximately 90 miles from Sioux Falls, South Dakota and 90 miles from Omaha, Nebraska. The community is also located on Highway 20, which is a four-lane highway that connects Sioux City to Chicago, Illinois on a direct west to east trip across the state of Iowa. The Sioux City Police Department is a full-service law enforcement agency with 160 total employees, 127 of which are sworn, full-time peace officers.

Within the last decade our department dealt with multiple tragic events that threatened the well-being of our officers. These events also challenged the ability of our command staff to properly care for the psychological and emotional needs of our personnel. The shootings of three SCPD officers in a short time frame, as well as several officer involved incidents where suspects were killed, appeared to be taking an emotional toll on our personnel. These tragic events prompted a complete examination and re-working of our peer support program. In an abbreviated time frame, our agency trained staff and began multiple initiatives to benefit the well-being of all employees. We continue working to advance the agency, and maintain our role as a regional leader in peer support efforts. It is my hope that after reading the attached application, you will see fit to recognize the outstanding work that so many of our concerned leaders have done to better care for our most precious resource.

I approve and support this application for the Sioux City Police Department to be submitted for nomination for the National Law Enforcement Officers Memorial Fund's 2021 Destination Zero Award in the category of Officer Wellness.

Thank you for your consideration.

Sincerely,



Rex Mueller

Chief of Police

Destination Zero Award Nomination Form

AGENCY INFORMATION

Name of agency: Sioux City Police Department

Award Category (If submitting for more than one category, a separate nomination form needs to accompany each category submission.)

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

Agency contact name: Kevin Erickson

Contact email: kerickson@sioux-city.org Contact phone number: 712-898-5041

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.

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.



Signature of Agency Head

12/16/2017
Date



2021 National Officer Safety and Wellness Award Submission

The Destination Zero Program maintains a database of all submitted programs and their materials in order to benefit law enforcement, by providing a robust resource center of safety programs and wellness initiatives. In addition to submitting copies of all relevant promotional materials, training guides,

***2021 National Officer Safety and
Officer Wellness Award Nomination
for the
Sioux City Police Department***



Our Mission

*To work in partnership
with the community
to provide public safety,
to promote community service,
and to enhance the quality of life
while maintaining respect
for individual rights
and human dignity.*



The Sioux City Police Department was founded in 1857 and has a sworn strength of 126 officers and 34 non-sworn personnel. The Department is in Sioux City, Iowa which has a population of approximately 83,000 residents, and is located at the center of a tri-state metropolitan area made up of South Sioux City, Nebraska and North Sioux City, South Dakota. The metro area has an estimated population of 169,000, with many of those residents working, and seeking entertainment in Sioux City. Sioux City is located on the I-29 corridor and located approximately 90 miles from Sioux Falls, South Dakota and 90 miles from Omaha, Nebraska. The community is also located on Highway 20, which is a four-lane highway that connects Sioux City to Chicago, Illinois on a direct west to east trip across the state of Iowa.

The Sioux City Police Department's dedication to overall Officer Wellness in the past 3.5 years, has become an example for other agencies in the Tri-State area. The Sioux City Police Department focuses on mental health and overall wellness as it relates to stress-induced trauma, stress reduction, physical fitness, suicide prevention programs, and peer support for its officers. We are submitting for the Destination Zero Officer Wellness Award for 2021.



Rex Mueller was appointed Chief of Police on September 1, 2017. Chief Mueller is Chairman of the Woodbury County Criminal Information Committee which oversees the communications center. He also serves as a member of the STARCOMM (radio communications system) board, and is a member of the Federal Bureau of Investigations (F.B.I.) National Academy and Associates, International Association of Chiefs of Police, the National Association of Chiefs of Police, and the Iowa Police Officers Association. He also serves as a board member for the Claire Guest House for women transitioning from prison life, the Siouxland Human Investment Partnership (SHIP) Board, and the Warming Shelter Board. Police Chief Rex Mueller is also a part of the Iowa Chapter FBI National Academy Peer Support Committee, and received training to serve as an executive peer support member, to allow agency Chief's and Sheriff's the opportunity to reach out to executive peers for support and resources in times of need. Chief Rex Mueller joined the Sioux City Police Department in August 1996.

Chief Mueller recognized the importance of officer wellness and the positive impact it has on its officers. Administration from the Sioux City Police Department to include the Chief of Police, asked Officers Andrew Dutler and Kevin Erickson to develop a program for its officers and civilian staff that would focus on mental health, stress-induced trauma, stress reduction, basic peer support, and overall Officer Wellness. Under Chief Muller's command and discretion "A Guide to Survive for First Responders" was launched in early 2017. Officers Andrew Dutler and Kevin Erickson trained every member of our department. Sergeant Zach Lewis has taken lead on training supervisors on the diffusing process to be implemented after a stressful or traumatic call.



Sergeant Zach Lewis graduated from Capella University in June 2008 with his M.S. in Industrial/Organizational Psychology. Sergeant Zach Lewis currently serves on multiple boards around the Siouxland area. These boards include, the Siouxland Mental Health Center Board of Directors, American Red-Cross Northwest Iowa Board, the Northeast Nebraska Chapter Board of Directors, and the Woodbury County Hospitalization Committee. Sergeant Zach Lewis is a current member of the Sioux City Police Department's Peer Support Team and the Crisis/Hesitation Negation Team. Sergeant Zach Lewis joined the Sioux City Police Department in January 2006.



Officer Andrew Dutler graduated from Wayne State College in 2013 with his M.S.E. in Clinical Mental Health Counseling. Officer Andrew Dutler has four years of experience in clinical mental health counseling with both group and individual therapy. Officer Andrew Dutler also has four years of experience as a certified alcohol and drug counselor, three years as a milieu manager, verbal de-escalation instructor, and an active killer instructor. Officer Andrew Dutler is a current member of the Sioux City Police Department's Peer Support Team and the Crisis/Hesitation Negation Team. Officer Andrew Dutler played a vital role in creating the current list of vetted counselors for the Sioux City Police Department. Officer Andrew Dutler joined the Sioux City Police Department in August 2015.



Officer Kevin Erickson graduated with his M.S. in Forensic Psychology in May of 2015. Officer Kevin Erickson serves as a board member for the Peer Support Foundation and the First Responder Support Network's Governance Committee. Officer Kevin Erickson is also a part of the leadership team for the upcoming West Coast Post Trauma Retreat that is being developed in Omaha, Nebraska. Officer Kevin Erickson has been an active peer support member for the West Coast Post Trauma Retreat since 2018. He has assisted over 12 affected First Responders dealing with a variety of mental health issues to include stress-induced trauma, suicidal ideation, anxiety, depression, and post-traumatic stress disorder. Officer Kevin Erickson played a vital role in creating the current list of vetted counselors for the Sioux City Police Department. Officer Kevin Erickson joined the Sioux City Police Department in January 2015.

