

DESTINATION ZERO

COLLABORATING TO ADVANCE OFFICER SAFETY AND WELLNESS

Fairfax County Police Department (FCPD) has served the community for 80 years. There are approximately 1,341 sworn officers and 344 professional staff employed at the FCPD. Patrolling approximately 407 square miles, with a population of 1.2 million, Fairfax County is one of the safest jurisdiction of its size. Understanding that our most valuable resource is its people, the FCPD strives to provide mental health and wellness services to enhance the well-being of officers and professional staff. "All sworn and professional staff have an opportunity to seek mental health and wellness services."



Our Incident Support Services (ISS) is an integral part of the FCPD, which aims to reduce the fear and anxiety that often accompanies potential traumatic events. We recognize the importance of helping employees with their personal and professional struggles throughout their careers. ISS has a wide array of employee support services: Peer Support members, Peer Support Team canine, department contracted psychologists/licensed clinicians, psychiatrist, police chaplains, and the County's Employee Assistance Program (EAP).

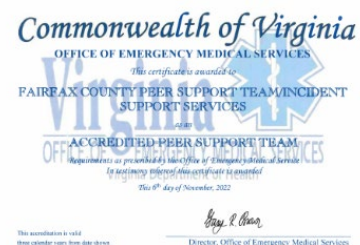


ISS provides direct oversight in coordinating the Peer Support Team members and chaplains responding to potential traumatic calls for service. Our Peer Support Team consists of sworn officers in our department who volunteer to help their fellow sworn officers and professional staff. Peer Support Team members attend various training courses and obtain certifications throughout the state to support their colleagues when they need them most.

Peer-to-Peer Program

In the early 1980's, the FCPD started its Peer Support Team from the vision of Second Lieutenant Kevin Holmes. The group consisted of four officers who believed they would be able to

better relate to officers struggling with the critical incident they face working as police officers. This vision from Lieutenant Holmes has grown into a supplemental team with over 40 members available 24 hours a day/7 days a week. As part of the requirement from the Commonwealth of Virginia, all Peer/ Critical Incident Stress Management (CISM) teams are required to be accredited through the Virginia Department of Health. This accreditation allows the Peer



Support Team to offer confidentiality to the officers and professional staff they serve. The supplemental Peer Support Team consists of four different teams that rotate the on-call schedule. Each team is on-call for two weeks with a six-week break, allowing the team to decompress from any response and time to assist the officers and professional staff from a critical incident.



Part of the accreditation for the State of Virginia is for members to receive CISM training. Our Peer Support Team is trained in CISM for individual and group debriefing. In addition, all team members are trained in Stress First Aid and the 7 C's for aid for officers dealing with stressors.

Peer Support Team members report contact with peers to ISS leadership.

They report the date of communication and if a referral is needed. No names are reported to the leadership unless there is a safety concern. In 2022, The Peer Support Team registered 324 responses for contact with 412 police employees.

	Peer Responses	Member Contacts
1st Quarter	113	163
2nd Quarter	55	68
3rd Quarter	86	86
4th Quarter	70	95
Totals	324	412

The Peer Support Team falls under the ISS division. The ISS Director, and four Peer Support Team Members are assigned full-time. The ISS team also has a full-time Peer Support Team canine. The ISS team takes on additional activities, to include following up with officers who may have involvement with Internal Affairs, Covid follow-up, and all officers assaulted on duty. This is a summary of their activity for the year 2022:

- Police Psychologist Referrals 83
- Psychiatrist Referrals 11
- Peer-to-Peer Contacts 605
- Peer-to-Peer Follow-ups 541
- Covid Follow-ups 233
- ESR (Officer Injuries/Assaults) 215
- Average of Officers Receiving Individual Therapy 76.2
- Wellness Checks (last 4 Months) 182
- Officers Under IA Status – Follow-Ups 215
- Peer Canine deployments (visits) 235



Our Peer Support Team has responded to numerous critical incidents in Fairfax County, and we have assisted other jurisdictions with peer requests. Fairfax County is a member of the Northern Virginia Regional Peer Support Team, and we have helped other jurisdictions that may lack the resources we have in Fairfax County.

Police Psychologist

In 2007, FCPD hired a police psychologist. The program started with one full-time employee and provided advanced-level clinical work for officers requesting services. Over the years, the need for a police psychologist significantly increased, and the Department hired contracted police psychologists/licensed clinicians. This contracted service made them more available to cover crisis intervention, psychological assessments, testing, evaluation, diagnosis, psychotherapeutic treatment, and coordination of services for all employees and retired law enforcement officers. The wider variety of psychologists/licensed clinicians broadened their ability for them to serve members of the Department.

