

COMPREHENSIVE OFFICER SAFETY PROGRAM

THE WEST PALM BEACH POLICE DEPARTMENT

The city of West Palm Beach was founded as a town in Florida in 1894. West Palm beach is in Palm beach County which is the second largest county in Florida. West Palm Beach has a population of 113,000 citizens and spans a total of 58.1 square miles. West Palm Beach is a vibrant, growing, waterfront city and the oldest incorporated municipality in southeast Florida.



The West Palm Beach Police Department was established in 1894. The Chief of Police is Franklin Adderley. It has the largest municipal police department in Palm Beach County and is a law enforcement agency with a total of 422 positions. Out of the 422 positions, 388 are filled. There are 290 sworn police officers and 98 civilians. According to the National Law Enforcement Memorial and Museum law enforcement fatalities report, out of all the U.S. states, Florida had the second highest number of law enforcement fatalities with 52 line-of-duty deaths in 2021. We take our obligation to look after the safety and wellness of our personnel seriously and we make sure that we provide our employees with the necessary resources and training to ensure their mental and physical health needs can be taken care of, as well as to ensure their safety and the safety of the public we serve.

Body Armor and Protective Gear

The West Palm Beach Police Department issues custom-fit body armor to all of our sworn employees. A properly fitted vest, is a worn vest. Per policy, all sworn personnel engaging in field duty or special duty are required to wear the issued soft body armor protective vests. In addition, Crime Scene Investigators, Multit-media Technicians and Community Service Aides who are issued soft body armor will wear the issued soft body armor on any active scene. Officers assigned to our S.W.A.T Team are provided threat protection level IV tactical body armor, with front and rear rifle threat protection.

Gator Hawk Helix HX02



All officers are issued active shooter kits with rifle plates and ballistic helmets. The rifle plates are level IV ceramic rifle plates in a black outer carrier. The front plate is a shooters cut while the back is a full cut. The ballistic helmets are full-cut level IIIA with acrylic face shields.



In addition all of our officers are issued Avon C50 gas masks and they are fit tested annually.



For ease of accessibility and to increase officer-safety in armed encounters, ballistic shields with tactical lighting are assigned to select personnel on each shift on the first day of their rotation. Ballistic shields are also carried in the rear of every sergeant's vehicle making them immediately accessible.



Sergeant's Vehicle Equipment

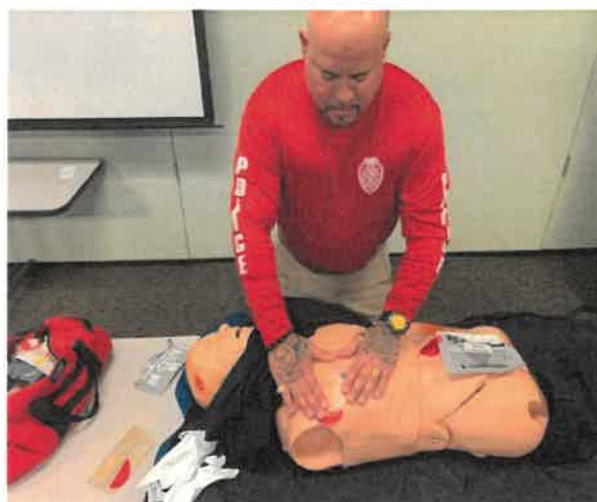
Every Sergeant in road patrol is assigned a Ford F-150 or Ford Explorer that is outfitted with a ballistic shield with tactical lighting and a breaching tool kit which includes a Boom and Halligan. Having these tools out on the road provides immediate access to the tools necessary to safely breach doors and windows in order to render aide to victims and to address suspects/active shooters behind locked doors.



Officer Trauma Bags and Tourniquets and Training

Every West Palm Beach Police Officer is issued a trauma bag which is to be kept hanging from the head rest on front passenger seat. This way, everyone knows where the trauma bag is located in a time of need. The trauma bag contains tourniquets, quick-clotting agents, sucking chest wound patches, bandages, tape, scissors, gloves, and a mask, to be utilized in self-help, officer down, and citizen medical response.

We have 5 training officers and two who are certified in tactical first aid. We use a mannequin, which is properly outfitted for field injuries to annually train our Officers in tactical first aid which covers the use and application of all contents contained within the trauma bags.



All officers are also issued tourniquet holders to be worn on their duty belts or outer tac-vest for immediate accessibility in the event of traumatic injury. Our officers have saved numerous lives, by applying techniques learned with HyFin chest seals, tourniquets, and using gauze and pressure to stop bleeding where a tourniquet can't be applied. In the year 2020 alone, Officer Testa saved four gunshot victim's lives. On March 1, 2020, Officer Anthony Testa saved two gunshot victim's lives by applying two HyFin chest seals on them. On August 24th, 2020, Officer Anthony Testa responded to another shooting where he applied a tourniquet and a HyFin chest seal to a gunshot victim while two other officers applied tourniquets as well, due to the victim being shot eight times in various parts of his body with multiple large caliber rounds and ended up saving his life. On November 28, 2020, Officer Testa responded to another shooting scene where he saved another gunshot victim's life by applying HyFin chest seals and tourniquets to the multiple gunshot wounds of the victim. Unfortunately, Officer Testa died of COVID on September 25, 2021. In his memory we are naming a new award called the Anthony Testa Tactical Lifesaving Award to our current list of awards and admonitions for officers. This is to recognize officers that exhibit the same lifesaving efforts Officer Testa displayed. Other life-saving

efforts displayed by our officers include the following but are not limited to; four other officers that utilized their tourniquets which ended up saving lives as well, several incidents involving wounds where a tourniquet could not be applied, and officers packed the wounds and applied pressure to stop the bleeding which resulted in saving the lives of several victims, and application of another Hyfin Chest seal. The Chief of the West Palm Beach Fire Department Diana Matty wrote a letter stating, “The West Palm Beach Police Department should be commended for ensuring their officers are trained and equipped in life-saving efforts”.



Lieutenant's Tahoe Mini Mobile Command Post

Lieutenants in road patrol supply necessary and essential information on unfolding events and are assigned a Chevy Tahoe outfitted as a mobile command post for better scene management, tracking of deployed personnel [e.g., their location], communications, and briefing of arriving personnel. The Tahoe is equipped with green and white lights indicating it as the command post. Each Tahoe has a rear mounted radio system for ease of communications, with a 150 w outlet for plug-ins, markers and a dry erase board with a transparent plastic cover to insert printed pictures of suspects, building layouts, etc.



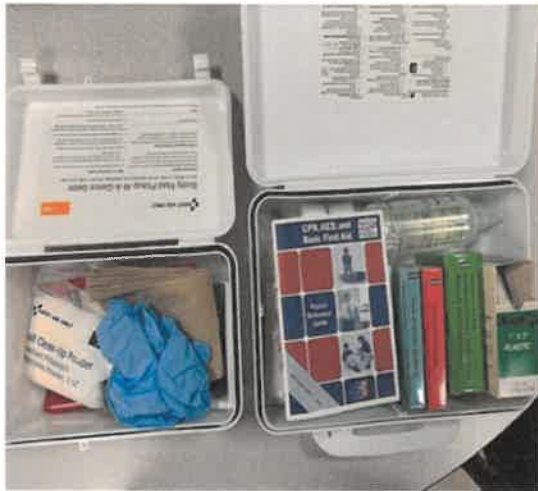
Also carried in the rear, to better prepare for mass casualty events is a mass casualty trauma bag, which contains large quantities of tourniquets, quick clotting agent, gauze, and HyFIN chest seals to allow us to provide essential medical care to critically injured citizens or law enforcement officers until they receive EMS care.



First Aid Kits and Blood Bourne Pathogen kits

To better serve our community and fellow officers, all patrol Division Officers are issued Ambu bags,

CPR mask, first aid kits, blood borne pathogen kits, and spit masks along with their trauma bags and tourniquets.



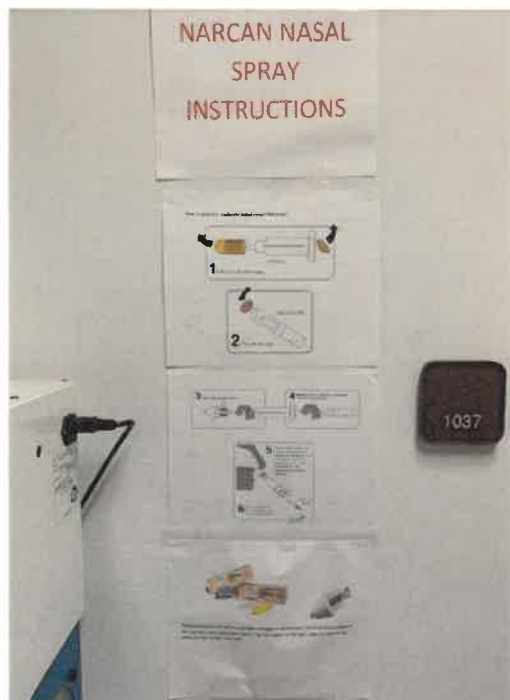
Personal Protective Equipment Usage and Training

To safeguard our personnel from blood-borne pathogens, body fluid, and other hazardous substance exposure, blood-borne pathogens and hazardous communication training is required of all officers on an annual basis. In addition, Personal Protective Equipment (PPE) are provided to all sworn personnel. This includes protective eyewear, facemasks, contamination suits, and booties.



AED's, Narcan and Testing Fume Hoods

While testing unknown substances in the field and at our station, several of our officers were exposed to fentanyl prior to 2017. In response to those exposures, we purchased Naloxone nasal spray kits and three Air Science Fume Hoods. These hoods were placed in our Narcotics Division office, Crime Scene, and Evidence Section. All police officers are required to test any substance using gloves and one of the three fume hoods. There are also AED's and Naloxone spray kits placed by each fume hood along with instructions for administering the nasal spray. Inside the Naloxone nasal spray kits are several Naloxone nasal sprays along with an ambu bag and CPR mask. We also have fourteen AED'S strategically placed throughout the Police station [gym, Crime Scene office, processing bay in the basement, in-door shooting range, etc.]. Every officer is CPR certified and has been trained on the use of the AED and the nasal spray. Members in units that have a higher probability of exposure to opioids, such as K-9 handlers, personnel assigned to the narcotics division and crime scene may be individually issued Naloxone nasal spray. Since the implementation of the fume hoods and the Naloxone nasal spray kits in 2017 we have had zero fentanyl exposures.



Employee Infectious Disease Exposure Protocol

In the event that an employee is subject to a blood-borne pathogen, body fluid, and other hazardous substance exposure, Florida Law allows and a procedure is in place that requires the person causing the exposure to be tested for disease. Employees who, while in the performance of their duties, encounter an exposure to blood and body fluids having the potential for a contagious or infectious disease, are required to document the exposure in a report of on-the-job accident form and an infectious disease exposure notification form. These forms along with the offense incident report will be forwarded to Risk Management. If the source person consents to the withdrawal of a blood sample, the draw may be performed at a local hospital.

AFFIDAVIT

STATE OF FLORIDA
COUNTY OF PALM BEACH

1. I am Dr. _____ and I am over the age of 18.
2. I am a physician licensed under Chapter 458 or Chapter 459, Florida Statutes.
3. I reviewed the statement of WPBPO (name) regarding an incident on _____, 20____, where a person arrested by Officer (Name) _____

(describe circumstances of exposure).
4. Based on the statement of the WPBPO (name), in the matter involving WPBPO _____ and _____ (arrestee), I certify that, in my medical judgement, a "significant exposure" has occurred as that term is defined in section 381.004, Florida Statutes.
5. I also certify that, in my medical judgement, a medical screening, including the drawing of blood for bloodborne pathogens, of _____ (arrestee) is medically necessary to determine the course of treatment for WPBPO _____.

I have read the foregoing Affidavit consisting of one page and it is true and correct.

EXECUTED this _____ day of _____, 20____.