Throughout the course of 3.5 years, the Sioux City Police Department's progressive approach towards Officer Wellness has been an example of what agencies should be doing on this front. The current policy, Personnel Support and Critical Incident Management was redrafted by an Officer who has experience as a mental health and substance abuse counselor to better address supportive processes for officers in times of need. Command staff entrusted this policy

revision to a line level Officer without interference, and fully endorsed officer-centered addendums to the document. The policy now states, under “Critical Incident Defined,” that a critical incident is, among other things, “any incident deemed to be traumatic by the affected member and/or his supervisor.” This means members of the department are not limited to seeking help or utilizing peer support processes based on traditional perceptions, but rather individual experiences.

The State of Iowa requires that law enforcement officers receive a minimum of 1 hour of mental health training per year, or 4 hours every four years. The Sioux City Police Department meets or exceeds this standard every year. During the year, members of the Sioux City Police Department receive 1-2 hours of mental health training. A variety of topics have been presented to the officers and staff of the Sioux City Police Department to include, basic peer support, stress-induced trauma, suicide prevention and intervention, and most recently, abnormal psychology. In February 2019, the Sioux City Police Department partnered with Sioux City Fire Rescue and sponsored David Edwards to come the area and present his program #CallForBackup. This was a 4-hour Suicide Prevention and Awareness training that was free to First Responders in the tri-state area. Over 125 First Responders from Iowa, Nebraska, and South Dakota attended the training and it received great feedback.



Pictured: Lt. DJ Wynn (SCFR), David Edwards (Call for Back Up), and Officer Kevin Erickson (SCPD)

The Sioux City Police Department currently has 3- Lieutenants, 4- Sergeants, and 7- Officers on their Peer Support Team, and is currently seeking to add more. Officers Andrew Dutler and Kevin Erickson are currently developing their own Advanced Peer Support Training to train new and current members of the Peer Support Team on the basic and advanced skills necessary to be an effective communicator, listener, and overall aspects that surround Peer Support. These members have been chosen for the team on a voluntary basis because of demonstrated dedication to helping their fellow officers. Team members have also served surrounding agencies in assisting them on critical incident stress debriefings, as well as building and solidifying their own Officer Wellness programs, centered on peer support concepts. Here

are a few testimonials from individuals that have been positively impacted by the work of Officers at the Sioux City Police Department with their experience with overall wellness:

“All first responders and their families will benefit from Kevin and Andrew’s class, A Guide to Survive. Being in law enforcement myself, along with several of my family members, this class really hit home for me. These two sincerely understand the issues faced by first responders and their families, and how absolutely human it is to be vulnerable in our current society. Their presentation and delivery is honest, non-judgmental, and truly needed. I left the class feeling very hopeful that these two guys will make a difference for so many people.”

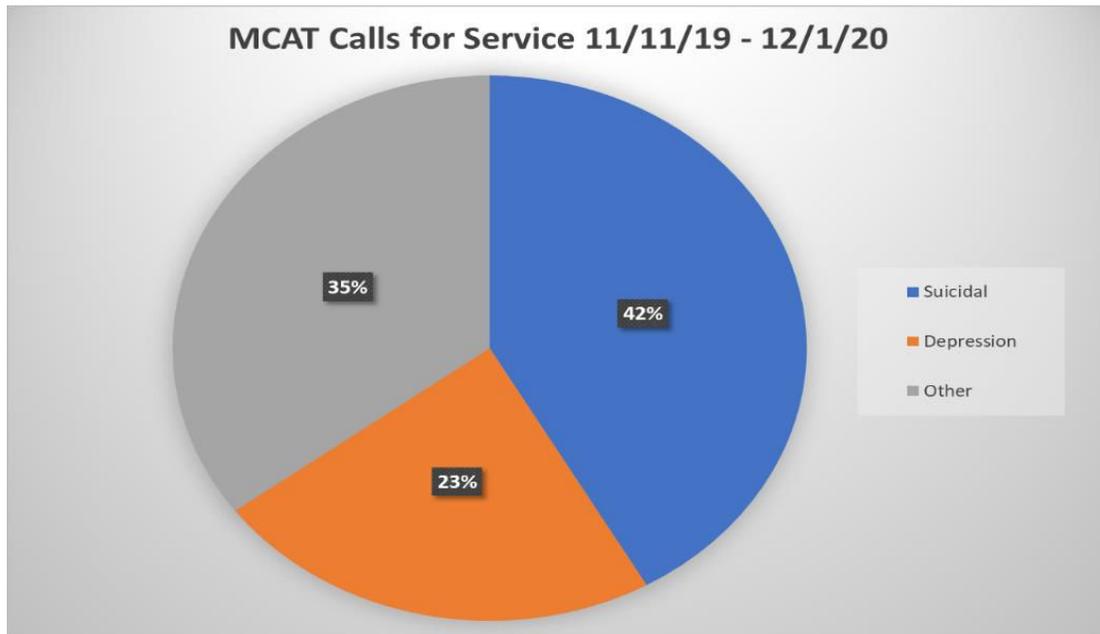
- Eileen McCormick, Sioux City Police Department Crime Analysis

“During my tour of duty with the Sioux City Police Department, it was customary to attend by-annual training to refresh skills, or learn new information to make the police job easier. Officers Kevin Erickson and Andrew Dutler gave a presentation during my 25th year on the job, regarding emotional health concerns for police and first responders. The information that was presented was new for most officers, in that first responders can and do have emotional issues associated with the career of police work. Their class was instrumental in my recovery, as I had at that time started therapy for emotional issues which I later found were work related, resulting in a diagnosis of PTSD. I am forever grateful for Officers Erickson and Dutler’s dedication in presenting to the police department this topic, and making it easier for officers to talk about this subject, and obtain help.” - **Brad Downing- Retired Sioux City Police Officer**

“When I began my career with the SCPD 25 years ago, there was little in the way of help for officers in dealing with emotional trauma after traumatic events. After moving to the level of supervisor, I realized I did not have the answers for a couple of the officers who were working for me as they were tried with their own emotional health after traumatic events. The SCPD made many policy changes and moved crisis intervention from a theory on paper to actual help for quite a few members on our department. I know the help provided by the Peer Support Team and other support services put into place, has saved the careers of several of our officers. Not only has the department taken care of its own through the implementation of the Peer Support Team, but the team members have also been a leader in assisting other area law enforcement agencies along with other first responder personnel throughout the area. The training provided, along with a dedication to the program, has had a dramatic effect on supervisors and officers reaching out to the team when they feel there is a person who may need support or help. Our peer support structure is fantastic and has shown tremendous results for all who have been helped by the program.” - **Lieutenant Kevin Heineman, Sioux City Police Department**