Battling through the stigma of mental health, the Department works to insert the police psychologist/licensed clinicians in non-critical roles to open the doors of communication. One of the ways that the Department works to introduce police psychologists/licensed clinicians to the Department is through education and training. The psychologists/licensed clinicians are involved in many levels of training for the Department. This training includes roll call training, academy recruit education on stress, and supervisor and command schools. They attend quarterly meetings for the peer support team and provide a subject matter expert level of training to keep the group updated on new and relevant information and best practices. Lastly, the police psychologists/licensed clinicians perform mandatory wellness checks on all police department personnel. Wellness checks provide a holistic approach to caring for Department personnel as well as providing guidance to the Department based on the outcomes and feedback received.

Police psychologists/licensed clinicians are available to department personnel 24 hours a day/7 days a week, allowing the Department's personnel access at all times. Department contracted psychiatrist are also available through the referrals from our contracted psychologist/licensed clinicians to provide assistance with medication management to all department sworn and professional staff.

Department personnel can access a list of the Department's psychologist/licensed clinicians on our intranet page called the **BlueNet**. Department personnel can access this service directly, and they do not require coordination through the Peer Support Team or their supervisor.

Understanding the need for privacy and confidentiality for mental health services the FCPD has teamed up with Fairfax County Fire and Rescue to combat this initiative together. Both entities will co-share a space called the Fairfax County Public Safety Behavioral Health Center. This off-site facility allows both Department's personnel the ability to seek services in a setting that promotes and encourages their privacy.

The screenshot shows a web page titled "Incident Support Services" with a navigation bar for "ABOUT THIS OFFICE" and "ABOUT US". The page is organized into several sections:

- CRISIS RESOURCE PERSONNEL**
 - Police Chaplain Roster**: November 2022
 - Peer Support Team Members**: Department personnel who are specifically trained to respond to traumatic situations in order to provide emotional support to those employees directly involved and any other employees affected. Each Peer Support Team member will have access to both the Peer Support Team and the Peer Support Team's resources. Peer Support Team members are required to maintain confidentiality and to refrain from disclosing information concerning specific incidents or employee involvement in such incidents. Each case is handled on a need-to-know basis. Peer Support Team members shall not discuss any such disclosure to anyone outside of the Peer Support Team.
 - Critical Incident Stress Reactions**: After experiencing a critical incident the following days and weeks you may experience a number of reactions to the event. These reactions are "Normal" and Expected.
 - Department Clinician Staff**: Fairfax County Police Department Clinician Staff (02/2022)
- IMPORTANT LINKS**
 - Incident Support Services G.O. 430.4**: Review current crisis prevention guidelines for all Department personnel as to the various resources provided by Incident Support Services (ISS).
 - Peer Support Program**: Support of the Peer Support Program.
 - Florian Foundation**: Visit the Florian Foundation.
 - Mental Wellbeing Resources from LiveWell**
 - Ruderman White Popper**: Ruderman White Popper, an mental health and suicide prevention firm, provides a published paper with detailed information and suggestions tailored first responders and the general population. The document is free of charge. Page 10 has a table that lists critical incidents, how many times you have had one, and more.
 - Safe Call Now**: THIS SERVICE IS CONFIDENTIAL, confidential, 24-hour crisis, related service for all public safety employees, all emergency services personnel and their family members nationwide.
 - Resiliency Resource List**: Access to additional services request will need to be made upon first going to the site.
 - Financial Wellness**: Financial services to assist with current and future planning.

Suicide Prevention Training

Peer Support Team members are trained to identify Department personnel who may be struggling and provide crisis intervention and resources of long-term support. Peer Support Team members are also given the tools to support the families and the police organization in the aftermath of a completed suicide. The FCPD utilizes the International Critical Incident Stress Foundation (ICISF) as a platform for our Peer Support Team members.

FCPD and ISS worked together to provide roll call training to over 1100 officers. The training was held at all eight district stations, the Operations Support Bureau (SWAT, K9, Crash Reconstruction), the Criminal Justice Academy, and Headquarters. All suicide training courses were completed within a year, and subsequent mandatory clinician meetings were scheduled.



Mental Health Training

Stress First Aid is a self-care and peer support model developed for high-risk occupations like the military, fire and rescue, and law enforcement. FCPD works directly with our police psychologists/licensed clinicians to implement the Stress First Aid model. The Peer Support Team members and ISS members are trained to teach side by side with the psychologists/licensed clinicians on the stress first aid model.



The FCPD takes a multi-prong approach to address the importance of mental health. The psychologists/licensed clinicians and ISS members provide training at the Fairfax County Criminal Justice Academy (FCCJA) while recruits are in basic training, basic supervisor school, and our command college. This approach ensures that officers at all levels know how to address their mental health needs and make sure an employee can access mental health services.