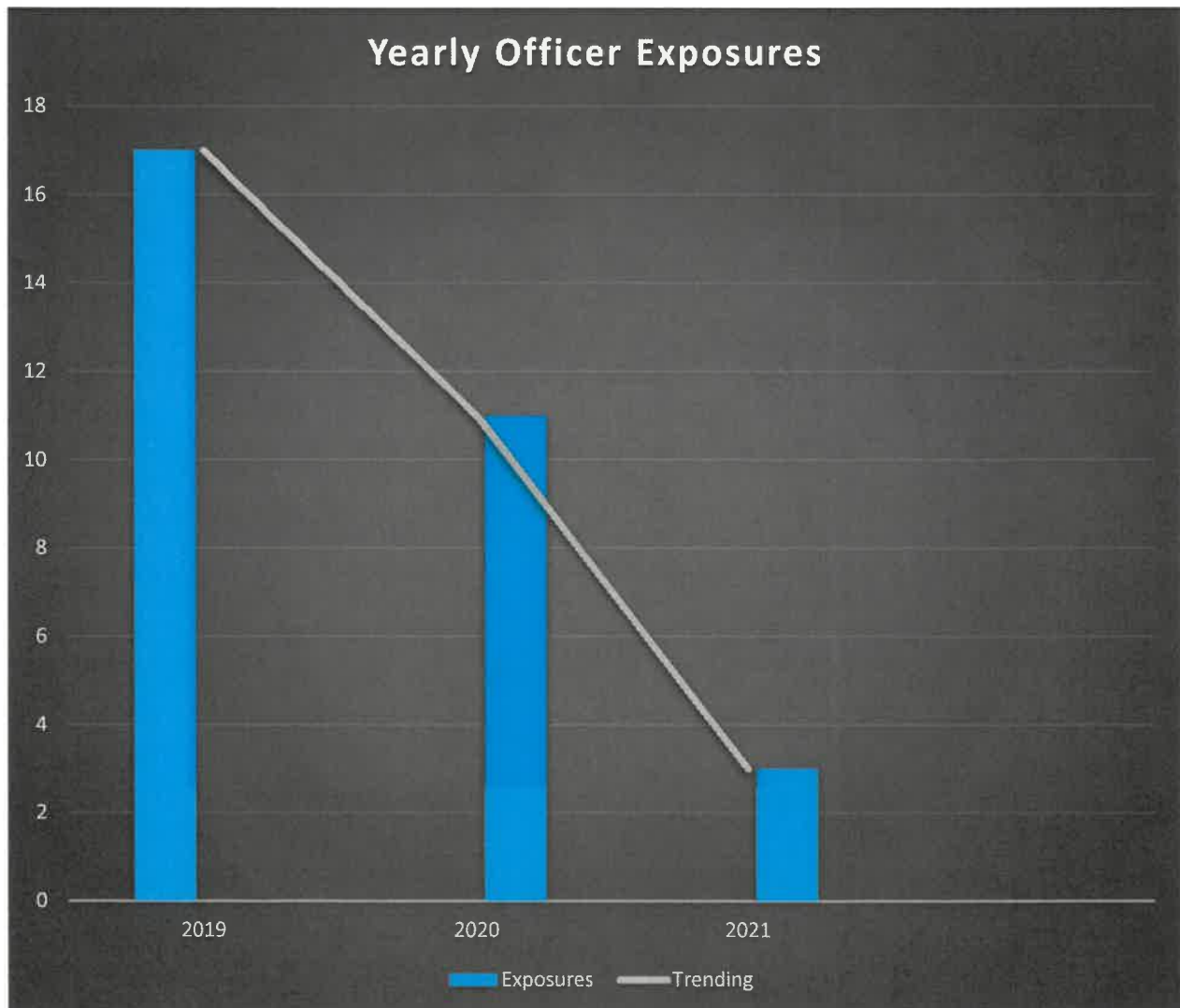
Dr. _____

Sworn to (or affirmed) and subscribed before me this _____ day of _____, 20____, by _____, who is personally known to me or who produced _____ as identification.

Sworn Police Officer

Should the source person refuse to consent, every Sergeant and Lieutenant are trained and provided with all the necessary forms which include a court order, motion, and physician affidavit that are fill in the blank templates in order to expedite the ordering of the blood draw for contagious disease testing

purposes, because time is of the essence with administering the treatment. The forms are digital due to the electronic warrant system used between the courthouse and law enforcement agencies in our county. This also helps speed up the process of obtaining time-sensitive warrants because it erases the travel time to and from the courthouse and/or the judge's house. The results of the test and notifications are provided to Risk Management, the source person, and the affected employee. It is important to note, we have had a total of Thirty-one exposures in the last three years, which has been drastically declining year after year. In 2019 we had seventeen officer exposures, in 2020 we had eleven officer exposures, and in 2021 we had 3 officer exposures. We believe this drastic decrease in exposures is due to the training our officers receive and due to our officers taking every precaution necessary to help prevent exposures when feasible.



IN THE CIRCUIT COURT OF THE FIFTEENTH JUDICIAL CIRCUIT, CRIMINAL DIVISION
IN AND FOR PALM BEACH COUNTY, FLORIDA

LAW ENFORCEMENT AGENCY:
POLICE REPORT NO.:

STATE OF FLORIDA

vs.

Defendant:

STATE'S EX-PARTE MOTION FOR HIV/HEPATITIS/OTHER COMMUNICABLE DISEASES
TESTING OF DEFENDANT

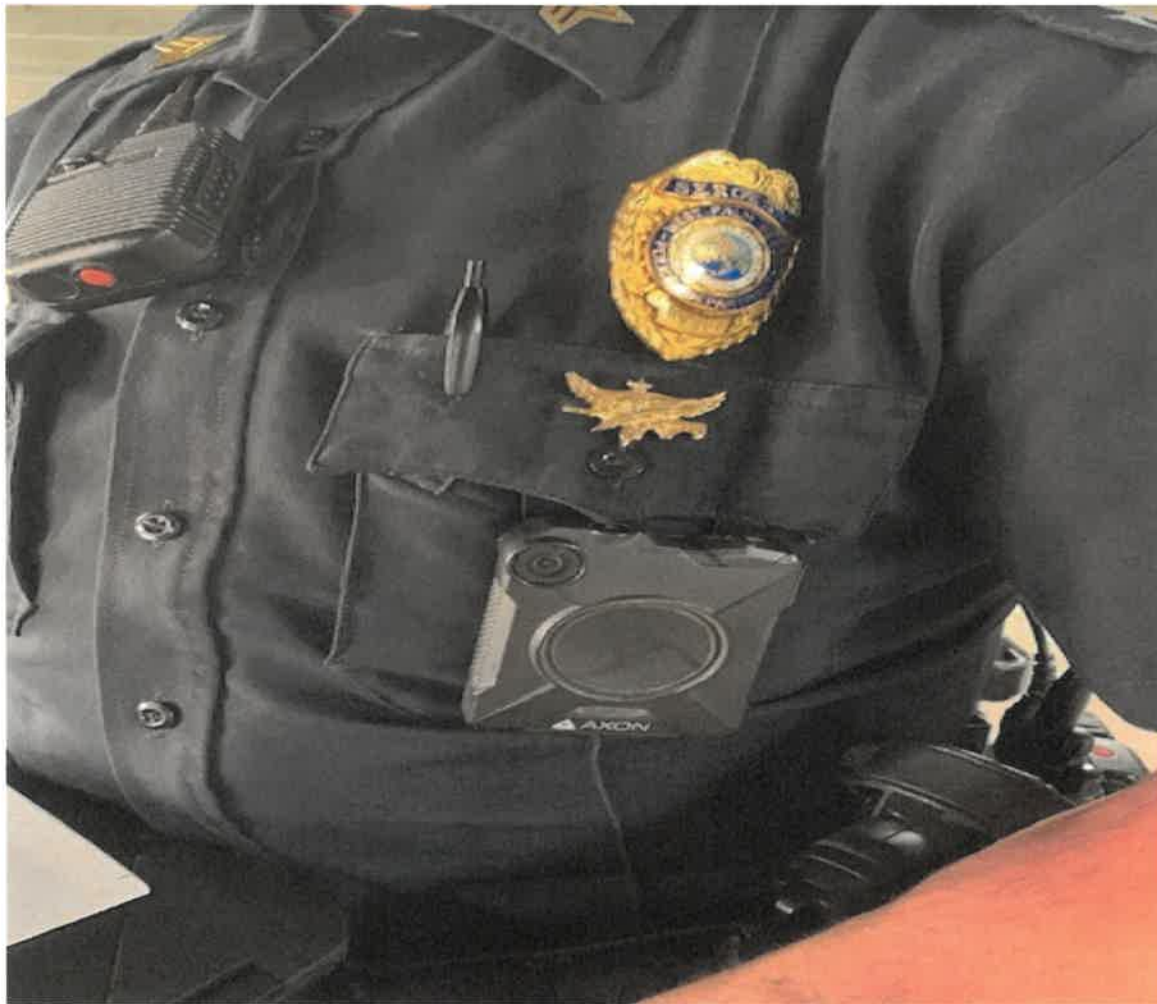
COMES NOW the State of Florida, by and through the undersigned Assistant State Attorney, and respectfully moves this Honorable Court for an order compelling the above-named Defendant to submit to HIV/HEPATITIS/OTHER COMMUNICABLE DISEASES testing, pursuant to Florida Statute 381.004 and as grounds therefore states as follows:

1. The defendant in this case is charged with [IDENTIFY CRIMES & STATUTE NUMBERS]
2. The crime alleged involves the transmission of body fluids from the Defendant to Officer _____, at the time of the offense. The facts surrounding the transmission of body fluids from the Defendant to Officer are that []
3. The officer victim has requested the test be performed.
4. Attached to this motion is the sworn affidavit of Dr. _____, who states the test is medically necessary.
5. The State requests HIV/HEPATITIS/OTHER COMMUNICABLE DISEASES testing of the Defendant under the direction of the Department of Health, in accordance with F.S. 381.004 and the results disclosed to the officer victim.

Body-Worn Cameras

It is the policy of the West Palm Beach Police Department to utilize a body worn camera to document law enforcement interactions with the public by providing recorded evidence of actions, conditions and statements. Body-worn cameras or BWC's have evidentiary value. The need to ensure and monitor proper

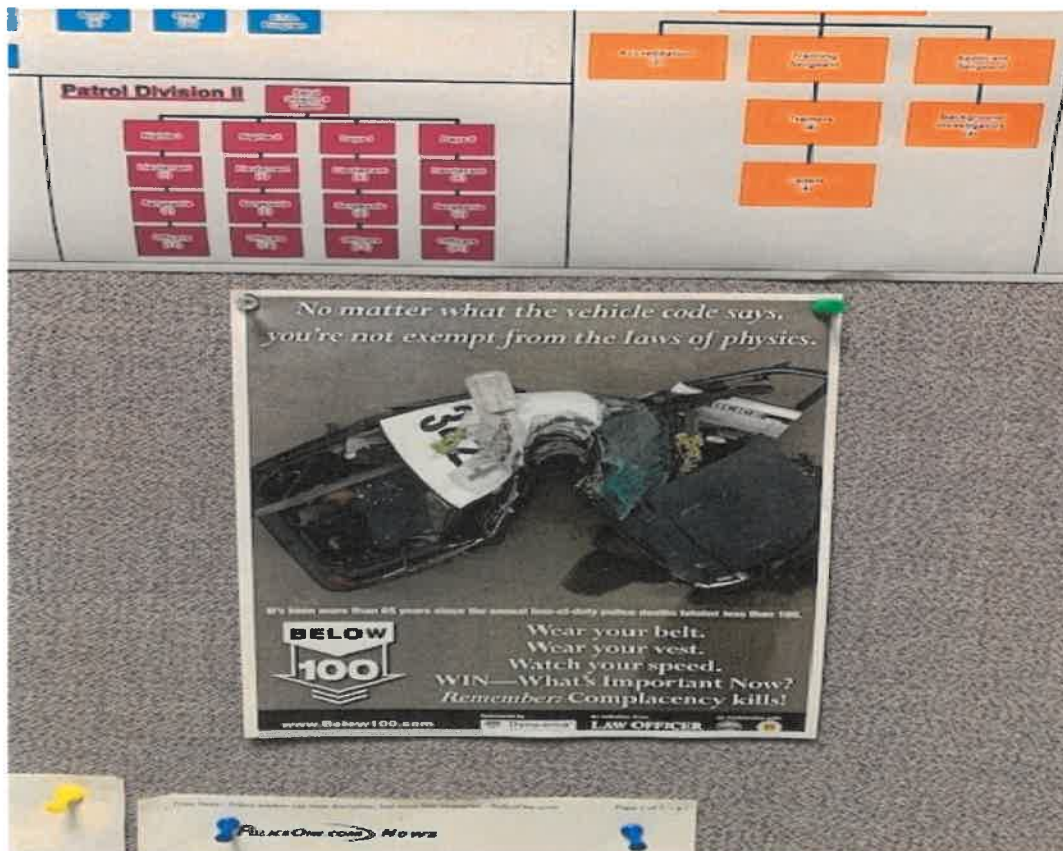
conduct by West Palm Beach Police Officers, and to help safeguard these officers against false claims of misconduct, HD-quality digital body-worn cameras (BWC) have been issued to all officers. The BWC can be started manually with the push of a button or are automatically activated when an officer activates their Taser. When BWC footage review is called for, officers observed providing exceptional customer service can be rewarded for their efforts through the commendation process, while officers found acting outside of policy or in an unsafe or discourteous manner are counseled or disciplined, as necessary.