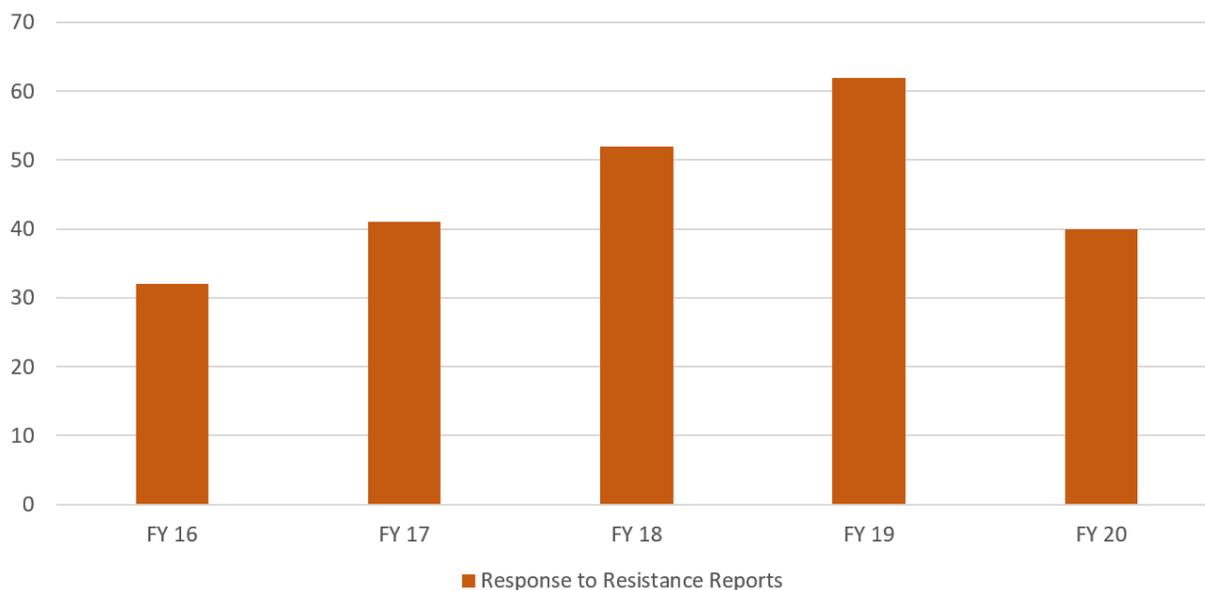
In 2019, the Sioux City Police Department partnered with the local Mobile Crisis Assessment Team or MCAT to have easy access to mental health professionals for citizens in need. Not only does this build a great relationship with the local mental health professionals, it also assists officers in their overall professional development dealing with the mentally ill. Officers report that working with MCAT professionals has equipped them with pertinent knowledge to effectually help individuals experiencing mental health crisis. Department personnel are learning about appropriate coping skills recommendations, as well as streamlined mental health referral information. This has aided officers in their ability to identify stress reactions among coworkers, as well as internal cumulative stress and thereby provide appropriate

and timely assistance to their team members. The Sioux City Police Department, in partnership with MCAT, has achieved a 70% diversion rate from our Emergency Departments at the two local hospitals. This means that Officers and MCAT are better equipped to identify signs and symptoms of mental health crises to better refer to appropriate sources for assistance, like community agencies for quality of life resources, or counseling. Much of calls for MCAT include suicidal/self-harm individuals. The total number of calls for these individuals since 11/11/2019 until 12/1/2020 is 40. This includes only when MCAT is called for service. There has been a total of 21 calls for MCAT for individuals suffering from depression, and 36 calls for other mental health emergencies. There are times, when the individual is suffering from multiple mental health emergencies which are calculated into the graph below.



The Sioux City Police Department has a lower number of response to resistance reports than other metropolitan areas with the same population. This is due to the amount of training that the Sioux City Police Department Officers receive. This training includes, active listening, Verbal Judo, mental health emergencies, abnormal psychology, and other relevant training as it pertains to dealing with the citizens of Sioux City, IA. As you can see in the chart below, the numbers for FY 16-32, FY 17-41, FY 18-52, FY 19-62, and FY 20-40 are lower than most metropolitan areas that are the same size of Sioux City, IA. Many of these reports come because of the citizens resisting arrest or being a combative subject. Just as a comparison, Sioux Falls, SD has a population of 181,883 as of 2018, which is just over 12,883 citizens than the Sioux City tri-state area. Sioux Falls Police Department reported 194 responses to resistance reports while the Sioux City Police Department only had 62 responses to resistance reports in FY 2019. That is a difference of 132 reports. Sioux Falls, SD is 86 miles North of Sioux City, IA.

Response to Resistance Statistics



Officers from the Sioux City Police Department have served as advanced peers at the West Coast Post-Trauma Retreat. The WCPR program is for first responders whose lives have been affected by their work experience. The WCPR residential program provides an educational experience designed to help current and retired first responders recognize the signs and symptoms of work-related stress including post-traumatic stress disorder (PTSD) in themselves and in others. The First Responder Support Network prefers to identify PTSD as a post-traumatic stress injury. Officer Kevin Erickson has taken his training and experience to the 185th Air Refueling Wing of the Iowa Air National Guard and trained over 10 members in peer support in support of their newly developed peer support team. The police chief and command staff highly encourage their officers to seek help if it is needed.

“Over a couple days July 21-22, 2020, Kevin Erickson a Detective with the Sioux City Police Department, taught a class on peer support training. I am a First Sergeant with the 185th Air National Guard, really appreciated the opportunity to take this class. This class gave me more resources and knowledge to help my base and airmen and their time of need. Kevin Erickson’s back ground in this subject helped me become of comfortable with interviewing and listening to people in extreme situations. For this I’m grateful.” - Alan Pick- First Sergeant at the 185th ARW, Iowa Air National Guard

Officers Andrew Dutler and Kraig Fulton assisted the South Sioux City, Nebraska Police Department in constructing a peer support team after an Officer on their department was involved in an officer involved shooting. Sioux City Police Officers provided debriefings, educational sessions and one to one peer support post-incident to several officers and family members in South Sioux City. The Sioux City Police Department has also shared its Personnel Support and Critical Incident Management policy and provided professional consultation on the initial steps of building a peer support-centered department.

“As the Chief of Police of the South Sioux City Police Department, I get many requests for letters of support. Of all these requests, I can think of none that I can support as highly as the Sioux City Police Department’s Peer Support Program.

We had our first officer shot several years ago, and while our department had some systems in place to support him and the other officers, I found they were not enough.