Emotional Support Canine

The FCPD has one Peer Support Team Canine that is assigned to the ISS division. The Peer Support Team Canine is named Lennie, and she has been with the FCPD for four years. Lennie was trained by the handler and passed the testing standard to be a certified service dog. Only 30% of the canines tested for service work successfully pass. Canine Lennie helps with the emotional response to critical events, and she improves the workplace environment in a positive way. In 2022 Canine Lennie was deployed 255 times for officers and citizens throughout the year.

Lennie and her handler MPO Dustin Granofsky operate as an Animal Assisted Crisis Response Team. Canine Lennie and MPO Granofsky assist officers who respond to critical incidents, dealing with potential traumatic life events, officer-involved shootings, work-related injuries, peer support debriefs, and training. Canine Lennie is trained to identify and interrupt stress cues that reduce pain and stress, increase endorphins, and reduce symptom severity related to traumatic events. Canine Lennie and MPO Granofsky are part of a regional peer support group that responds to other jurisdictions in need of assistance. This mutual aid assistance has included injured officer assistance, peer debriefs, and line-of-duty deaths for local and federal organizations. Canine Lennie was also part of the peer response team that provided long-term assistance to the officers at the US capital immediately after the insurrection on January 6, 2021.



Canine Lennie helps normalize peer support by making routine check-ins outside of a critical event response. This allows officers to engage peer support in a nonjudgmental platform so officers can hold a confidential discussion and obtain clinical referrals for additional assistance.

Canine Lennie and MPO Granofsky also assist the citizens during traumatic events; the team routinely assists Victim Crime Division (VCD) and the Major Crimes Bureau (MCB) with canine therapy for child abuse and sex crimes victims. The Peer Support and Canine team will deploy during the day of a major event, during scheduled interviews, and during court proceedings. It is not just amidst tragedy that Canine Lennie gets to engage with the community. Canine Lennie has also assisted the Fairfax County School system by responding to numerous schools after the loss of a student. Canine Lennie and MPO Granofsky help the police department with positive community relations by attending and giving presentations at schools, recreation centers, community events, citizens academy, citizen advisory councils, national night out, coffee with a cop, etc. These presentations help build positive community relationships and raise awareness of PTSD and suicide in law enforcement.



“Lennie and I meet with 4 different special needs classes that had an average of 10 students each. We also meet with all the kindergarten classes. We did the usual safety talk, who you can go to for help, we discussed what police officers do as well as what Lennie’s job. Lennie was a rock star with all the kids. Some of the kids in the special need’s classes were yelling, pulling on her ears and fur. She rolled with it and never budged. Lennie curled up to a few kids to calm them down because they were at their max stimulation level. Lennie sat with head on the young girl’s lap (in the picture) the entire time she was there. The young girl showed some signs of progress that the teachers had not seen before. All in all, it was a great visit and very well received.”

Department Wellness Program

The FCPD’s Wellness Program is committed to maintaining and improving all employees' health and fitness levels. Through our wellness programs, we collectively train our police officers and firefighters as tactical athletes. This specifically tailored program for tactical athletes helps to build the capabilities of our police officers and is an essential component of law enforcement today. The FCPD's Wellness Program is integrated with the Fairfax County Fire & Rescue Department and the County's public safety WellFit Performance Center to expand the reach and capabilities of our programs through shared resources.

The FCPD's wellness program focuses on functional fitness, which includes a variety of exercises that target the different muscle groups and cardiovascular endurance, such as high-intensity interval training, weightlifting, and agility drills.

Tactical athletes must be physically fit to perform their duties effectively, including foot pursuits, apprehending individuals, and responding to emergencies. Therefore, a comprehensive fitness program is necessary to ensure that our police officers are adequately prepared for the physical demands of their job. Additionally, it is essential to incorporate proper nutrition and recovery techniques to ensure officers are adequately fueled and rested to perform at their best.

Our Wellness Program is designed to accommodate officers of all fitness levels. The program allows for one-on-one consults with a certified strength and conditioning coach and progress tracking through a mobile app to ensure officers are reaching their goals. This personalized approach ensures that all officers have the tools and support they need to improve and maintain their fitness. These

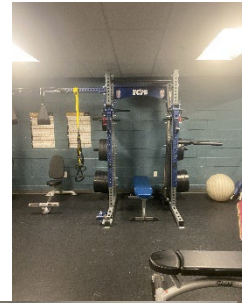


criteria are crucial to ensure that officers are adequately prepared physically and mentally to perform their duties safely and effectively.