Mandatory Wearing of Safety Belts

The West Palm Beach Police Department's policy requires all persons riding in a city owned vehicle to wear their seat belts/restraining devices unless specifically exempted. Child restraint device usage is

mandatory while transporting a child in a city owned vehicle. When the driver's seat belt becomes inoperable the vehicle will be taken out of service until fixed. If the front passenger seatbelt is inoperable, no one will be transported occupying that seat. Violators will face progressive discipline if they are found to have violated this seatbelt policy. There are several posters located around the station that reinforce wearing your seat belt and watching your speed.



Emergency Vehicle Operations Training

West Palm Beach Police Department uses the resources at Palm Beach State College law enforcement academy. The academy is one of several approved police academies in the state of Florida. The academy has their own driving pad which we utilize throughout the year for our annual in-service driving training.

The training includes pursuit training, N.E.V.O (no-evasive vehicle operations), felony stops, pursuit termination devices, safe and legal traffic stops, racial profiling, and force on force scenarios with critiqued response.

Vehicle Pursuit Policy and Review

The West Palm Beach Police Department has a comprehensive pursuit policy and officers are initially trained on it during the FTO process and retrained on it annually every year during our in-service training. Periodically, officers are asked to explain [in detail] the process during roll call training briefings. The policy details the following. Under what circumstances/conditions pursuits are to be initiated, the proper supervisor monitoring, and termination requirements. We document all our traffic stops where the offender flees from us, but we do not pursue as it does not meet our pursuit requirements. These stops are documented under failure to yield (FTY). All of our pursuits go before our pursuit review board for review. When the review board meets, any commendations for exceptional performance or corrective action, including formal discipline is recommended. The purpose of the review board is to reward good behavior and change risky behavior.

Instructor Training

All our instructors are certified by the Florida Department of Law Enforcement. Certification examples include, defensive tactics, firearms, less-lethal systems, emergency vehicle operations, chemical munitions, ASP baton, CPR, etc. In order to ensure that their training is up to date, recertification is required of all of our trainers before their due date.

Weaponry

The West Palm Beach Police Department offers our officers the opportunity to be issued a department owned shotgun and/or a rifle at the officer's request. The officer will be trained in the operation, maintenance, storage and carry of the weapon system(s) chosen. Once certified to carry the weapon

system(s), they would be issued said weapon system(s). The issued patrol rifles are up-fitted with red-dot optic, tactical lighting, tactical slings and three extra magazines.



The shotguns are equipped with rifle sights, sidesaddle shell holders, tactical lighting, and tactical slings. The patrol shotguns and patrol rifles issued to officers are held in secured drawer systems in the rear of the vehicles.



Annual Firearms Qualification

The Florida Department of Law Enforcement mandates that all peace officers qualify with their issued duty handgun every 24 months. We take the responsibility of firearms proficiency and safety seriously

and require additional range training. We require an annual qualification for our duty handgun, patrol shotgun and patrol rifle. Each year our sworn personnel are required to successfully complete tactical range training with their duty handgun, patrol shotgun and patrol rifle. They are also required to complete low light range training with their handgun. Annually, officers are required to go through active shooter scenarios in our range, with role players and critiqued response from our training unit. Additionally, officers are required to annually qualify with all off-duty/extra-duty weapons they are authorized to carry. Those officers, who desire to do so, are also encouraged to attend several open range dates throughout the year to increase their firearms proficiency with all weapons that they are issued and/or carry. In addition to annual live fire training, we conduct force on force scenario training with Simunition training weapons in our own shoot house, coupled with a critiqued response from our training unit.



Shoot House

To increase officer safety, proficiency, and confidence in our officers, we built our own shoot house in the basement of our garage for simunition force on force scenarios. The shoot house interior can be re-configured, so officers don't have the same room layout year after year. Attached to one of the entry points is an RTE TRAINER breaching door. All officers are trained to use the same Boom and Halligan (see p.4) tools that are in every breaching kit located inside of every Sergeant's vehicle to show they can safely and successfully open inward and outward opening doors if the need ever arises.



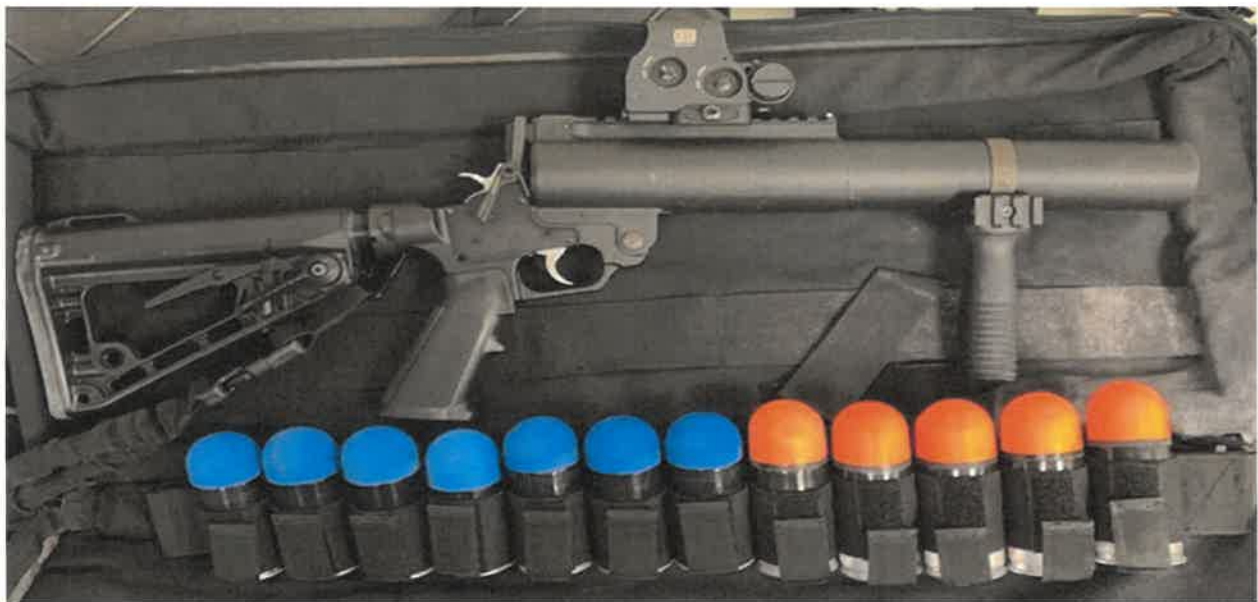
Secondary Weapons Authorized

To increase safety, officers are authorized to carry back-up weapons and must qualify with them annually on the FDLE mandated 40 round course of fire. To ensure proper authorization and tracking, officers are

required to submit a form that is used to request the carry of the specific backup weapon and is also utilized to track successful range qualification with the weapon. All secondary weapons are inspected by the range master. Final authorization is given by the Chief of Police.

Less-Lethal Systems

Understanding that not every encounter with a person with a weapon should require a lethal response, the Defense Technology 40 mm less lethal launcher systems with a bandolier of 40 mm Direct Fire Munition rounds and 40 mm Direct Impact OC crushable foam rounds are issued to qualified operators at the beginning of each rotation to have immediate access on the road when needed. Less lethal operators are required to train and qualify with the 40 mm system on a bi-annual basis in order to maintain their certification. We have deployed our 40 mm less lethal launcher system on multiple occasions which resulted in the offenders surrendering without further incident.



Other less-lethal options are also provided to each officer including electronic control device (Tasers),

oleoresin capsicum (OC) or "pepper spray" and Peace-Keeper expandable batons.



Electronic Control Device

The West Palm Beach Police Department issues every officer an electronic control device (ECD) or Taser upon being hired. Each officer is trained and certified in the authorized use, storage, reporting and the need for proper medical treatment for suspects to which the Tasers were applied. Our policy provides for the authorized usage, reporting, and the need for proper medical treatment for suspects. Two of our trainers are master trainers for Axon and they keep us up to date on all requirements, legal updates and new training that is rolled out from Axon. Annual training qualifications are



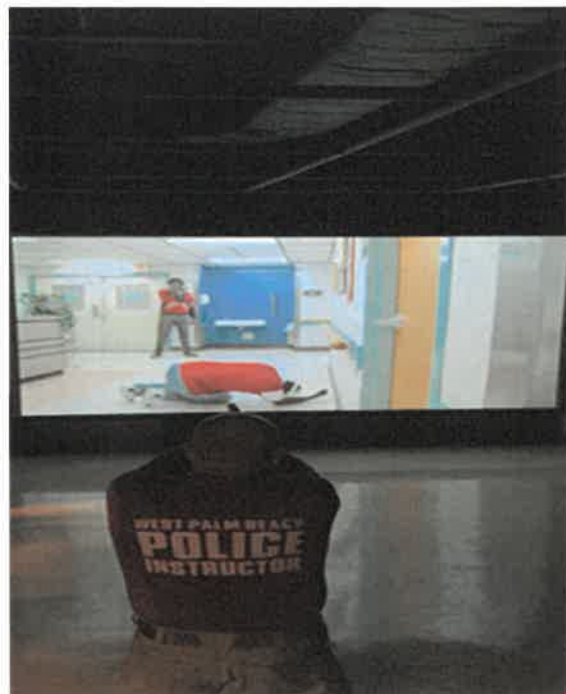
required for our electronic control device with scenarios and a critiqued response from our training unit.

Crisis Intervention Training

Understanding the need for de-escalation in many calls to which we respond for service and to decrease the chances of employees becoming injured in unnecessary physical confrontations with suspects, Chief Adderley Mandated all sworn personnel to complete the 40-hours of Crisis Intervention Training (CIT). At present, 75% of our department is CIT certified with the remainder preparing for completion by the end of the year. CIT has been shown to improve law enforcement's ability to recognize symptoms of a mental health crisis, enhance their confidence in addressing such an emergency, and reduce inaccurate beliefs about mental illness. It has been found that after completing CIT, peace officers felt encouraged to interact with people suffering a mental health crisis and to delay their "rush to resolution." CIT was also identified in the Final Report of the President's Task Force on 21st Century Policing as being critical in enabling law enforcement officers to improve the way in which they and the community respond to people experiencing mental health crises.