After our most recent shooting I contacted Chief Mueller with the Sioux City Police Department for assistance. Officer Dutler and several other members of the Sioux City Police Department met with the injured officer, as well as other officers on our department. As one of the officers at these meetings, I can’t tell you how unbelievably beneficial they were to me and the other members of our department. Officers from the Sioux City Police Department brought such a vast knowledge and personal first-hand experience to us. Due to this valuable interaction, and the SCPD’s continued help, we have formed our own Peer Support Program.” -Ed Mahon, Chief of Police, South Sioux City Police Department

“The Sioux City Police Department has a very solid and comprehensive Peer Support program for their Department. Officer Dutler and the rest of the members of their Peer Support program are very dedicated to the cause and are constantly continuing to educate themselves to ensure they remain current with the latest knowledge to ensure that they bring the very best to any Officer in need of assistance. Not only do they bring the service to the Sioux City Police Department, they also are very supportive to any agency that reaches out to them for assistance. The South Sioux City Police Department recently established our own Peer Support program. Our Department has a core group of Officers that are very dedicated to this cause, however initially we had no real starting point to begin to build our program. Officer Dutler was more than willing to come to our agency and assist us on where to begin and over time how to continue to make our program better. Obviously during these times of COVID our progress has slowed do to the inability to meet on a regular basis, however Officer Dutler has continued with his support through phone calls and has volunteered to come back to our agency once it is safe to do so and continue to assist us in growing our program. The Sioux City Police Department and its Peer Support program is definitely a model program and one that stands apart. Any agency that chose to follow what the Sioux City Police Department is doing with their Peer Support program would not be disappointed and would be bringing a great service to both their agency and the Officers that serve there.” – Lieutenant Steve Heidi, South Sioux City, Nebraska Police Department

The City of Sioux City does have an on-call psychologist available for officers to speak to if needed, at no expense to the officer. The City of Sioux City also offers an Employee Assistance Program (EAP) through Mercy Business Health Services in Sioux City, Iowa. The EAP offers services ranging from life management & work-life assistance, counselors that specialize in a magnitude of topics, and online tools and services. This is another free service to the Officers of the Sioux City Police Department. The Sioux City Police Department has a Registered Nurse that comes to the station very Tuesday to check vitals of Officers which is free of charge.

The Sioux City Police Department has a list of eight vetted counselors for Officers to utilize when they need to speak to mental health professionals. These counselors have been vetted by Officers with applied experience in the fields of mental health and psychology. Our vetted counselors understand the needs of law enforcement officers, and have experience working with First Responders to develop a trauma-informed recovery plans. In addition, the Sioux City Police Department does have a department chaplain and priest that are available to Officers on a 24/7 basis at no cost.

The Siouxland Spouses Behind the Shield organization began on May 22, 2015. A group of spouses realized there was a need for spouses of law enforcement officers to meet and get to know each other so that they could be a support system to one another. This need became apparent at the funeral of one of our own officers. There were several spouses in attendance, but they were not together. As they looked around and observed all the officers together in solidarity bidding farewell to their brother, they realized that as spouses, they too should know who each other is and unite in both happy and sad times. That was the motivation they needed to change things. And so, that is how the Siouxland Spouses Behind the Shield was created. They are here to provide a support system to each other- both officers and spouses/family. Here is the mission statement of the Siouxland Spouses Behind the Shield:

Siouxland Spouses Behind the Shield is committed to supporting law enforcement. We are an all-volunteer local organization seeking non-profit 501(c)(3) status. Our membership is made up of law enforcement spouses (both active and retired), online forums' members, and community volunteers from throughout the state of Iowa, Nebraska, South Dakota and other parts of the country. We will dedicate ourselves to bringing awareness to the current issues facing law enforcement. We are committed to providing assistance, resources, our time, energy, efforts, and our voice to causes that are pro law enforcement.

Our programs are 100% funded through special fundraisers and donations from our members and supporters. We are seeking to expand our funding by establishing partnerships with local and national businesses. All proceeds from fundraisers are intended to support programs and causes that enrich and improve the lives of the law enforcement families we support. We do not pay any salaries and we have very little overhead expense at the current time.

The Siouxland Spouses Behind the Shield has organized a variety of fundraiser events to raise money for the organization. The most recent being the inaugural Winter Gala. This was held on January 18, 2020 in Sioux City, IA. This was a formal event where Law Enforcement from around the tri-state area came together for an evening of food, dancing, awards, and most importantly, getting to know each other and their loved ones. This was well received because formal events around the Siouxland Area that are geared towards Law Enforcement, just do not exist.

Realizing that families also suffer the same emotional traumas that the officers do, the SCPD is actively involved in working with the families of sworn staff. Trained SCPD Peer Support members have worked with the local "Siouxland Spouses Behind the Shield" support group to train spouses and family members on how to detect stress in their spouses, and appropriately intervene. This approach continues as the department stresses support and outreach

to family members who often suffer from the negative effects of their spouse's profession. The spouses of law enforcement officers are highly encouraged to attend the Sioux City Police Department's annual Citizens Academy and to go on a ride-along with the Officers of the Sioux City Police Department.

Since 1994, The Sioux City Police Department has been holding Citizen's Academy sessions. The goal of the Academy is to promote a better relationship between the Sioux City Police Department and the community. A clearer understanding of a police officer's duties, how the officer carries out those duties, and the end results of the officer's actions will cause a better understanding of police work. The instructors are comprised of Sioux City police officers. These instructors will describe the functions of their position and will be available to field any questions that arise from their instruction.

“The training that the peer support team from the Sioux City Police Department provided for the Siouxland Spouses Behind the Shield organization was invaluable. It gave law enforcement spouses a better understanding of the stresses our sworn family members face. The team shared appropriate response strategies for keeping officers and the rest of our family members healthy.

First responder wellness should not be confined only to sworn personnel. It is important to involve families in the peer support process. The Sioux City Police Department has gone above and beyond to make that happen.” - Sandra Mueller- Founder of Siouxland Spouses Behind the Shield



Pictured: Officer Andrew Dutler and Officer Kevin Erickson

The City of Sioux City and the Sioux City Police Department have also finalized an agreement that encourages Officer physical fitness by having them participate in the City of Sioux City's Wellness Program. If Officers choose to participate, they are awarded with .25% added to their current deferred compensation plan over the next four years. To participate, members must have 250 points after each quarter. The City of Sioux City has a wellness app where members can keep track of their daily activities. The app will have different activities for the member to participate in which include; personal challenges (200 points), individual activities such as working out for 60 minutes during the week, eye exams, dental exams, annual physical exam, chiropractic exam, receiving vaccinations, self-improvement activities, and much more. By participating in the individual activities, the member can receive 25 points toward their goal of 250. There are also videos that members can watch to help them with nutrition and other healthy guides which a member can earn 300 points, which would exceed their goal of 250 points. The Sioux City Police Department also has a gym for Officers to use at no expense to

them. When it comes to the overall physical health of the Officers, the Police Chief shall schedule physical examinations for 33% of all Police Officers each year. The 33% was negotiated between the city and the police union. These physical examinations shall consist of an EKG, chest X-ray, heart stress and such other examinations as may be prescribed by the physicians designated by the City. The cost of these physical examinations shall be at the expense of the City. The City of Sioux City offers a yearly Wellness Fair for all city employees and their families to attend. At the Wellness Fair, Officers can be aware of the current benefits they receive and other resources available to them in the Tri-State area. The following were the vendors at the 2020 Wellness fair which had over 305 participants:

- Mercy Business Health – Employee Assistance Program (EAP)
- Center for Siouxland
- Legacy Financial (deferred compensation)
- Siouxland Women’s Health
- Unity Point Diabetes Education
- Four Seasons Health Club
- IBC (deferred compensation)
- ICMA (deferred compensation)
- Silverleaf Financial (deferred compensation)
- Thrivent Financial (deferred compensation)
- Walgreens (flu shots) – free for city employees
- Siouxland Mental Health / Mobile Crisis Assessment Team (MCAT)
- Lifeserve Blood Center
- Siouxland District Health
- Siouxland Y
- Profile by Sanford
- City of Sioux City Employee Access Center (EAC) / United Way
- Madison National (Life insurance and LTD)

Currently underway for the department is an effort to pull all city and department resources together for a 360-degree wellness program, so that all officers and staff understand how to access resources for their intellectual, physical, occupational, emotional, social, and spiritual personal wellness, which should roll out in mid to late 2021. The City of Sioux City also off sets the costs for local gyms for its employees to utilize at a discounted rate. The Sioux City Police Department offers the Iowa Law Enforcement Academy physical fitness test yearly. If officers successfully meet the standard, they are awarded with the department’s Fitness Award which can be worn on their Class A uniform. The standard that the Officer must meet to be awarded the Fitness Award is: 29 push-ups in 1 minutes, 38 sit-ups in 1 minute, 16.5 inches for the sit and reach, and a 1.5 mile run in 12:51.

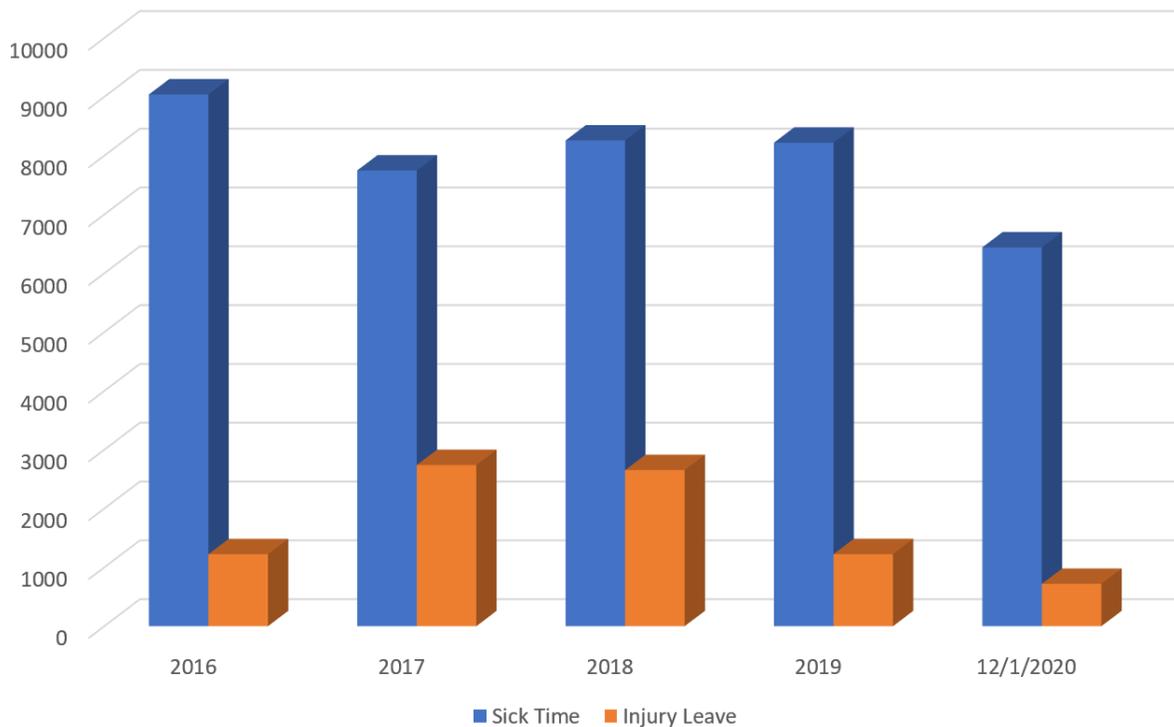


Sioux City Police Department’s gym



Since the implementation of the various mental health training topics, the Sioux City Police Department has seen a decrease in employee (sworn and civilian) sick time and injury leave hours as you can see below in the graph. In 2016, employee sick time was at 9,040.58 hours and injury leave was at 1,224 hours. In 2017, employee sick time was at 7,749 hours which was a decrease of 1,291.58 hours. In the same year, injury leave was at 2,740 hours, which was an increase of 1,516 hours. As you can see in 2018 after the program had been around for a little over a year, the injury leave hours started to decrease. Sick time in 2018 was at 8,259 hours for an increase of 510 hours, while the injury leave time was at 2,654 hours which decreased 86 hours from 2017. In 2019 sick time was at 8,221 hours and had decreased 38 hours since 2018. Injury leave in 2019 was at 1,225 hours and those hours are a significant decrease from 2018. The difference in injury leave from 2018-2019 was 1,429 hours. Up until 12/1/20, the sick time hours are currently at 6,441 hours and the injury leave hours are at 720 hours. The sick time decreased by 1,780 hours and the injury leave decreased by 505 hours. Throughout the course of 4 years, sick time decreased by a total of 3,619.58 hours and injury leave decreased by a total of 2,020 hours. Those two combined, the Sioux City Police Department has decreased employee sick time and injury time by 5,639.58 hours.

Employee Sick Time and Injury Leave Statistics (Sworn and Civilian)



The Sioux City Police Department is a leader in Officer Wellness and that is why the Sioux City Police Department is applying for the Destination Zero 2021 award for Officer Wellness.