Department Gym Facilities

Every major police facility has a high-quality gym that officers can use both on-duty and off-duty. They are all equipped with top-of-the-line equipment from manufacturers such as Rogue Fitness and Sorinex. These facilities include:

- All eight district stations (ninth opening in Fall 2023)
- Public Safety Headquarters
- Fairfax County Criminal Justice Academy
- WellFit Performance Center
- Operations Support Bureau



The equipment in these gyms caters to every type of physical training but specializes in functional fitness. Functional fitness focuses on movements that mimic real-life activities, such as lifting, twisting, pushing, and pulling. This type of training is particularly beneficial for the tactical athletes of Fairfax County, who require a high level of physical readiness to perform their duties effectively.

Functional fitness for tactical athletes typically includes exercises that improve strength, endurance, balance, and agility. These exercises often involve multiple muscle groups and require athletes to use their body weight as resistance. Examples of functional exercises for tactical athletes include squats, lunges, push-ups, pull-ups, and agility drills.

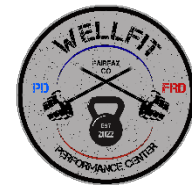
One of the critical benefits of functional fitness training plans for tactical athletes is that it can improve performance in real-life scenarios. For example, an officer who regularly performs functional exercises such as pushing and pulling heavy objects may be better prepared to move a heavy obstacle out of the way during a response to an emergency. Additionally, functional fitness can help reduce the risk of injury by improving the strength and stability of the muscles and joints used in tactical activities. Overall, incorporating functional fitness into training programs for tactical athletes can effectively improve performance, reduce the risk of injury, and enhance overall physical readiness.



WellFit Performance Center

The WellFit Performance Center (WellFit) is a partnership between the FCPD and the Fairfax County Fire & Rescue Department to invest in our public safety personnel. The mission of WellFit is to provide world-class physical fitness coaching, recovery and rehabilitation services, and overall wellness enhancement to the public safety personnel of Fairfax County. A cadre of strength and conditioning coaches, a registered dietitian, an athletic trainer, and physical therapists staff WellFit.

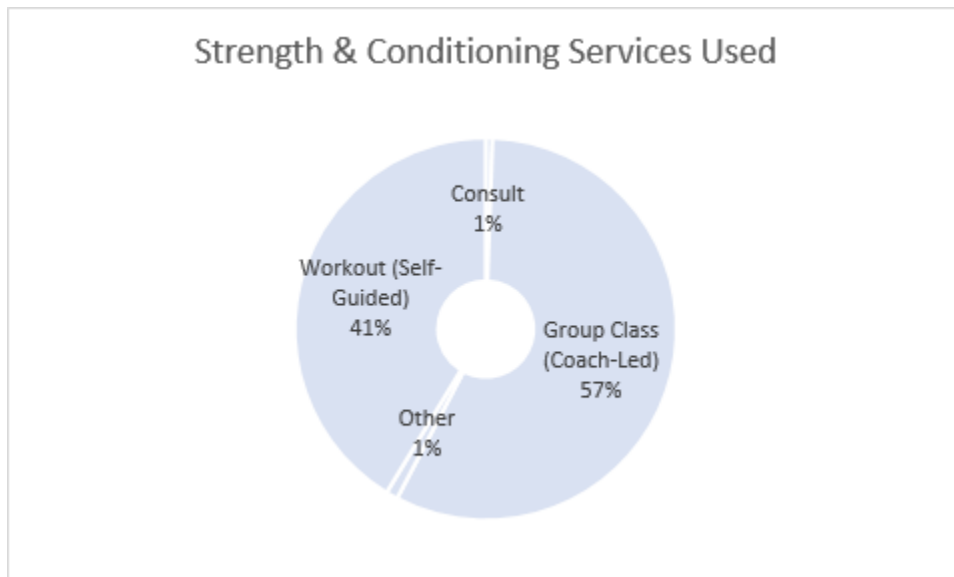
FCPD WellFit seeks to maximize the potential of Department personnel by promoting a culture of health and wellness, especially where physical performance intersects with officers' ability to prevent and fight crime in the communities of Fairfax County. In addition, this program strives to:



- Improve the overall wellness and physical performance of FCPD officers by facilitating access to educated assistance, functional exercise equipment, and continuing education regarding wellness, injury prevention, and exercise.
- Enhance the culture of safety in the community by improving officers' ability to make decisions in tense situations with targeted cardiovascular conditioning and practicing control of the physical response to sympathetic activation.
- Improve safety and reduce the cost of time lost to on-the-job injuries by encouraging officers to use wellness time to perform functional exercises designed to enhance officers' job task-related physical performance (muscular strength, muscular endurance, power, and cardiovascular endurance) through consistent education, equipment, and support from knowledgeable peers.

- Harness technology and educational resources to reach officers across the Department, regardless of work location or assigned shift.