Use of Force and De-Escalation Scenario Simulator

The West Palm Beach Police Department believes in scenario-based training when dealing with active shooters, armed assailants and violent individuals in shoot or don't shoot situations. To better train our officers, we also use a Meggitt firearms training simulator for some of these scenarios with a critiqued response. Officers can use a handgun or rifle during these scenarios. If the scenario calls for it, officers have the option to use less lethal



options on their duty belt to include OC spray and taser. We are currently looking at purchasing a new training simulator through Ti Training.

COVID Mitigation Plan

In response to the COVID outbreak, we implemented a COVID mitigation plan to keep all of our employees safe. We implemented the following measures; outside and remote briefings utilizing micro-soft teams in order to limit contact with large numbers of officers, we issued N-95 masks, extra gloves and extra hand sanitizer to all personnel, we mandated officers to wear masks when interacting with the public, when it didn't affect their quick response or officer safety by having to address an immediate threat, we bought an aerosol battery operated disinfectant machine to sanitize all areas in the station, all offices, vehicles, and desk of those personnel that contracted COVID, in addition we implemented a preventative scheduled sanitization of highly trafficked areas in the station, we offered non-essential employees the opportunity to work from home which most of them choose to do, we adjusted the work times of our detectives and staggered them to limit the number of detectives on the floor at one time to limit possible exposure, we mandated the wearing of masks inside all of our city buildings, through our city emergency management we offered free vaccinations to all of our employees and the city offered monetary incentives to those who received the vaccination, we contracted with a local hospital and private vendors to provide immediate covid testing to our employees to assist in stopping the spread of COVID, we assigned staff at our station to act as liaisons to answer any questions or concerns employees had in relation to COVID, and to help facilitate their quick return to work through our established protocol with testing, quarantining and treatment which was done through telehealth which prevented additional exposure to others.

Speacial Weapons and Tactics Team (S.W.A.T.) and Lenco BearCat

In order to safeguard our personnel in real life-threatening situations which require the use of special weapons or tactics beyond the capabilities of normally equipped and trained officers, we maintain a S.W.A.T. Team that is available year-round to handle certain high risk situations. To ensure our S.W.A.T. Team has immediate access to medical attention if the need ever arises, there are two City of West Palm Beach Fire Department Medics assigned to the Team who are also fully certified and sworn police officers in the State of Florida. The West Palm Beach Police Department has a Lenco Bear Cat G2 tactical armored tactical vehicle since 2013. The Bear Cat is built to provide blast and ballistic protection to defeat .50 Cal ammunition rounds. The Bear Cat protects first responders and allows them to safely approach potentially deadly situations under the cover of an armored rescue vehicle. The armor allows us to rescue wounded citizens and first responders, and to evacuate citizens from life-threatening situations, such as barricaded suspect and active shooter scenarios. To ensure the proper operation of the vehicle, members of the West Palm Beach Police Department's Special Weapons and Tactics Team (S.W.A.T) team took part in a training session in which training experts provided them hands-on training in the utilization of the Bear Cat.



The Bear Cat deploys anytime there is a potential for armed-subject encounters, such as active shooter situations, barricaded armed subjects, tactical situations, high-risk search warrant executions, and at the

request of our fire department. We have also utilized the Bear Cat in training scenarios with surrounding law enforcement agencies and fire departments. We have successfully utilized the Bear Cat on numerous occasions, one of which was an armed barricaded subject in a hotel room in our city. The Bear Cat was used to break the window/curtains in order to provide a better visual of the room and to deploy gas in the room, all the while providing our officers protection from being shot. This brought the situation to a successful close where none of our officers were harmed and the armed subject was taken into custody.

Emergency Field Force (E.F.F.)

To enhance officer-safety during civil unrest, we deployed our Emergency Field Force (E.F.F.) team. This team is specially trained for civil unrest and riot control response and containment and is available year-round. Team members are equipped with matching black utility uniforms, level III threat protection soft body armor, helmets with face shields, riot batons, and additional upper torso protection, hand, elbow, shin, and knee protection. The team is provided with acrylic riot shields. The E.F.F. members are qualified and trained in the use of pepper ball guns and our 40 mm less-lethal launchers. Properly training and equipping these officers for this type of duty, ensures proper responses are made in these situations to enhance officer safety. The E.F.F. team has an enclosed work body truck outfitted with emergency lights to efficiently transport all of their necessary tools to address any situation they are responding to.



Numerous incidents of civil unrest happened across this great nation of ours as reaction to lethal law enforcement response. We experienced several incidents of civil unrest in our city as well and we were able to rapidly deploy our E.F.F. Team successfully to disband the rioters and end the unrest. We train annually with the Palm Beach County Sheriff's Office's E.F.F. Team in order to be able to provide and/or receive substantial assistance if needed. Properly training and equipping area law enforcement officers for such civil unrest and riot control is necessary and appropriate to help ensure public and officer safety, which again proved to be true during the recent periods of civil unrest.

K-9 Team

In order to ensure the safety of the citizens we serve and the police officers of the City, we maintain and deploy handlers with trained canines. We have five certified explosive detection and apprehension canines, three narcotics detection and apprehension canines, one currency canine, and a missing/endangered person canine which is a bloodhound. In addition to the 400-hour canine school, each handler and their canine will go through in-service training which consists of 5 hours of each discipline of supervised on-duty training each week for each canine team. This training consists of physical exercises for the canine as well as the handler, refresher training in obedience, agility, tracking, searching, criminal apprehension, narcotic detection, explosive detection, and handler protection.



Small Unmanned Aircraft System (sUAS)

The West Palm Beach Police Department maintains a s.U.A.S. Team. The s.U.A.S. Team currently has four drones. Two DJI Phantom IV's, a Matrice 210 DJI that is equipped with thermal imaging and zoom capabilities, and DJI Mavic mini for clearing inside of buildings. The s.U.A.S. video surveillance equipment will only be used for conducting search and rescue operations, endangered missing persons, locating fleeing suspects or escaped prisoners, aiding or assisting in other life safety operations, etc. Each pilot is properly trained and must maintain a current Remote Pilot Certification (Part 107) set forth by the FAA, which there is a bi-annual test. Pilots must also participate in monthly training, along with a required observer. Observers are not required to be operators, but they are required to train in night-time operations on a yearly basis which includes a written test.



Catchment Officers

Located in our City is Grassy Waters Preserve. This preserve is 23 square miles of a wetland ecosystem called the catchment. This preserve serves as the freshwater supply for the City of West Palm Beach and the towns of South Palm beach and Palm Beach Island. Citizens frequent this area and in order to ensure their safety and to protect this resource, we have three catchment officers specifically assigned to this area. They access it with our three Honda ATV'S, three Ford F-250 4X4 trucks, and two airboats one being a 14' Floral City and the other being a 16' Diamond Back.



Bomb Squad

In order to safeguard our personnel in real or potential explosives-related incidents, we maintain a bomb squad. The bomb squad currently has one QinetiQ Talon robot and one containment trailer in its inventory. The robot, which is primarily used for surveillance/scene safety/small package manipulation, but it can be used for any bomb squad operation where distance from the command post is short (300') and package weight is light. This robot is classified as a medium-sized robot that can handle any operation needed by the squad from surveillance, hazardous environment monitoring with sensors, package manipulation and disruption, X-Ray capabilities, assisting in SWAT operations or any other task needed by the squad.

The robot is housed in a Ford F-550 enclosed work body truck with a containment trailer to allow it to be safely towed to an emergency scene.

The containment trailer in the bomb squad inventory is a NABCO containment trailer with rigging capability through a pulley system for remote loading and unloading of a package. This trailer has also been fitted with ramps for the robot to insert or remove a package. We also have two certified explosive detection K-9's assigned to the Bomb Squad.



Hostage Negotiations Team

In order to ensure the safety of our citizens and police officers we maintain a Hostage Negotiations Team (H.N.T.). The H.N.T. team is available year-round and is outfitted with an enclosed Ford 250 Transit work van to respond to situations where a suspect(s) is believed to be barricaded or holding hostages and may reasonably be expected to possess deadly weapons which could be used against innocent citizens, hostages, or any law enforcement officers. The enclosed work van allows team members to operate in any weather condition(s) and is outfitted with emergency lights, computers, printers, police radios, two cell phones, and one throw phone. H.N.T. will also respond to incidents involving individuals barricaded suspects who are a threat to themselves and suffering from a mental health issue. Members of our H.N.T. Team are required to complete the 40-hour Negotiator level I class and the 40-hour C.I.T. class, along with on-going monthly team training. HNT members who are assigned to our patrol division have been proven to be valuable assets repeatedly as they have immediately responded and successfully talked and negotiated peaceful outcomes on numerous occasions, thus keeping our officers and the citizens we serve, safe.



Dive Team

The City of West Palm Beach sits along the intercoastal waterway and has many other bodies of water. In order to ensure the safety of our citizens on our waterways and our police officers, we maintain a DIVE Team to safely patrol our waterways, to assist citizens on capsized vessels, and to conduct underwater search and recovery operations. The DIVE Team is outfitted with two boats, one being a 25' aqua scan and the other a 29' safe boat, along with a DIVE trailer to transport all of their necessary equipment.



Crime Scene Investigators and Mult-Media Technician

In an effort to keep our employees safe at crime and accident scenes we provide them with state-of-the-art equipment and technology. However, it does little good to provide our personnel with this equipment if they do not have the appropriate means to transport it safely to a scene. Our Crime scene personnel drive

Ford Transit 150 work vans with scene lighting and they have professionally customized interiors, specifically designed for their intended purpose. They are designed to safely carry the equipment to the scene. We also have a multi-media technician that drives a Ford transit van to collect digital evidence for our officers at stores and residences.



Radio Communication

The West Palm Beach Police Department believes in providing our officers with uninterrupted access to our communications center for their safety. Our agency made it a priority to create radio interoperability amongst some of the first responder agencies in our county. We have a citywide 800 MHz, digital-trunking, interoperable radio system that allows all Palm Beach County emergency responders to seamlessly communicate on the same common talk-groups with us. We also have access to two additional radio systems, open sky and the county's P25 radio system. In the event our communication center

stopped working, we can immediately switch to open sky and still have communications with our officers in the field to ensure their safety. We additionally have a backup communications center, at an undisclosed location. In order to ensure we provide the best communications service to our officers, in February of 2021 we received our Florida Telecommunications Accreditation Certificate for our compliance with our policies and training standards determined by an assessment team sent by the Commission of Florida Telecommunications Accreditation, who conducts a formal review of the agency's policies, procedures and practices every three years.



Appropriate Patrol Vehicle Selection

Because we work in a climate that truly experiences extreme heat and humidity, and slippery and wet conditions, being able to properly respond to calls for service is essential in safely performing our job duties. To assist us in that regard, we outfitted our fleet with multiple manufacturer vehicles (Chevrolet and Ford), in the event of massive recalls. These vehicles consist of all wheel drive and four-wheel drive, pursuit-rated vehicles featuring stability control, traction control, and larger interior room, for safer

operation by our officers during both high speed and inclement weather operation. Officers feel these SUV's provide more space for themselves, their prisoners, and the equipment they are required to carry. The SUVs also provide for increased ground clearance.



Patrol Vehicle Equipment and Lighting

As we phase out our older patrol vehicles, each new vehicle is designed and equipped with officer-safety in mind. For increased officer-safety, all patrol vehicles are minimally equipped with two-way radios, prisoner transportation cage, emergency lighting and siren, PA system, fire extinguisher, first aid kit and ambu bag, CPR mask, spit mask, hobbles, flares, and flex cuffs. These vehicles are equipped with full roll-over rated cages, and a prisoner seat belt system that allows the officer not to have to reach over the prisoner to access and secure their seat belt.

Our new patrol vehicles have been up fitted with the latest in emergency lighting and warning technology. The LED emergency lighting system integrates to the vehicles computer allowing our officers to be hands free. The LED emergency lighting system automatically [and temporarily] shuts off all lights on the driver's and/or passenger side of the vehicle when the doors are opened, so as not to obscure the officer's vision, increasing officer safety.