**IOWA AIR NATIONAL GUARD
HEADQUARTERS 185TH AIR REFUELING WING
2920 HEADQUARTERS AVE
SIOUX CITY IOWA 51111-1300**

5 December 2020

MEMORANDUM FOR RECORD

FROM: 185 SFS/CC

SUBJECT: Nomination: Overall Officer Wellness – Sioux City Police Department

1. Following an unexpected and tragic suicide of a 185th Defender in April 2019, two traditional guardsmen approached me about creating a Peer Support Group. The Airman's death was a shock to his fellow Defenders and the Wing as a whole. Our Defenders struggled and wondered how they didn't see this coming.
2. TSgt Kevin Erickson and MSgt Sarah Orwig – both first responders in their civilian occupations with the Sioux City Police Department and Sioux City Fire Department respectively have both had CISM training and experience. Their goal when they brought the idea forward was to work with the Wing's Director of Psychological Health to identify select volunteers to support any Airmen in need at both the 185th ARW (Sioux City, Iowa) of 800 members and our geographically separated unit, the 133rd Test Squadron, (Fort Dodge, Iowa) consisting of 150 members.
3. Wing leadership fully embraced this concept and a large quantity of military members from both the 185ARW and 133TS stepped out of their comfort zones to volunteer. Interviews were conducted and training implemented in the summer of 2020.
4. I became aware of one of our Defenders enduring a heartbreaking loss in his own family in September 2020. He found his brother-in-law unresponsive and immediately began performing live-saving aid. I approached him to offer my condolences, not knowing the depth of his experience. He had attempted CPR for over 30 minutes on his brother-in-law. The Defender said to me, "It was his birthday and I tried to breathe life back into him, and couldn't...it is something I cannot get out of my mind." I connected him with not only the Director of Psychological Health, but a 185th Peer Support Group Volunteer.
5. The result of speaking to a 185th Peer Support Group Volunteer has been two-fold for this Defender. First, the Defender states he is healing from his trauma. He knows now that he is not alone and while his despair is deep, he is comforted that he has a friend and support network in his "Peer". Secondly, this Defender has been vocal on social media and in group

settings about how beneficial this program has been to him and has encouraged many others during this very difficult year to take advantage of their Peer Support Group.

6. First responders live the trauma and grief almost on a daily basis. The fact that our Wing had two strong and selfless individuals step up to create the Peer Support Group shows that the SCPD/SCFD personnel understand the importance of taking care of one another's wellness as well as their own. The tertiary result of this endeavor has been that First Responders, whether in the military or civilian sector, understand the importance and value of overall personal wellness. The message has been that if you are not well and healthy, one will not be effective in their work or personal lives. I am very fortunate to have had two Defenders recognize that peer support and individual wellness is equally significant in their civilian work, personal, and military lives. We have civilian professionals ensuring wellness not only for their peers but also wellness for our military members at the 185th and 133rd!
7. Thank you for your time and consideration. Please contact me at: deanna.faris@us.af.mil or 712-223-0220, should you have further questions.



DEANNA L. FARIS, Lt Col, IA ANG
Commander, 185th Security Forces Squadron

ARTICLE XVI – PHYSICAL EXAMINATION

16.01

The Police Chief shall schedule physical examinations for 33% of all Police Officers each year. These physical examinations shall consist of an EKG, chest X-ray, heart stress and such other examinations as may be prescribed by the physicians designated by the City. The cost of these physical examinations shall be at the expense of the City. Procedures for scheduling physical exams will be discussed with the Union prior to implementation.

ARTICLE XVII – NON-DISCRIMINATION

17.01

The City and the Association will not discriminate against any employee covered by this Agreement with respect to wages, hours or any terms or conditions of employment by reason of age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion or disability of such applicant or employee, unless based upon the nature of the occupation, Association membership or refusal of Association membership, except as such conditions may constitute bona fide occupation or assignment qualifications.

17.02

The City and the Association further agree not to discriminate against individuals for exercising rights granted under Chapter 20 of the Code of Iowa.

ARTICLE XVIII – SAVINGS CLAUSE

18.01

Should any term or provision of this Contract be in conflict with any State or Federal statute or other applicable law or regulation binding upon the City, such law or regulation shall prevail. In such event, however, the remaining terms and provisions of this Contract will continue in full force and effect.

18.02

If any article or section of this Agreement or any addendums thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction or if compliance with or enforcement of any article or section should be restrained by such tribunal, the remainder of this Agreement and addendums shall not be affected thereby and this Agreement and addendums shall remain in full force and effect and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such article or section.

ARTICLE XIX – DURATION OF AGREEMENT

19.01 Term

This Agreement and any written amendment made and annexed hereto shall become effective on July 1, 2020, and shall continue in full force and effect until midnight, June 30, 2024, and unless written notice is given between August 1, 2023, and September 1, 2023, by either party requesting a change or termination of the same and the party requesting a change or termination shall, no later than September 10, 2023, serve upon the other party clear and specific demands relating to changes requested. Negotiations on impasse procedures shall commence no later than September 15, 2023.

7.14 Deferred Compensation

If an employee contributes to the City of Sioux City’s Deferred Compensation Plan and Trust (I.R.C. Sec. 457), the City will make a matching contribution up to the 2.00% of the employee’s base salary. The City’s matching contribution shall be made at the same time and in the same manner as the employee’s contribution. Employees that participate in the City’s Wellness Program, and meet its requirements, will be eligible for an additional deferred compensation match as follows: 7/1/20 - .25%; 7/1/21 - .25%;and 7/1/22 - .25%. Effective July 1, 2023 the total deferred comp match will be 2.00% plus an additional .75% if the employee successfully participates in wellness.

7.15 Language Proficiency Pay

Employees who are recognized by the Police Chief as proficient in a foreign language or in sign language shall receive additional compensation at the rate of 1.50% of the officer’s base pay. This compensation will be included in the employee’s regular pay on a bi-weekly basis.

7.16 TASER Certification Pay

Employees who complete TASER training and become and remain certified to use a TASER will receive an additional one and one-half percent (1.5%) of their base pay. All employees will be eligible to obtain TASER training and complete TASER certification, but employees will not be required to carry a TASER in order to receive TASER certification pay.

7.17 Retirement Health Care Severance Pay

The City will establish a Health Reimbursement Account (HRA) as the means to receive 20% of the Sick Leave balance. Qualifying members must meet MFPRSI retirement eligibility. This article eliminates former Article 11.09(e) – Sick Leave Bonus

ARTICLE VIII - INSURANCE

8.01 Health and Dental Insurance

The City will make available a health insurance plan for employees covered by this contract, modified as follows effective January 1, 2021:

- a. For the period beginning January 1, 2020 and ending December 31, 2020, the deductible shall be:

	In Network	Out-of-Network
Employee	\$500	\$750
Employee + 1	\$700	\$1,125
Family	\$900	\$1,500

Effective January 1, 2021, the deductible shall be:

	In Network	Out-of-Network
Employee	\$667	\$1,000
Employee + 1	\$934	\$1,500
Family	\$1,200	\$2,000

Effective January 1, 2022, the deductible shall be:

	In Network	Out-of-Network
Employee	\$834	\$1,250
Employee + 1	\$1,167	\$1,875
Family	\$1,500	\$2,500

SIOUX CITY POLICE DEPARTMENT POLICY DIRECTIVE

SUBJECT: Personnel Support/ EAP and Critical Incident Management
NUMBER: 3.04 **EFFECTIVE:** 8/22/2005
APPROVED BY: Douglas A. Young, **REVISION:** 3/14/2017
Chief of Police

5TH EDITION C.A.L.E.A. STANDARDS: 1.3.8, 22.2.3, 22.2.4, 22.2.6

3.04 PERSONNEL SUPPORT AND CRITICAL INCIDENT MANAGEMENT

3.04.01 Personnel Support and Critical Incident Management – Policy Statement

The SCPD recognizes its members, by the nature of their work, may experience severe emotional or psychological trauma in the performance of their duties. The purpose of this directive is to define critical incidents, delineate Department support systems, and provide guidelines for accessing psychological services for both prevention and treatment.