From January 1, 2023, through February 28, 2023, ninety-one (91) different officers used the in-person strength and conditioning services at the WellFit Performance Center for a combined total of 702 workouts. Of that total, 57% of the users participated in group physical fitness classes run by our Strength & Conditioning Coordinator. 41% of the uses were self-guided workouts at the facility. The final 2% consisted of individual consultations and information sessions.



Wellness Incentive

Every sworn officer in the Department is offered one hour of wellness time to participate in physical fitness during their assigned work shift. This generally occurs at either the beginning or end of their shift. By providing officers with dedicated time to exercise, the Department is promoting a culture of wellness and encouraging healthy habits among its members. This can result in improved physical fitness, reduced stress, and increased morale among officers. This benefit has been shown to help overcome barriers that may prevent officers from exercising regularly, such as time constraints and busy schedules. This can be particularly important as officers, and detectives can work long and irregular hours or have other commitments outside of work.

In addition to dedicated wellness time, officers and their families are offered discounted gym membership rates through our medical insurance plans at many gym facilities in the area. These gyms typically offer memberships for \$25 per month with no enrollment fees for public safety officers. Off duty, officers can also use any department gym facilities 24 hours a day/7 days a week.

Overall, the FCPD has found that a wellness incentive that includes dedicated workout time during the workday can be a simple and effective way to promote wellness and support the health and well-being of our officers. It can also create a positive work environment and contribute to the overall effectiveness and success of the Department.

Yoga

Yoga is one of the many programs offered through the WellFit Performance Center and offers a range of physical and mental benefits for police officers. One of the primary benefits of yoga is its ability to promote relaxation and reduce stress, which can be particularly important for officers who face high levels of stress and potential trauma in their work. Yoga can also help to improve flexibility, balance, and overall physical fitness, which can be important for officers who need to maintain their physical readiness for their duties.

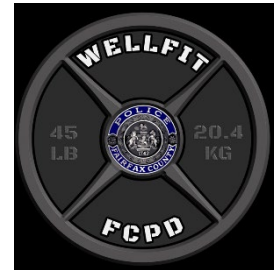
FCPD officers have found that yoga can help to relieve the tightness and tension caused by wearing a duty belt and ballistic vest while driving a cruiser for a 12-hour shift. In fact, our SWAT team participates in group yoga sessions on a weekly basis and continually extols the benefits. In addition to these physical benefits, yoga can also help police officers develop mindfulness and emotional resilience. Yoga teaches our tactical athletes to focus on the present moment, allowing them to better manage stress and anxiety and respond more calmly to difficult situations. This can be particularly important for officers who may face high-pressure situations daily.

Overall, incorporating yoga into department wellness programs can offer police officers a range of physical and mental benefits – helping them to manage stress, improve their physical fitness, and develop mindfulness and emotional resilience.

Peer Fitness Trainer Program

A Peer Fitness Trainer (PFT) is a sworn police officer who assists the WellFit Performance Center staff with delivering high-quality physical fitness and wellness guidance to other Department personnel. PFTs are selected and trained by the WellFit staff to assist with the physical fitness needs of the Department at scale. As officers progress through the PFT program, they are sent to obtain additional physical fitness certifications.

The primary certification for our Peer Fitness Trainer program is the National Strength and Conditioning Tactical Strength and Conditioning Facilitator (TSAC-F) certification. This is a highly valued credential designed for strength and conditioning professionals who work with tactical athletes. The TSAC-F certification program is designed to equip professionals with the knowledge and skills necessary to help tactical athletes improve their physical performance and reduce the risk of injury both during training sessions and during the execution of their duties.



To earn the TSAC-F certification, PFTs must pass a comprehensive exam that covers topics ranging from exercise physiology to biomechanics to nutrition to injury prevention. They must also demonstrate the ability to develop and implement effective strength and conditioning programs for tactical athletes.

The TSAC-F certification is recognized by many organizations in the tactical community and is considered a valuable credential for professionals who work in this field. By earning the TSAC-F certification, our Peer Fitness Trainers can demonstrate their commitment to the health and well-being of our tactical athletes and their ability to provide high-quality training and support through the WellFit Performance Center.

Artificial Intelligence-based Diet Planning

The registered dietician at the WellFit Performance Center uses artificial intelligence (AI) to assist her with on-demand meal planning for our tactical athletes at scale across the police and fire departments. The dietician controls the inputs of the AI-based program from her consultation session with individual officers. It also allows the dietician to process and analyze large amounts of data, such as an individual officer's health history, medical conditions, and dietary preferences, to develop personalized diet plans that meet the officer's specific needs. The diet program continuously adjusts the diet programming from real-time feedback and tracking progress provided by the officer.