The 3-position emergency lighting settings flash varying lights on the vehicle at varying speeds. Position 1 flashes only the rear-facing emergency lights in a slow alternating pattern in such a way as to create only minimal distraction to the approaching drivers. Position 2 flashes all front, side, and rear facing red and blue emergency lights at a moderate speed. Position 2 can be utilized when responding to emergency calls for service when visibility may be an issue, such as when driving in heavy rain or fog and the flashback effect of the white lights would impair the officer's ability to safely see the roadway. Position 3 flashes all front, side, and rear facing red, blue, and white emergency lights at a rapid speed to get motorists attention, more clearly signally for them to move out of the way and yield to the emergency vehicle, allowing for safer emergency travel for the officer and the public. Even if responding with emergency warning equipment in positions 2 or 3, the emergency lighting will automatically revert to the position 1 lighting and flash pattern, once the vehicle is placed in park, limiting the distraction to the approaching drivers. This feature can be overridden if emergency vehicle lighting surrounding the vehicle is needed for enhanced scene safety.

When the patrol vehicle is responding to a call with emergency lighting activated, most rear facing emergency lights turn to a braking pattern only when the patrol car brakes are applied so that it becomes obvious that the vehicle is braking. This increases officer-safety by ensuring that other vehicles, including those being operated by other law enforcement officers, are aware that the patrol vehicle is slowing/stopping, thus reducing the chance of a rear-end collision. When operating the emergency lights at night, the lights can be manually switched to half-power once the vehicle has been placed in park, reducing the blinding effect of the LED lighting on other roadway users. The vehicles are also equipped with an intersection clearing mode which is activated with the push of the horn. When engaged, the emergency lights will accelerate the pattern and change the siren tone for eight seconds in order to be more visible when going through intersections. Once the eight seconds expires, the system automatically reverts to the previous mode. The emergency lighting system has multiple modes that are used for officer safety. One mode is called cruise mode, which sets the emergency lights on steady at 30%, so as not to flash and distract other drivers, but still remain visible while parked on the side of the road. Finally, there is wall of white mode, which is activated when the high beams are turned on. The wall of white mode turns all forward-facing lights to white allowing our officers to better see down alleys, poorly lit areas, vehicles, suspects, etc.

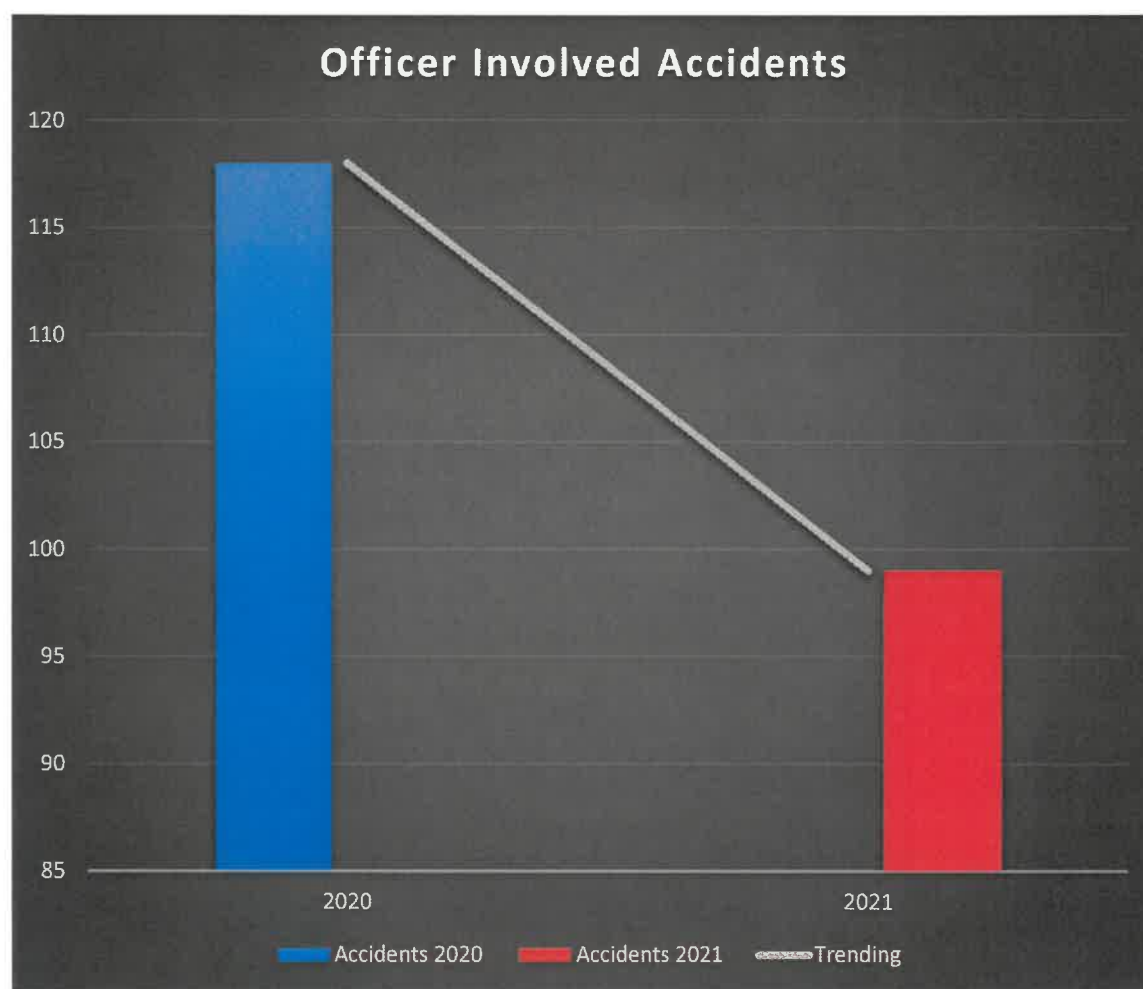
All patrol vehicles are also equipped with an automated vehicle locator system or (AVL). In the event, one of our officers is not responding to their radio and our communications center does not have them out at a specific location, our dispatch personnel can pull up their location via the AVL and immediately dispatch personnel to ensure our officers safety. The AVL is also used to better deploy our personnel. Command staff may conduct a real time AVL inquiry on the crime spike locations in our city in order to better deploy our personnel in those locations. To ensure the safety of our officers and the citizens we serve, the AVL system is also set up to send out speeding threshold (90MPH) alerts via email to Lieutenants and command staff. The lieutenant of the personnel operating said vehicle in the alert, will ascertain why that officer was driving 90 MPH, and either validate the reason(s) why they were driving at

least 90 MPH, or they will correct the speeding with counseling and progressive discipline if warranted.

If you would like to see an example of our lighting system, please click on the link below.

<https://www.youtube.com/watch?v=27KlffOGBU8>

In 2020 our officers were involved in 118 accidents and in 2021 our officers were involved in 99 accidents, which is a decline of almost 20 accidents.



Pursuit Termination Devices

Understanding that public safety is enhanced when vehicle pursuits are ended quickly and safely, patrol cars are equipped with tire deflation devices or stop sticks. Training is initially provided on the proper deployment of tire deflation devices during patrol field training and again annually during our in-service

driving training. Officers not actively engaged in a pursuit are encouraged to get ahead of or parallel the pursuit so that tire deflation devices can be deployed. Officers are trained to stay out of the roadway and stay behind cover during the deployment of tire deflation devices to shield themselves from potential injury from passing vehicles or debris.



Patrol Field Training Officer Program

The West Palm Beach Police Department provides training to newly hired law enforcement officers in areas of Department policies and procedures, officer safety techniques, and proper law enforcement practices through the use of the field training program. The Field Training Program is a nationally accepted training program designed to help new officers make the transition from the classroom environment of the police academy to the application of learned skills in field situations. The field training concept enables the trainee to reach an acceptable level of performance in the given time span provided the trainee and field training officers work together. All new officers are required to successfully complete the eighteen-week Patrol field training officer (FTO) program. Previous law enforcement

officers may complete a ten-week field training officer program depending on their capability. Certified FTO officers and an FTO supervisor provide and oversee the training through a formalized learning process. FTO officers complete daily observation reports on the officer in training. Weekly meetings are held with the new patrol officer and the FTOs and FTO supervisor to discuss program progress and concerns. Remedial training is provided when necessary. Officers who have been unable to successfully complete the program, even after remediation attempts are relieved of duty.

Traffic Stops

For increased officer and public safety, all officers are instructed on the proper way to conduct traffic stops while attending the law enforcement-training academy, with additional focus on traffic stops during the eighteen-week field-training program. Officers are instructed to utilize their two-way radios and inform the Communications Center of their location, the vehicle license plate, the vehicle description, and the number of occupants before exiting their patrol vehicles.

Officers are instructed to utilize a passenger-side approach on all high traffic and/or high-speed roadways to lessen their exposure to the hazards presented by other drivers. Officers are taught to minimize their exposure to vehicle strikes while out of the vehicle by staying away from the traveled portion and away from standing between vehicles while interacting with motorists outside of their vehicles.

If a supervisor observes unsafe traffic stop procedures during the review of an officer's BWC, the supervisor will speak with the officer in-person. At that time, the specific concerning issue(s) will be discussed with focus on the proper way to have handled the traffic stop. If necessary, remedial training can be provided by the training division officers.

The Importance of Training and Education

The West Palm Beach Police Department understands the importance of training and education and encourages all of our personnel to attend advanced training. We encourage on-line courses as well as in person courses, whichever is easier for the officers and their families.

Per the Florida Administrative Code, full-time, part-time, or auxiliary officers are required to complete forty hours of continuing education or training every four years. As an agency, we far exceed the four

year/ forty hour requirement in our yearly in-service training alone. In the previous four years, each officer trained over 158 hours in in-service training. This number does not take into account all of the outside advanced training officers attended as well.

College Education Required for Promotion and College Reimbursement Program

Although a high school graduation or GED are the minimum educational requirements for initial employment, we recognize the value of a formal education, as we feel that a college education and the college experience provide for a more-well-rounded officer. With this understanding, our minimum education requirement for promotion to Sergeant is an Associate Degree or equivalent semester credit hours (at least 60) from an accredited college or university. The minimum education requirement for a promotion to lieutenant is a bachelor's degree from an accredited college or university.

All employees are encouraged to attain higher education. The City of West Palm Beach offers reimbursement for college courses meeting certain criteria. Th education reimbursement eligibility is for classes/courses at an accredited junior college, community college, college or university within the State of Florida that are part of a program resulting in a two-year degree, four-year degree, or a master's degree or higher. The classes/courses must be for job-related college course work and is limited to twelve semester hours, which the employee must receive a grade of C or above. Studies have shown that better educated officers are found to provide better law enforcement services and increased positive public relations.

Advanced Command-Level Training

It is understood that in order for the West Palm Beach Police Department's commanders to properly lead and develop their subordinates, they need to be properly trained themselves. To ensure that this training is the most relevant and professional as possible, we have made it a point to send our division commanders to the FBI National Academy (FBINA) and/or the Louisville Southern Police institute (SPI). To date, 92% of our command staff has attended either the FBINA or the SPI academy.

Accreditation Unit

The West Palm Beach Police Department recognizes accreditation, inspections, internal audits, and inventories are important management quality control tools. These tools assist to determine policies and operational procedures are up to date, adequate and are followed. A law enforcement agency is only as professional and effective as the policies that guide it and the personnel who follow them. We have created comprehensive and defensible policies for our law enforcement personnel. These policies also ensure that our employees are provided guidelines that meet nationally accepted safety standards. We have two-officers assigned to our accreditation unit which oversees all of our policies and adherence to them. These officers attend yearly training on accreditation and receive the latest updates to numerous policies and procedures. In June of 2021, we received our Florida Law Enforcement Re-Accreditation Certificate for our compliance with our policies and training standards determined by an assessment team sent by the Commission of Florida Accreditation, who conducts a formal review of the agency's policies, procedures and practices every three years.