3.04.02 Critical Incident Defined

A critical incident is “any situation faced by emergency service personnel that causes them to experience unusually strong emotional reactions which have the potential to interfere with their ability to function either at the scene or later”. A critical incident may include, but is not limited to:

- Officer shooting incident
- Situation where employees are fired upon
- An incident or accident involving death or serious injury
- Major disaster scenes
- Prolonged or tactical operations
- Any incident deemed to be traumatic by the affected member and/or his supervisor

3.04.03 Critical Incident Support Team

1. Employees, both sworn and civilian, who have successfully completed at a minimum a basic course in Critical Incident Stress Management (CISM).
2. A mental health professional who has experience in emergency response situations
3. The Sioux City Police Department Chaplain(s)
4. CISM members from other agencies may also be made available

3.04.04 Critical Incident Intervention

1. The involved member(s) will provide sufficient information following the incident to allow investigators to begin a preliminary investigation. Investigators should refrain from seeking a detailed account of the involved member's actions, but will collect enough information to establish the elements of the crime. The preliminary interview should be videotaped.
2. An administrative leave of absence with pay is required for any employee directly involved in the death or serious injury of another person while in the line of duty. Additionally, an administrative leave of absence with pay, or alternately, a temporary reassignment of duty, may be authorized by the Chief for any employee involved in any other traumatic or highly stressful incident. This action will not be deemed as disciplinary in nature.
3. The Chief will ensure arrangements are made to provide contact between the involved member and another uninvolved member(s) of the department, who has been trained in post critical incident intervention, to serve as peer counselor(s) to the involved member.
4. The Chief will ensure a confidential personal fit for duty evaluation between the involved member and a departmentally-approved psychologist occurs as soon as possible (preferably within 24 hours) following the incident. Arrangements for the evaluation, and any subsequent sessions with a psychologist, will be made through the Chief.

3.04.05 Critical Incident Intervention Considerations

1. Supervisors and fellow employees who respond to the scene of a potential critical incident should express sincere concern for the well-being of the involved employee(s), but avoid a detailed discussion of the specifics of the incident with the member.
2. Where appropriate, the Chief or his designee, will contact a third party (family, friend, co-worker) of the members involved to offer various levels of support.
3. The involved member(s) should not be offered stimulants, such as coffee or cigarettes. However, if the member wishes to smoke or drink coffee, do not prevent them from doing so.
4. Refrain from having an in-depth conversation with involved member(s) about the incident.
5. Engaging support services if practical
 - a. Department Chaplain
 - b. Debriefing
 - c. Family Support Services
 - d. Employee Assistance Program

3.04.06 Supervisory Responsibilities in the Aftermath

All supervisory personnel are responsible for monitoring the psychological well-being of their subordinates who become involved in critical incidents.

- After a critical incident, the employee(s) involved should be given a psychological break by removing them from the scene to a secure location as soon as possible.
- An uninvolved member, preferably with CISM training, should be appointed to transport each involved employee from the scene as soon as possible. That person should then stay with the involved employee unless the employee desires to be left alone, which is not encouraged.
- Informing the employee of the type of assistance and services available
- Supervisors shall curtail inappropriate comments related to the critical incident.
- Involved members will not be allowed to be interviewed by the press. Responding, or otherwise uninvolved members, will not verbalize their opinions concerning justifications of actions, nor discuss the incident with any unauthorized person.
- Involved members will be kept informed of the status and progress of the investigation by their immediate supervisor or the assigned investigator, as appropriate.
- After the preliminary investigation a supervisor may allow the involved member to end his/her tour of duty to go home and rest.

3.04.07 Critical Incident Stress Debriefing

At the conclusion of a critical incident, the Chief of Police may determine that a debriefing is recommended for employees who were directly or indirectly involved in the critical incident. Debriefings are normally voluntary; however, participation can be mandatory at the direction of the Chief, at which time employees will be appropriately compensated. Debriefings will normally be held within three days of the critical incident.

3.04.08 Diffusing and Peer Support Needs

CISM team members can provide diffusing and peer support contacts that involve informal one-on-one interaction between a team member and an employee to provide support, education, and referral services.

1. An employee who desires to speak to a team member in regards to a diffusing or peer support situation may communicate directly with a team member, without the knowledge or approval of supervisory personnel.
2. Depending upon the nature of the employee's needs, a professional referral for counseling may be recommended.
3. Confidentiality shall be extended to employees during contacts by a CISM team member not amounting to a violation of the law and where there is no immediate threat to the employee or others. Violations of the law or, in cases involving threats to others, will be documented by the CISM team member and submitted to the Chief of Police for review and/or appropriate action.

3.04.09 Personnel Support

Personnel support may be required for employee problems not related to a critical incident. When an employee's job performance or attendance becomes less than satisfactory, or where other detrimental behaviors are observed, supervisors will call it to the attention of the employee.

If an employee's performance, attendance, or behavior continues to be unsatisfactory or indicative of a problem, the employee may be referred to the Employee Assistance Program (EAP).

Supervisors are not responsible for diagnosing the cause of an employee's problem, but may be responsible for referring the employee to the EAP for problem identification and treatment.

Employees may voluntarily seek assistance through the EAP. Access to the program, procedures, and confidentiality will be as provided by City Administrative Policy 4.14.

Additional support available to personnel and their families include:

- The Department Chaplain for guidance and support for individual employees and their families;
- The Critical Incident Stress Debriefing Team for group intervention and support for employees;
- The Department Victim/Witness Advocate for support for individual employees and their families;
- The Public Safety Officer's Benefits Act (PSOB), which provides a one-time death benefit financial payment and educational assistance to eligible family members of sworn personnel who are killed in the line of duty, or sustain totally disabling injuries;
- The Concerns of Police Survivors (COPS) program, which provides additional assistance to disabled law enforcement officers, or the survivors of fallen officers.

Your Carebridge EAP assistance is confidential and conforms to HIPAA regulations. No names are identified or reported to anyone without your written authorization except in the following situations: by court order, imminent threat of harm to self or others, or situations of abuse (such as child or elder abuse).

Financial and Home Buying Help

Financial Consultation is available to you at no cost by consultants having extensive banking experience plus a Certified Financial Planner accreditation.