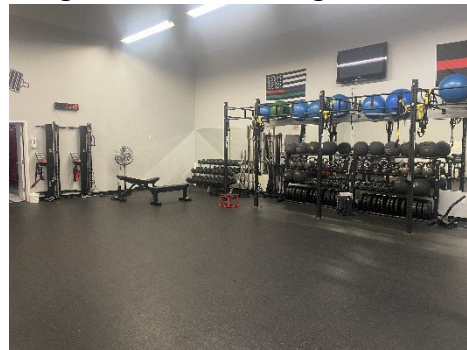
The diet program can be updated and adjusted with additional consultation sessions with the dietician to ensure that it continues to be effective and sustainable. By using AI technology, the dietician can improve the accuracy and efficiency of the diet planning process while also offering a more personalized and tailored approach to each individual officer's unique needs. This results in improved health outcomes, reduced risk of chronic disease, and increased overall wellness for police officers.

Incorporating AI technology into the diet planning process helps to optimize the nutritional intake of police officers in our Department and promotes a better quality of life, which ultimately leads to a healthier organization with improved physical and mental job performance.

Mandatory Consultations with WellFit Performance Center Staff

The FCPD mandates that officers placed on temporary medical restricted duty shall work with the WellFit Performance Center staff to augment any medical services that their treating provider concurs will help recovery to full duty. The purpose of this policy is to provide additional avenues to assist injured officers to return and stay on full duty as quickly and efficiently as possible.

Mandated use of the physical therapists, athletic trainers, strength and conditioning coaches, and dieticians at WellFit, in addition to the officer's own primary care physician, offers several benefits. These specialists provide a more comprehensive approach to the officer's recovery and rehabilitation, addressing not only the medical issues but also the physical and nutritional aspects of their health. This leads to faster recoveries and better outcomes overall. Additionally, department specialists can provide tailored exercise and nutrition plans specifically designed for the unique needs of the individual police officer – which generally include exercises and techniques that focus on future injury prevention and performance enhancement.



Financial Wellness Program

The FCCJA offers classes instructed by Optima Financial on "Retirement Planning in Plain English" class at the Academy and in-person consultation.

Fairfax County Government (FCG) has:

Defined Benefit (Pension) - The FCG Retirement System was established to help provide you with a continued financial benefit at retirement. Contribute a portion of your salary on a pre-tax basis, and this program can provide you with a monthly payment. The ultimate benefit is based on your final average salary and your years of service with the County. There are three separate systems, one for Employees, Uniformed, and Police Officers. Employees must have five years of service to be vested in this program.



Deferred Compensation (457 Plan) - This plan is designed to complement the Defined Benefit Plan and to help you plan for a financially secure retirement. The 457 Plan managed by T. Rowe Price offers the opportunity to save a portion of your wages on a pre or post-tax (ROTH) basis. A wide range of investment options is available, each with differing levels of risk and return. Plan design features include loans, financial planning services, and self-directed brokerage arrangements.

Employee Assistance Program











The Employee Assistance Program (EAP) is available to all county employees and their families and is a no-cost, confidential resource that offers many programs. Employees can access services through the internet or can call to make an appointment. The program offers the following services for counseling and support:

- Emotional problems such as grief, anxiety, and depression
- Marital and family problems
- Substance Use
- Stress management
- Parenting
- Gambling
- Chronic or life-threatening illnesses
- Job and interpersonal relationships

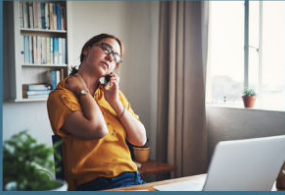
Sworn Employees can get twelve (12) free counseling sessions through EAP, and non-sworn personnel are offered eight free sessions. In addition, an employee can receive referrals for child and elderly care, financial and legal assistance, and job and career support. Employees can self-refer or do voluntary participation.

Real support for real life. Confidential and no cost to you.

Your home and work life impacts your health. Our EAP provides access to work/life resources, and licensed clinicians to help you cope with a wide variety of concerns from family and financial issues to substance use, emotional health, and stress. Short-term counseling is available. Psychiatric services and medication management are not included.
[Learn more about confidentiality and cost](#)