On-Going Briefing Training and Legal Eagle Monthly Updates

Patrol supervisors are encouraged to conduct briefing training sessions on an on-going basis for any subject needing additional discussion and/or training, such as traffic safety, proper vehicle approach, pursuit driving, etc. At times, these briefing training sessions are scripted by the administration and at other times, the supervisor is free to determine appropriate content. The patrol supervisor must run any briefing training by our training sergeant before putting on the training to ensure department wide training consistency.

In order to help our officers be confident in their actions on the street and to serve the public to the best of their ability, our Officers are required to read and digitally sign for monthly legal updates. Every month the Palm Beach County State Attorney's Office publishes legal updates in a publication called "Legal Eagle". The January 2022 publication covered topics such as constitutionally permissible investigative stops, extending traffic stops and Marchman Acts.

Tracking of Employees Training and Equipment Issuance

We use a computerized tracking program that allows us to more efficiently and effectively track employee training and equipment that is issued to employees. The Collective Data system provides for inventory and fleet management, employee training, and personnel. It is utilized to track completed training and the need for printed certificates to be placed in each officer's training file.

Vehicle and Personnel Inspections

The West Palm Beach Police Department recognizes the importance of conducting routine inspections of our personnel, assigned equipment and vehicles, in order to ensure the safety of our officers and the proper functioning of the tools and equipment our officers' use. Our first line supervisors are responsible for inspection of vehicles within his or her area of responsibility or employees under his or her command to be conducted at least once a month for cleanliness, supplies, operation of equipment to include fire extinguishers and recent damage. It is the inspecting supervisor's responsibility to correct any

deficiencies or address any policy violations. First line supervisors are also responsible for conducting daily inspections of their personnel to ensure they are properly uniformed and prepared for duty.

OFFICER SAFETY-TRAFFIC

Traffic Safety Vests

In order to help reduce traffic related officer injuries and deaths, all officers who are issued patrol cars are issued traffic safety vests and they are required to wear them anytime that they are out of their patrol vehicles performing traffic control/direction duties. This applies to both on-duty and extra-duty work shifts. Supervisors are required to ensure officers are always in compliance.



Traffic Flares and Electronic Power Flares

Every officer in patrol is issued road flares to assist with accident scene visibility to approaching motorists. Road flares provide enhanced visibility at night and in the daytime. The flares are not deployed right next to accident scenes due to the combustible nature of leaking automotive fluids, but rather deployed along

with emergency vehicle lights leading up towards the accident scene putting approaching motorist on advanced notice of an upcoming accident scene and to reduce the occurrence of secondary crashes.



In addition, we issue our night shift patrol sergeants electronic power flares that are battery-powered LED emergency flares for safer awareness and traffic direction/control at night. They are magnetic and can be either mounted on the side of a patrol vehicle or placed on the ground. They are crush-resistant and can withstand the weight of a 20,000lb. vehicle. They can be set in flash mode to get motorists' attention and can be set in steady mode to direct traffic around traffic and crime scenes.



Scene Lighting

When working an accident or outdoor crime scene in a very poorly lit area, we provide our officers with access to scene lighting in order to enhance officer safety while working those scenes. We have provided our officers with the PELICAN 9440 RALS battery-powered scene lighting system.



Police Officer Safety Light

In order to enhance officer safety on traffic accident scenes at night, our traffic homicide investigators utilize the Guardian Angel Police Officer Safety Light. The Guardian Angel Light is an LED lighting system that weighs three ounces and is designed to be mounted on the shoulder lapel of an officer. This lighting system provides 360-degree illumination, multiple lighting options, over five plus miles of visibility, and a rechargeable all day battery runtime. We are currently in the process of purchasing more of these lapel lights for all of our officers.



FARO Crime and Accident Scene Scanner

The longer first responders are on-scene of a traffic accident, the more likely there will be a secondary traffic accident involving their death. According to the National Law Enforcement Memorial and

Museum law enforcement fatalities report, there were fourteen officer struck-by fatalities in 2020 and twenty-seven officer struck-by fatalities in 2021. That is a 93% increase! Many of these fatal struck-by crashes occurred while officers were investigating motor vehicle crashes or assisting motorists on the side of the road. In order to reduce on-scene time during serious accident investigations, yet still allow for complete and thorough investigation, we deploy a FARO® 3D laser crime and accident scene scanner. The FARO provides fast, accurate documentation of accident scenes and allows crash investigators to quickly record vast amounts of data and bring the virtual scene back to the office for further investigation. This opens the roadway back up much quicker than utilizing previous accident investigation methods, making it safer for first responders and motorists.

Patrol Car Collisions and Damage Reporting

Anytime a police officer's assigned vehicle is damaged or involved in a collision, an officer from the Traffic Division will respond and handle the accident. A Patrol Division Lieutenant will also respond to the scene and conduct a formal review and determination is made as to whether employee error contributed to the accident. A summary report is then sent through the chain of command to the Chief of Police. If the employee is found to be at fault, progressive discipline will be applied. If an officer is showing to be deficient in driving, we will mandate remedial driving training in order to increase officer safety and confidence, and to identify and change risky behavior.

OFFICER WELLNESS PROGRAM


Police Officer Support Team (POST Team), Critical Incident Stress Management and Employee Assistance Programs

Studies have clearly shown that divorce, suicide and substance abuse issues are more prevalent in law enforcement jobs than almost any other career. To reduce those occurrences and allow our employees to better deal with stressors that occur in their lives, including those stressors that are job-induced, we created a peer-to-peer counseling program (Police Officer Support Team (POST)) that utilizes

trained employees to provide counseling services to their fellow employees. We specifically incorporated Dispatch and Crime Scene Investigator personnel in order to be all inclusive with our employees that experience the trauma and stressors of this profession. The discussions occurring during the peer-to-peer counseling remains confidential unless suicidal or homicidal thoughts or illegal activity is discovered. Instead of just handing our employees our EAP number and that's it, our POST Team members walk our employees through the process and ensure employees are receiving appropriate mental health care as soon as issues are discovered. Our EAP acts as a partner, or resource, providing professional, confidential help to employees and their families, through their own initiative or supervisor referral. Although the program is in its relative infancy due to its implementation in April of 2020, the POST Team members have conducted over 124 one-on-one sessions,


including three critical interventions in which two officers received appropriate professional treatment, allowing the employees to return to full duty and the other officer receiving appropriate professional help and went on to be a productive member of society. The POST Team members have also provided support


APRIL 2, 2020



PEER SUPPORT TEAM

Please Don't Hesitate to call anyone on this list for issues that arise on the job and issues that arise off the job.

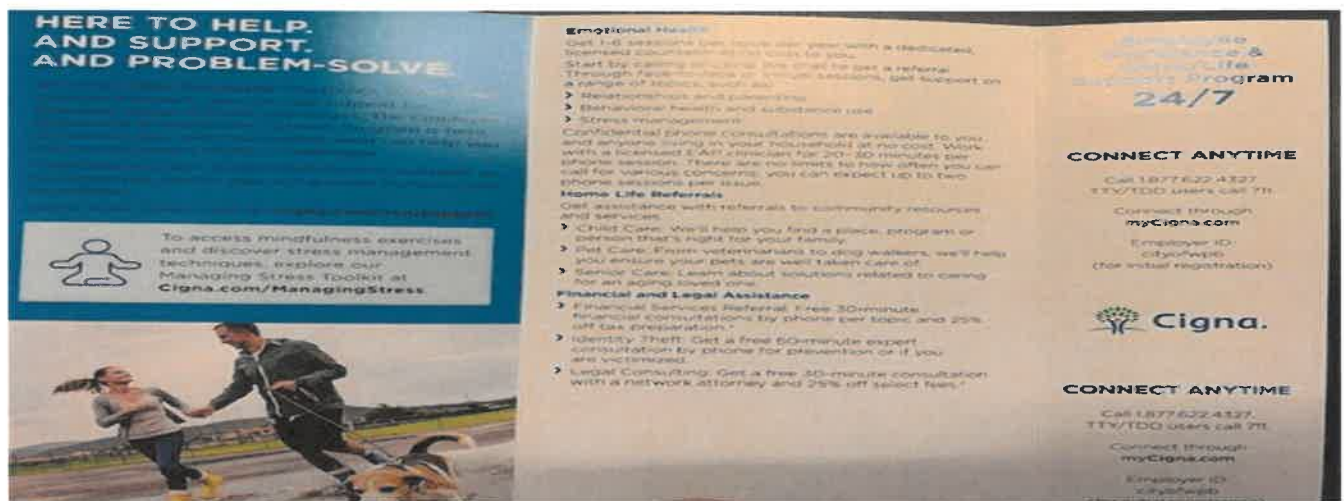
Ryan		<i>'GOING to a COUNSELOR or a THERAPIST when you are feeling SAD or OVERWHELMED should be as normal as going to the DOCTOR when YOU have the FLU. Let's end the NEGATIVE STIGMA about MENTAL HEALTH.'</i>
Craig		
Jennifer		
Brent		
Amanda		
Stephanie		
James		
Gregory		
Jacqueline		
Jose		
Brian		
John		
Nate		
Mike		
Mark		
Blake		
Carlos		
Rodriguez		
Rade Montemayor 361-685-9628		
Sterling Kibet 361-366-3269		



to several employees after critical incidents. Posters with the list of all of the members of the POST Team and their contact number are placed all around the station so no one has to ask who is on the POST Team and what their contact number is, in order to help keep whatever an officer is going through confidential.

Additionally, the city of West Palm Beach provides confidential EAP counselling to all city employees.

The first 6 EAP sessions are free of charge, with follow-up care being billed to the employees' health insurance carrier. Our EAP also provides referrals to community resources and services for childcare, pet care, and senior care, along with financial and legal assistance for financial services, identity theft and legal consulting. There EAP brochures placed all over the station so members have easy access to resources.



With the understanding that allowing our employees to appropriately deal with the stressors that they encounter in their jobs as soon after they occur as possible, members of our POST Team are trained in Critical Incident Stress Management (CISM). CISM is an integrated “system” of confidential interventions which are designed to prevent and/or reduce the adverse psychological and/or physical reactions that so often accompany public safety and disaster response functions. CISM interventions are

especially directed towards the mitigation of post-traumatic stress reactions. POST Team members will not go into details if there is anything possibly criminal related. Some common critical incidents for West Palm Beach Police Department personnel may include, but are not limited to, line-of-duty death, suicide of an employee, multi-casualty incident/disaster, natural disaster, significant event involving children, knowing the victim of the event, serious line-of-duty injury, officer involved shooting, excessive media interest, prolonged incident with loss of life, fight of (and for) one's life, suicide or death of an prisoner in custody, and any other psychologically significant or traumatic event. Such situations may cause officers and other personnel to experience unusually strong and/or lasting emotional reactions, thus having the potential to interfere with their ability to function either at the scene or after the event. To ensure our employees are aware of the pathophysiology of stress and resources available to them, attendance at Critical Incident Stress Management briefing sessions is mandatory for those involved and/or strongly affected by a critical incident. In order to better assist our employees, our supervisory personnel are responsible for continuously monitoring personnel performance and behavior and shall be alert to behavioral indicators that suggest there are emerging emotional problems. Some of these indicators are uncharacteristic or repeated citizen complaints, particularly those related to excessive force, Abrupt changes in prescribed employee response or behavior such as excessive tardiness, absenteeism, abnormal impatience, irritability or aggressiveness, or repeated instances of overreaction or failure to act in the line of duty, Irrational or bizarre thoughts or actions, Unexplained changes in work habits or patterns of leave usage, Erratic mood swings, and any mandatory reasonable suspicion test. Any employee experiencing a critical incident, or an employee noticing the affected negative behavior of another employee, can contact our POST Team commander. Our POST Team members provide numerous services, some of them are one-on-one crisis intervention, stress debriefings, defusings, on-scene support services, grief, and loss support, etc. POST Team members respond to the scenes of critical incidents and assist our personnel from the beginning. The POST Team has conducted 15 defusings for critical incidents, given grief and loss educations and support to our personnel due to two of our officers dying of COVID at two separate times, provided hand in hand grief and loss support to one of our officers and his immediate family due to

losing his wife in a tragic car accident and helped assist over 124 employees cope with what they were going through and/or assisted them in getting professional help. It should also be mentioned that our POST Team is available to our officer's spouses and families as well.