House Purchase/Sale

Carebridge real estate specialists provide information as you purchase or sell your home. They can provide neighborhood analysis on any community or school system in the United States.

Personal Convenience Services

Your time is limited. *Carebridge Convenience Specialists* can save you time, trouble, and sometimes money by providing the guidance, information, and referrals required to meet needs in areas such as petcare, cleaning services, home improvements, auto purchase/repair, wellness services, travel arrangements, and other pressing daily life concerns.

Wellness

Your wellness objectives will receive strong consultative assistance through the Carebridge program.

EAP Counselors will provide consultative and referral assistance on wellness issues such as substance abuse, depression, anxiety, stress management, as well as guidance on emotional components that accompany chronic health concerns.

Work Life Specialists will identify resources, including those provided through your employer, to modify a lifestyle factor or facilitate behavioral changes such as nicotine cessation, weight management, and achieving fitness goals.



Carebridge

CORPORATION



Put Us To Work For You!

Carebridge can provide service in a variety of ways.

Counselor Assistance
Referrals for Services/Providers
Schedule a Call with an Expert
Email Information
Materials on a Key Concern
Email Consultation
Personal Website Guidance

CALL: **800-437-0911**

EMAIL: clientservice@carebridge.com

ACCESS OUR WEBSITE

www.my/liferesource.com

Secure Access Code: **EW7KK**

IMPORTANT NOTICE

The decision to choose any provider or service rests solely with the client. Material provided by Carebridge is for informational purposes and must be verified by the client. Carebridge neither warrants nor recommends any service or provider referral within the information offered. Any final decision on the appropriateness of the information, services or a given provider must be made by the client.



BUSINESS HEALTH SERVICES
A service of *Mercy Medical Center-Sioux City*

Presents

Personal Help for Work and Life



Carebridge

CORPORATION

Employee Assistance (EAP)

Work-Life

Wellness

Life Management

Web & Online Services

Your Benefit

Mercy Business Health Services has contracted for the professional services of Carebridge Corporation to provide you with support in personal and family problems common in contemporary life. These services are made available at no cost to you.

Employee Assistance (EAP) Services

Your benefit provides up to three face-to-face or telephonic EAP consultations with a professional behavioral health clinician skilled in your area of concern. In certain types of needs, your Carebridge Counselor may refer you to additional appropriate sources of help.

Carebridge EAP Counselors will help you with concerns such as:

- Marital and Relationship Issues
- Alcohol and Drug Abuse
- Stress Management
- Family/Parenting Problems
- Depression or Anxiety
- Grief and Loss
- Financial Pressures
- Difficult Emotional Problems
- Spousal/Child/Parent Abuse
- Work Relationships
- Legal Assistance
- Wellness Information
- Troubling Personal Matters

Licensed Carebridge Counselors will listen to your concerns, help you identify the source of your problem, and work with you to bring about workable solutions as quickly as possible.

Life Management & Work-Life Assistance

The package of Carebridge services your employer has provided on your behalf includes Life Management and Work-Life Assistance. Under this benefit, specialized guidance is available for the management of personal and family concerns. Helpful information and resources are provided to assist you in making the best decisions possible to resolve your concern.

Your benefit also includes unlimited expert assistance by telephone in issues related to any of the following broad spheres of concern:

- Child Care Resourcing and Information
- Eldercare Assistance
- Parenting Information
- Educational Guidance: Schooling/College/Distance
- Relocation Guidance and Neighborhood Analysis
- Time Management and Life Balance Guidance
- Legal Assistance
- Adoption Guidance
- Travel and Expatriate Information
- Consumer Information
- Retirement Planning



Online Tools and Services

MyLifeResource.com is a comprehensive, interactive website providing expert articles and resources as well as unique tools addressing the topics that matter most to you. All provided in a convenient, simple to use environment. Use your login code: EW7KK to gain access to:

Professionally Written Articles and Resources on:

- Relationships
- Stress Management
- Child Care and Elder Care
- Balancing Work and Family Wellness
- Legal and Financial

Multimedia Resources:

- Streamed Videos
- Self Assessments
- Interactive Wellness Tutorials
- Online Trainings & Webinars

Provider Searches and Databases:

- Child Care
- Elder Care
- Relocation
- Education

Other Tools and Features:

- Employee Discount Center
- Legal Documents
- Financial Calculators
- RSS Feeds, Polls, Tips

Carebridge
service is available
24/7/365.
Contact us by calling
1-800-437-0911
or by emailing us at:
clientservice@carebridge.com

**Carebridge assistance
is fully confidential.**

SIouxLAND SPOUSES

The Siouxland Spouses Behind the
Shield Presents the First Annual
Law Enforcement Winter Gala



Tickets are still available!

Tickets are \$100 per ticket and include dinner and dancing to live music from Locked N Loaded. To purchase tickets, please mail check to P.O Box 3163 Sioux City, Iowa 51102.

A block of rooms is reserved at the Hilton Garden Inn at a special rate. Mention the Siouxland Spouses Behind the Shield when reserving.

Thank you for your support!

BEHIND THE SHIELD

JANUARY 18, 2020

5:30 PM

HILTON GARDEN INN SIOUX CITY RIVERFRONT

THIS IS A **FORMAL EVENT** AND FUNDRAISER FOR THE SIOUXLAND SPOUSES BEHIND THE SHIELD TO BENEFIT LAW ENFORCEMENT AND THEIR FAMILIES IN THE TRI- STATE AREA.

EMAIL: sandramesiouxlandspousesbehindtheshield.org for more information



Siouxland Spouses Behind The Shield ...

Oct 6, 2016 · 🌐

Officer Dutler and Officer Erickson of the Sioux City Police Department will be presenting "A Guide to Survive for First Responders".

Join us for a presentation on Thursday, October 27 from 6:00-8:00 p.m. at Western Iowa Tech Community College (Rooms L416 and L417).

Family members often see the impact of a stressful day but may not know how to respond or how to help. There are so many things that first responders see or experience that we could not even begin to imagine. All of these experiences tend to affect everyone in different ways.

This is open to all first responder families (Police, Fire, EMS, etc.). The presentation will provide us with resources that will help us be a better support system for our family member who is a first responder. They will speak to us about critical incidents and how they affect our family member. There will be a lot of valuable information that will help us help them more effectively.

Trust me, you don't want to miss this. This is not just for spouses...this is for all family members interested. Let others know, please. (See also



Siouxland Spouses Behind The Shield



Oct 27, 2016 · 🌐

We'd like to say "Thank you" to Officer Andrew Dutler and Officer Kevin Erickson. They put on a very informative presentation tonight. A special shout out to Jill Fitch for sharing her incredible story. Your courage and strength is inspiring, Jill! Thank you also to all who attended "The Guide to Survive for First Responders" tonight. Thank you to WITCC for allowing us to hold the event there. We'll let you all know if we hold another event like this. Thank you for your continued support!