<p>Emotional Health and Family Support</p> <p>Learn how to manage stress, address depression and anxiety, cope with illness, and adjust to life challenges. Also, get help with marriage and relationship issues.</p> <p> Chat with us about EAP providers or resources. Use the bubble on the bottom right.</p> <p> Schedule a call to discuss a concern with a clinician.</p> <p> Visit an EAP counselor</p>	<p>Home Life Referrals</p> <p>Request referrals for child care, eldercare, adoption, pet care, home repairs, and more. Address parenting questions.</p> <p> Chat with us about EAP providers or resources. Use the bubble on the bottom right.</p> <p> See Work/Life Resources ↗</p>	<p>Financial and Legal Assistance</p> <p>Calls with financial consultants on debt, budget, identity theft, retirement, etc. Get a no-cost ½-hour, per legal issue, with a network attorney. (Employment-related matters excluded.)</p> <p> Chat with us about EAP providers or resources. Use the bubble on the bottom right.</p>	<p>Job and Career Support</p> <p>Discuss career growth, and get tips for managing workplace stress and change, and other issues.</p> <p> Chat with us about EAP providers or resources. Use the bubble on the bottom right.</p> <p> Schedule a call to discuss a concern with a clinician.</p> <p> Visit an EAP counselor</p> <p> See Work/Life Resources ↗</p>
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Employee Assistance Program (EAP)



Confidential help, there when you need it

Cigna EAP trained specialists and counselors are available 24/7. For information on the services available or to schedule an appointment call (877) 622-4327.

EAP information is available online at www.myCigna.com. Registration instructions for non-Cigna members can be found [here](#).

Use the Employer ID: fairfaxcounty.

What is an Employee Assistance Program?

At some time, many of us have serious problems in our lives, such as family or relationship difficulties, problems with substance abuse, legal or financial worries or difficulties with stress on the job. These issues are challenging for anyone to deal with and generally are not solved by being ignored. The chance of coping successfully with a serious problem improves when the problem is tackled head-on, with the support of professionals.

Unresolved issues can affect us at home and work. Help is available through the Employee Assistance Program (EAP), a free, confidential counseling service available to all county employees and members of their immediate households.

Annual Physicals

FCPD Officers receive annual physicals. The physicals are free and are broken down by age group; Age 20-29 every three years, Age 30-39 every two years, and Age 40+ every year. They have the option of doing a treadmill test and Hemoccult slides as a screening for possible colon cancer as part of the physical. They are also offered and provided Hepatitis shots.

There are many benefits derived from being in good physical condition and participating in an annual physical fitness program. First, regular vigorous physical activity helps reduce emotional and nervous tension. Second, a physically fit officer is less susceptible to common injuries and, if injured, recovers more rapidly, resulting in less time off. A trend toward reduced sick and disability time has been shown when police officers are physically fit. Third, associated health hazards such as degenerative heart disorders are less likely to occur in physically fit individuals, resulting in reduced healthcare costs. Finally, improved health would allow officers to perform their duties and responsibilities more efficiently and effectively, thus providing better service for the citizens in their jurisdiction.

The FCPD Safety Officer Program provides 24hr response to events. They provide guidance, according to OSHA, for events that require the use of PPE to include decontamination. The Safety Officer(s) provide training in the proper donning of PPE gear and responds to events where it is utilized. The Safety Officer maintains an accessible website that provides valuable



information to the officers regarding reporting injuries, the use of all levels of PPE, and decontamination procedures.

Police Department Chaplains

The FCPD has 11 chaplains that assist the police department with their spiritual needs. Police Chaplains go through a rigorous interview and background check by the Chaplain Unit Commander to ensure they meet the requirements of the program. Each chaplain is available to offer assistance to all department personnel. They are assigned to a district station or bureau within the Department. This gives the Chaplains a place to become a part of our police family.

The FCPD Chaplain unit recently has its oldest member recognized for his services to the Department and to the community of Fairfax County. For over 40 years, Rev. Dr. Carroll A Baltimore served the community and the police department for spiritual guidance and as a liaison. This is an example of the pride and dedication this unit shows to the Department personnel of Fairfax County.



The Chaplain Unit also responds to critical incidents. When a potentially traumatic event occurs, the chaplain units respond to the scene and provide spiritual aid to the officers involved. The police chaplain is a part of the Fairfax County Community Corps and will respond to assist the community during critical incidents. This is especially helpful for officers, which allows them to concentrate on the incident while they know that the community/victims are having their spiritual met.

Post Critical Incident Seminars (VALEAP)

The Virginia Law Enforcement Assistance Program (VALEAP) is for public safety professionals and their spouses to assist in restoring and refocusing after critical or cumulative stress events. This program was developed by the FBI and has proven to be a success in assisting law enforcement professionals with processing the stress and trauma they endure on the job (and in their personal lives) and provides training in resilience and coping skills. We also have multiple officers on the peer staff, including one officer on the VALEAP board.

The FCPD supports its officers by allowing them to attend this event during work hours and utilize county vehicles for travel. Our officers also assist in this statewide, peer-driven, clinically monitored service for officers involved in critical incidents, where they implement evidence-based services to help officers gain a new normal in their personal and professional lives. Some of the services offered while attending include one-on-one with a clinician, EMDR, Acupuncture detoxification, etc. Participants will also receive partial Department of Criminal Justice Services (DCJS) in-service credit to help maintain their law enforcement certification with career development training.