Employee Annual Mental Health Check and Department Psychologist

We firmly believe that there is another spoke in the wheel so to speak, that is needed to overcome the negative stigma with mental health and address our employees' mental health concerns with the goal of prohibiting them from occurring. Nationally, employee mental health checkups have become a popular way to address the stressors that our employees experience, both personally and professionally. We have been in talks for months with the F.O.P union about requiring/offering all sworn personnel to attend an annual mental health check with a local mental health provider. While the details have yet to be finalized, this issue is important enough for employee wellness that it needs to be addressed.

We have several mental health clinicians we can call 24-7 that will respond to our location and assist any one of our officers in a time of crisis if it goes beyond our training and education. We have utilized a professional several times now, and in those cases the mental health clinicians were successful in helping our employee(s) overcome their crisis as they helped our employees work through it. Currently the employees are working and living productive lives.

Employee Fitness Center

To help maintain physical fitness and reduce employee stress, a fully equipped fitness center is located in the lower level of the Police station and is available to employees 24/7/365. The physical fitness center includes 4 Treadmills, 3 Elliptical Machines, 2 Stationary Bikes, 2 Stair Steppers, 2 airdyne bikes, 1 rower, 1 Universal Station Machine (4-separate exercise movements), 1 Smith Machine (w/ several weight plates), 1 Squat Rack (w/ several weight plates), 1 Rubber coated Dumbbell Set (5-100 lbs.), 1 Kettlebell Set (5-80 lbs.), 1 Medicine Ball Set, 1 set Stretch Bands, 2 flat bench station, 1 incline bench station, 1 leg press machine, 2 squat machines, 2 leg curl machines, 1 leg extension machine, 2 preacher

curl stations, 1 calf raise machine, 2 seated flat bench machines, 1 seated incline bench machine, 2 lat row machines, 1 seated dip press machine, 1 lower back/ab station, 1 dip and leg raise station, 1 pullover machine, 2 pull up stations, 1 ab machine, 1 tri-cep press machine, and 2-floor mats for floor exercises. The exercise room also has a stereo sound system, along with a DVD player to play exercise videos. Just down the hallway and into our garage there are punching bags, a weighted sled-push, 2 farmers carry bars, 2 big tires for tire flips, and a box for box jumps, also we have a stair well about 20 feet from there that is used for cardio training.



To make it more user friendly, male and female locker rooms, complete with shower and restroom facilities, adjoin the fitness center. While physical fitness standards are not mandated, all employees are strongly encouraged to utilize this free facility before, after, and/or during working hours as well as on their off-duty time. One of our trainers oversees maintaining the gym and cardio equipment. This trainer

also provides workouts and instructions to officers on the correct use and form while using the equipment in order to better themselves. We are looking to implement a yearly volunteer physical fitness test that will be incentivized, if approved by our city management.

Jiu Jitsu Training

We offer free weekly Jiu Jitsu training in our police station to our employees. Two of our trainers are Gracie certified and we have two officers that are world champions, one being a two-time black belt no gi world champion and the other being a one-time black belt gi world champion. These guys volunteer their time to help train other officers. These three officers provide invaluable instruction and correction to those that attend. The training sessions provide a great workout, confidence in one's abilities and a good stress release.



Wellness Room

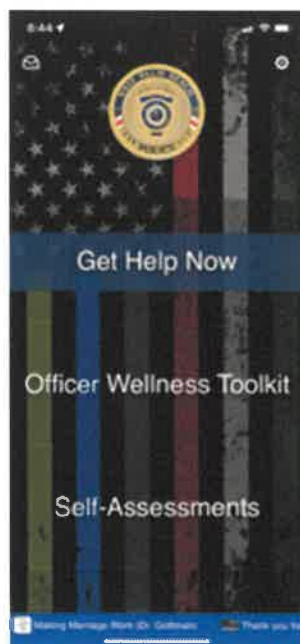
To better assist our employees with on the job and off the job stress we constructed an officer wellness room at our station on the first floor which includes a massage chair, waterfall scenery and a sound machine. Officers can take off their shoes and duty belt in order to sit in the massage chair and pick from a variety of stress relieving massages. The room can also be used for meditating if the officer chooses to do so. Employees can access this room 24/7/365 on or off-duty, and most do during their lunch breaks. This room provides employees with a private relaxing space where they can seek respite after going through a tough call or from off the job issues. Officers can access this room anytime, and most do on their lunch breaks. Numerous officers and crime scene personnel have taken advantage of this resource and they have told us that they find it very calming and helpful.



Wellness App

In order to provide confidential and easy access to all of our services for our officers, we used grant money to pay for a wellness app. Our wellness app puts immediate help and many other resources at the fingertips of our officers 24 hours a day 7 days a week. We went with this app because people today always have their phone on them or near them in good seasons and bad seasons. The app has our EAP number in it along with a crisis line called Cop line, which offers vetted and trained retired law enforcement officers to talk to when you are in a time of need. Also included is the national suicide

prevention lifeline and a free confidential crisis text line, which gives access to professional crisis counselors. Officers can access any of these services with just a touch of their phone screen. The app includes an officer wellness tool kit that contains information and tips to better yourself in 60 topics like suicide prevention, anger management, resilience development, marriage, work-life balance, financial wellness, sleep optimization, burnout, mindfulness, PTSD, etc. This app also provides self-assessments for officers to take that are confidential and only the officer sees the results. There are 12 assessments officers can take to see if they are struggling with a certain issue like PTSD, depression, compassion fatigue, sleep, etc. and will advise them if they need to seek help or not. Our officers can also access our peer support team members on the app along with our chaplain, with just a touch of the screen. The app has videos for yoga, physical therapy, and injury prevention. The app also offers workout programs, nutritional guides, guided meditations and sleep sounds. The app also has our EAP flyer and brochure so officers can immediately access all the information needed. The book Emotional Survival for Law Enforcement by Kevin Gilmartin is partly on the app and our officers are encouraged to buy the book and read it. This app is a one stop shop for various needs of our officers and aides in mental health training and awareness, which is key.



On-Boarding New Officers/ Training

Our newly recruited officers are provided mental health training and are given a presentation of our entire officer wellness program before starting our FTO program. We provide them an instructional letter (to give to their spouse or significant other which provides what services are available as well as contact information) and a book for their spouse or significant other to read (which gives insight into what their officer will go through and tips to help their officer traverse the trauma and stress of this great profession). The training for our officers includes topics such as stress management, suicide prevention, diet, exercise, breaking mental health negative stigma, etc. Annually all of our officers go through in-service training and included in that training is a section on mental health which includes suicide prevention, stress management and other mental health topics. In addition, bi-annually all officers go through “Shield of Resilience” training course. This course helps law enforcement officers learn to recognize the signs and symptoms of stress, depression, post-traumatic stress disorder (PTSD), and suicidal thoughts and actions. This course also aids officers in understanding the unique stressors law enforcement officers are exposed to in the course of their duties, and how to talk with a fellow officer who may be experiencing suicidal thoughts.

City Fit Wellness

The city of West Palm Beach started City fit wellness which started a program called Wellness Wednesdays for all employees which cover physical, mental, and financial wellness. On each Wednesday employees have a wellness activity, wellness give away, or they get wellness information along with wellness seminars. The wellness seminars cover a multitude of topics that include stress relief, caring for the caregiver, sleep apnea, virtual yoga, budgeting and saving money management, saving early in your career/young investors, estate planning, retirement readiness, obesity, healthy life tips for men and women, estate planning, beating burnout, mental health topics, etc. As part of this program, employees must complete a quarterly challenge and attend three activities/classes per quarter to be eligible for a \$25 gift


card and if the employee complete this each quarter of the year, the employee will be entered into a raffle for a \$500 gift card during each quarter. To be eligible, employees must complete a biometric screening and do a health risk assessment. City fit also offers yoga classes for all employees. Employees are advised and reminded of what city fit offers weekly via email. Also, we partnered with Empower retirement, which offers three free financial seminars a month and covers topics such as budgeting, getting to know your Roth options, investment basics, etc. In addition to Empower Retirement, we partnered with Wells Fargo with an upcoming online workshop that will help employees to make and prioritize financial goals, turn those goals into a plan, create a budget, and then teach how to manage their spending in order to reach said goals.

CityFit Wellness Quarter Four

Welcome to CityFit, the City of West Palm Beach's Wellness Program! During this unprecedented time and the spirit of social distancing we still want you to get or stay well...from a distance! Introducing, Wellness Wednesdays! During the 2020/2021 Insurance year, each Wednesday we will have a wellness activity, wellness giveaway, or you will get wellness information. All CityFit activities will be virtual and available to all employees. Please remember all EAP seminars can be watched live or on-demand at: WWW.Cigna.com/EAPWebcasts

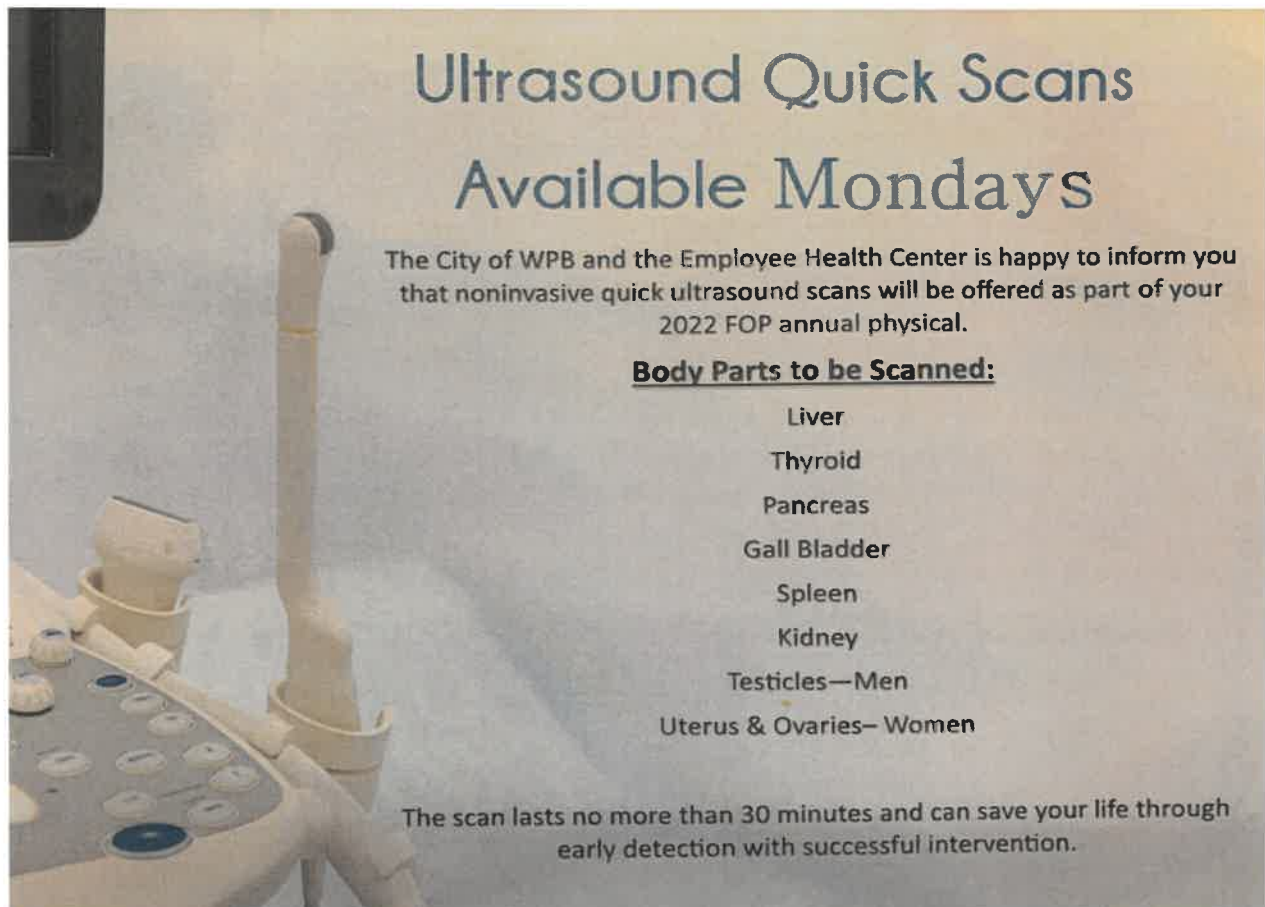
<h1 style="font-size: 4em; margin: 0;">April</h1> <h1 style="font-size: 4em; margin: 0;">May</h1> <h1 style="font-size: 4em; margin: 0;">June</h1> <h2 style="font-size: 2em; margin: 0;">Activities</h2>	April 7-2-3pm-EAP Seminar-Stress-Relief: Train Your Brain
	April 19-12-1pm-Zoom Seminar- The Weight of Obesity
	April 21-2-3pm-EAP Seminar- Effective Communication Strategies
	April 28-12-1pm-Zoom- Protecting Yourself From Virtual Fraud
	May 5-2-3pm-EAP Seminar- Mental Health- Let's Talk About It
	May 12-12-12:45pm-Zoom Seminar- At Home Cooking Competition
	May 19-12-1pm-Zoom Seminar- Healthy Minds, Healthy Lives
	May 19-2-3pm-EAP Seminar-Healthy Life Tips For Women
	May 26-9am-2:30pm-Zoom Seminar- Estate Planning
	May 26-12-1pm-Zoom Seminar- Physical Distance, Not Social Distance
	June (Tuesdays)-12-1pm-Zoom- CityFit Book Club
	June 2-2-3pm-EAP Seminar- Healthy Life Tips For Men
June 16-12-1pm-Zoom Seminar- The Ups and Downs of Diabetes	
June 30-12pm-1pm-Zoom Seminar- Caring for the Caregiver	