Military Support Program

Fairfax County has always supported our personnel that are deployed or have returned from military service. Part of this support is allowing all members of services to wear a pin that represents the branch they serve. This allows for the officers to proudly represent their branch as they serve the Fairfax County community. County employees that were in the Reserves are provided military leave. National Guard or military reserve units receive up to 21 days a year for military leave. This helps support our officers in their military training.

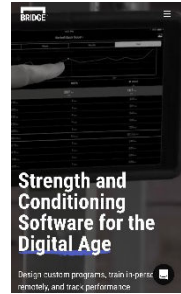
Understanding that military leave is not the only concern that officers have when being deployed for military service, a Standard Operating Procedure (SOP) was created to make certain that the officers are provided care and services for pre and post-deployment.

This SOP assigns a peer-trained military veteran to a deploying officer to ensure that FCPD Military Checklist is completed. This provides guidance to the officer's supervisors and commanders to ensure that all their officer's needs are met. In addition, upon their return, they are given time to catch up on new policies, attend training, and receive a county physical and wellness check before returning to duty. Officers who return from deployment also have the option to ride with a field training officer if that complements their needs for a more confident return to duty.

Fairfax County Police Department Military Deployment Checklist			
Name:		Departure Date:	
ID (EN):	Station:	Return Date:	
Supervisors' Name and Contact Information			
Name	E-mail	Phone	
CPT			
1 st LT			
2 nd LT			
SOT			
PRE- DEPLOYMENT PHASE			
1. Inform Commanders of your deployment details.			
2. Provide your military contact information to FCPD:			
APO Address:	Military E-mail	Phone	
3. Give copy of deployment orders to direct supervisor and FBO.			
4. Contact Incident Support Services for military mentor assignment.			
Mentor Name	E-mail	Phone	
5. Meet with FCPD military mentor and exchange contact information.			
6. Discuss and make plan for safeguarding weapons and equipment while deployed.			
7. Notify Court Liaison of deployment and coordinate with Commonwealth Attorney's Office for any outstanding warrants and open cases.			
8. Meet with Financial Resources Shopper (FRS) - Payroll, Benefits, Medical (Provide FBO copy of orders).			
Contact Person:			
9. Out-processing interview with First Line Supervisor - Review pertinent items that may affect officer while deployed.			
Contact Person:			
10. Pre-Deployment Screening (Optional)			
A. Meet with Psychologist:			
FAMILY AND SIGNIFICANT OTHERS			
Name	Relationship	Address	Phone
DEPLOYMENT PHASE			
1. Maintain contact with Mentor and Supervisor if needed.			
2. Notify Mentor within 30 days of intended return start date.			
FAMILY & OTHER NEEDS			
Needs to consider regarding your family/significant others while deployed			
1. Child/Parent care needs?			
2. Would your family like to attend department activities?			
3. Need help with pets?			
4. Need help with your yard or home maintenance?			
5. Other(s):			
POST-DEPLOYMENT PHASE/RE-INTEGRATION			
1. Meet with Mentor to discuss re-integration training.			
2. Meet with First Line Supervisor/Commander (discuss transition timing and equipment needs).			
WELLNESS			
1. Address any mental health concerns and make appropriate accommodations.			
PROVIDE COPY OF CHECKLIST TO SUPERVISOR, ASB, AND ISS.			
NOTES			

Bridge Athletics APP

The FCPD Wellness Program utilizes the Bridge Athletics application for our tactical athletes who want to take their fitness and performance to the next level. Bridge Athletics is a training software designed for strength and conditioning coaches and offers a variety of features, including customized training programs, workout tracking, and performance analytics. Our Strength & Conditioning Coordinator uses these features with our police recruits and incumbent officers to identify areas for improvement and optimize their training regimens.



Overall, the Bridge Athletics app is a powerful tool that allows the WellFit Performance Center staff to help our tactical athletes achieve their fitness and performance goals. By providing access to customized training programs, advanced tracking and analytics, and a supportive community of fitness professionals, the app can help our officers push themselves to new levels of excellence and achieve their full potential.

Peer Support Health and Wellness APP

Providing information to Police Department Personnel can be difficult as officers are required to attend training and stay up to date on new policies, procedures, and practices. The Police Department is in the process of purchasing a Health and Wellness APP. The application will allow officers to have contact information of the ISS Team, Peer Support Team members, police psychologists/licensed clinicians, Chaplains, strength coaches, and nutritionists. The APP will be tailored to the Department's needs and has many built-in features that will be readily available to Department personnel on their phones. Some of the features include self-assessments on various subjects, information for crisis text and hotline, and updated health and wellness news.