Zoom Yoga will be offered every Thursday @ 12pm



Health Reimbursement Arrangement

The city of West Palm Beach funds an account that is used to help off set medical and pharmacy costs for employees and/or dependents. Additional funds can be earned yearly by employees and/or spouse or domestic partners, upon completion of a blood draw at our city health center and completing a physical or health assessment. To give an example, for those employees that are under our employee only coverage, \$1,000 will be placed in that account plus another \$400 if you employees use the city health center. All of this is voluntary, and many employees go to the city health center to complete their health risk assessment to earn these funds. As part of our yearly physicals, our City Health Center just started offering free ultrasound quick scans of employee's liver, thyroid, pancreas, gall bladder, spleen, kidney, testicles for men, and uterus & ovaries for women in order to early detect problems/diseases and implement an early and successful intervention for our officers.

A poster for "Ultrasound Quick Scans Available Mondays". The poster features a background image of an ultrasound machine on the left. The text is centered and reads: "Ultrasound Quick Scans Available Mondays". Below this, it states: "The City of WPB and the Employee Health Center is happy to inform you that noninvasive quick ultrasound scans will be offered as part of your 2022 FOP annual physical." Then, under the heading "Body Parts to be Scanned:", it lists: Liver, Thyroid, Pancreas, Gall Bladder, Spleen, Kidney, Testicles—Men, and Uterus & Ovaries— Women. At the bottom, it says: "The scan lasts no more than 30 minutes and can save your life through early detection with successful intervention."

Ultrasound Quick Scans
Available Mondays

The City of WPB and the Employee Health Center is happy to inform you that noninvasive quick ultrasound scans will be offered as part of your 2022 FOP annual physical.

Body Parts to be Scanned:

- Liver
- Thyroid
- Pancreas
- Gall Bladder
- Spleen
- Kidney
- Testicles—Men
- Uterus & Ovaries— Women

The scan lasts no more than 30 minutes and can save your life through early detection with successful intervention.

City Health Center, Flu vaccines, Hepatitis vaccines, etc. and B-12 shots

We also have our own clinic called the city health center. The city health center can be used like any other clinic for sickness, broken bones, sprains, etc. and can be used to complete our yearly blood draw and health assessments. Flu vaccines, Hepatitis vaccines, and other vaccines are provided free of charge to all city employees at the city health center along with B-12 shots.

Police Officer Shadow Experience (POSE)

P.O.S.E is a job shadowing experience that provides officers with opportunities to experience different areas within the Police Department. P.O.S.E will provide participants the opportunity to learn more about the Police Department as well as the roles and responsibilities of a specific position(s). Each division in the department will have mentors that will teach with hands-on experience their specific position to the P.O.S.E. officer. Through P.O.S.E, officers develop additional knowledge and skills to enhance their long-term career marketability.

P.O.S.E participants will have the opportunity to share knowledge, hone their leadership skills, have a better understanding of their career options and they can increase their knowledge through the training they will receive from the mentor. We believe P.O.S.E is important to officer morale.

COVID Mitigation Plan

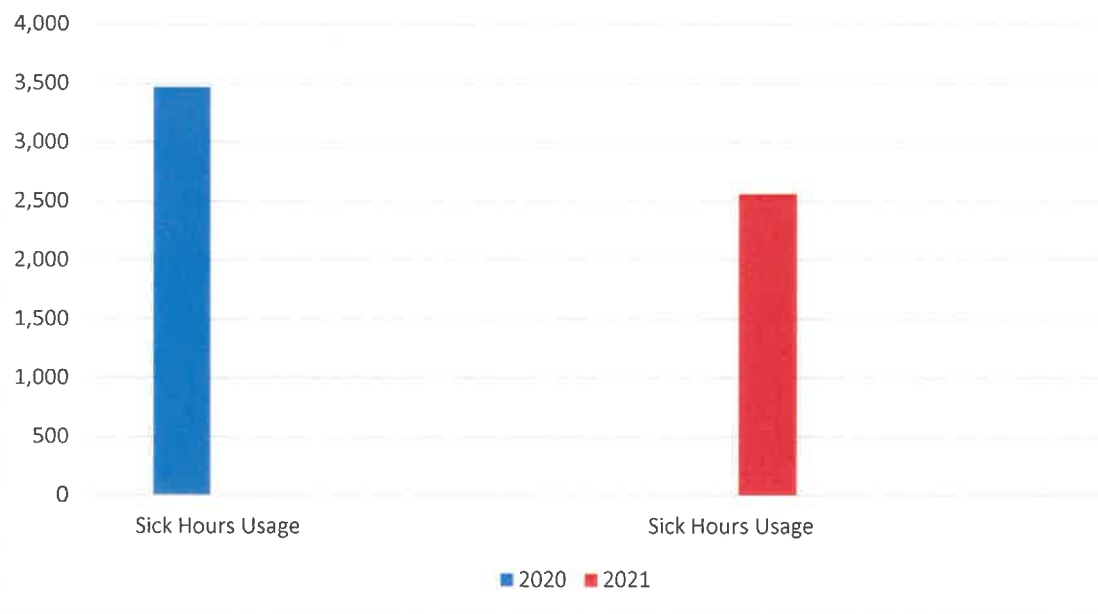
In response to the COVID outbreak, we implemented a COVID mitigation plan to keep all of our employees safe. We implemented the following measures; outside and remote briefings utilizing micro-soft teams in order to limit contact with large numbers of officers, we issued N-95 masks, extra gloves and extra hand sanitizer to all personnel, we mandated officers to wear masks when interacting with the public, when it

didn't affect their quick response or officer safety by having to address an immediate threat, we bought an aerosol battery operated disinfectant machine to sanitize all areas in the station, all offices, vehicles, and desk of those personnel that contracted COVID, in addition we implemented a preventative scheduled sanitization of highly trafficked areas in the station, we offered non-essential employees the opportunity to work from home which most of them choose to do, we adjusted the work times of our detectives and staggered them to limit the number of detectives on the floor at one time to limit possible exposure, we mandated the wearing of masks inside all of our city buildings, through our city emergency management we offered free vaccinations to all of our employees and the city offered monetary incentives to those who received the vaccination, we contracted with a local hospital and private vendors to provide immediate covid testing to our employees to assist in stopping the spread of COVID, we assigned staff at our station to act as liaisons to answer any questions or concerns employees had in relation to COVID, and to help facilitate their quick return to work through our established protocol with testing, quarantining and treatment which was done through telehealth which prevented additional exposure to others.

Wellness Statistics

We began implementing our wellness program in April of 2020 first with our peer support team, then followed up by the implementation of our CISM team, and then continued with the build out of our wellness program. We believe that the foundational pillars for a great wellness program are your own peer support team and your own CISM team. Since the implementation of our wellness program, we have seen a significant drop in sick time usage from our officers within the first year. The use of officer sick time for occupational injuries and self-medical issues dropped over 900 hours from 3,472 hours in 2020 to 2,568 hours in 2021. We are also expected to see a drop in paid out worker's comp claims from 1.2 million dollars in 2020 to a projected 1 to 1.1 million dollars in 2021.

Officer Yearly Sick Hours Usage



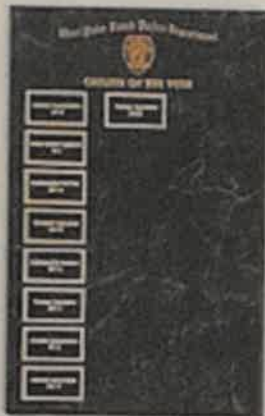
In addition, we believe that the most important factor in the success of any wellness program is trust, and we believe we have our officer's trust based on the fact that since April of 2020, we have had over 40% of our agency use our peer support team for various crisis/reasons.

Departmental Awards and Recognition Program

The West Palm Beach Police Department recognizes any member, sworn or civilian, whose actions are examples of excellence to fellow members and the community we serve. We believe positive recognition is vital to officer morale. Every quarter of the year any employee can submit a nomination of another employee to the awards board for consideration. The awards board consists of a chairman and both sworn and civilian members who review and evaluate the performance of nominees and make recommendations to the Chief of Police for proper recognition of acts performed by eligible employees in each quarter of the year. This type of recognition promotes employee accomplishment and wellness and is a point of pride in the Police Department. These awards consist of a medal to be worn on the officer's uniform and a written letter of commendation. To make the commendation more meaningful, they are presented at roll-call briefings in front of the employee's peers. In addition, recognition is also made during our yearly

awards banquet, where the officer and their families dress up and get a night together with a nice meal to recognize their loved ones for the exceptional service they provide our citizens. Some of the awards are medal of honor, chiefs medal of excellence, police combat cross, meritorious police duty medal, life saving medal, officer of the quarter, investigator of the quarter, civilian of the quarter, supervisor of the quarter, civilian supervisor of the quarter, volunteer of the quarter, etc. We just implemented civilian supervisor of the quarter and civilian supervisor of the year. For all of the “of the quarter” awards, there is a display case in our front lobby where there are plaques and pictures of each recipient for each award. Every quarter of the year, the pictures and names plates of each award are changed out with each new recipient.





Closing

The West Palm Beach Police Department has made it a priority to ensure that we provide our employees with the safest working environment possible, coupled with a top-of-the-line training unit, and a robust officer wellness program. We have done so by developing, implementing, and promoting in-depth, comprehensive, and strategically implemented officer safety and wellness programs. These programs are accepted by our employees and are regarded by both the officers and the administration as successful. We believe that the programs and strategies that we have implemented can easily be replicated by other agencies.

At the West Palm Beach Police Department, we firmly believe in our efforts to consistently provide quality policing for the safety of our neighborhoods and for the people who reside in this great city. We want to personally thank the selection Board for taking the time to review our application and for further consideration in awarding the West Palm Beach Police Department this prestigious designation. We triumph not when we receive recognition, but when years of effort and consistent community-led policing produces results. As such, and for the reasons outlined in the previous pages, we passionately believe this agency is worthy of being awarded the Destination Zero Comprehensive Officer Safety Award.