

Oregon State Police

Public Safety Subcommittee





HEALTH, WELLNESS AND RESILIENCY UNIT



RESILIENCE TEAM

- ▶ Full-time positions: 1 sworn & 3 non sworn
- ▶ Transitioned from Critical Incident Response Team (reactive) to the Resilience Team (proactive peer support)
- ▶ Grew from 56 to 95 team members including OSP employees, Chaplains, and Mental Health Professionals
- ▶ Provide proactive resources through peer relationships and one-on-one support
- ▶ Continue to respond to critical events and organize Critical Incident Stress Debriefings
- ▶ All members must complete Peer Support Training and sign the OSP RT Expectations and Standards Acknowledgment and Confidentiality Agreement



SIGMA TACTICAL HEALTH SCREENING

- ▶ Voluntary Cardiac Health Screenings offered to high-risk professionals: all sworn, dispatch, medical examiners, and some forensics employees
- ▶ Screening includes:
 - Advanced lipidology/blood panel to include PLA2 (inflammatory markers) used to predict the chance of heart attacks
 - Cardiopulmonary/EKG exercise stress test to measure functional capacity, the presence of any ischemia (lack of blood flow to the heart), and the ability to use indirect calorimetry to develop personalized diet and exercise plans for each individual
 - Advanced metabolic testing to assess the nutritional status of individuals and prescribe nutritional changes based on specific goals, exercise and nutrition modification, and medical evaluations
 - Carotid artery ultrasound to determine whether soft plaque is present in the arteries
 - Telehealth medical evaluation to discuss health management strategies, and prescription medications, and to set goals to improve nutrition and body weight and improvement in individual areas of risk



RECRUIT TROOPER ACADEMIES

- ▶ Developing and teaching a Resilience Curriculum at Recruit academies: 1 hour of HWR/Resilience training per week
 - Curriculum Topics include: Owning Resilience, Physiological Roller Coaster, Social & Family Support, Moral Compass, Mindset Matters, Physical Fitness & Recovery, and Reflection & Gratitude
- ▶ Partnering with the Training Division to develop a 10-Week Pre-Academy Prep-Fitness Program to include weekly workouts, nutrition guidelines, and mindfulness practices to reduce the risk of injury and prepare individuals mentally and physically for the demands of their upcoming Academy training



TRAINING OPPORTUNITIES

- ▶ Offering statewide training opportunities focusing on Health, Wellness, and Resilience: Struggle Well, Increasing Resilience in First Responders, Emotional Survival, NW Peer Support Conference, and more
- ▶ Train the Trainer opportunities for Struggle Well – increase frequency and availability for OSP employees
- ▶ Create and develop training for internal distribution throughout the agency presented by HWR and/or RT members for in-services, leadership gatherings, etc.



NEW EMPLOYEE ORIENTATIONS

- ▶ Present at monthly New Employee Orientations to introduce who the HWR Unit and Resilience Team is, what they do for the agency, and ways to contact them
- ▶ Provide additional resources including the Employee Assistance Program - Canopy, PEBB Wellness Central, and resources provided by the insurance companies: Moda, Kaiser Permanente, and Providence relating to health, wellness, and resiliency



COLLISION RECONSTRUCTION PILOT PROJECT

- ▶ 5 personnel from the Reconstruction Unit will volunteer to participate in a study that includes meeting with a mental health professional for 1 hour periodically for 12 months
- ▶ Goal is to increase member satisfaction in their personal and professional lives, increase program retention and recruitment, and reduce mental health injury claims.
- ▶ At the end of 12 months, aggregate data will be collected to include total number of positions available in the program, total vacancies, number of team members on leave, average team member months of experience on the Collision Reconstruction program, and the average team member months of experience with OSP
- ▶ Additional aggregate data will be collected by the MHPs to include the number of traumatic events individuals experienced, how many callouts they respond to, how many investigations they have completed, how they rate their sleep, overall stress, job satisfaction and any additional significant life stressors
 - Aggregate Data will not include names or specific examples to keep anonymity



ALL OSP FITNESS CHALLENGE

- ▶ Hosting the First Annual OSP Fitness Challenge Fundraiser in September
- ▶ Goal: to highlight the importance of physical and mental wellness for each of our employees and to engage the community to help raise money for a good cause
- ▶ Event will be open to All OSP employees, their family members, friends, etc.
- ▶ Teams will work to raise the most money for the charity selected and will participate in completing the OSP Physical Fitness Test on the event date
 - Test includes: sit-ups for 1-minute, 1.5-mile run, 300-meter sprint, and push-ups to failure
- ▶ The team who has raised the most money per team member will receive a plaque from the Superintendent to display at their work location



EMPLOYEE SERVICE AWARDS

- ▶ OSP Employee Recognition Committee coordinates Yearly Department Recognition Awards to recognize outstanding accomplishments of Department employees, positive partnerships with outside agencies, and positive interactions with citizens
- ▶ Acknowledge yearly service awards with a letter from the HWR Lieutenant and a corresponding Challenge Coin for employees who hit 5-years, 10-years, 15-years, 20-years, 25-years, and 30-years of service within the agency
- ▶ Leads to greater employee satisfaction and positive morale



RETURN TO DUTY CHECKLIST

- ▶ Create guides to assist first-line supervisors with enhancing employee health and wellness surrounding a change in duty status.
- ▶ Changes include a general change in duty status, general reintegration, officer-involved shooting, OIS reintegration, critical incidents, crisis event, medical leave, military leave, and professional staff duty changes.
- ▶ Field-created and tested guide built to enhance a complex and stressful process for both employees and supervisors.



SERGEANTS ACADEMY

- ▶ Present a “Managing Stress” training to participants attending Sergeants Academy
- ▶ After receiving the training, supervisors will be able to:
 - Describe the sources of stress in their personal and professional lives, identify symptoms of stress they observe and experience, identify how stress affects behavior, thinking, and attitudes, learn effective methods on how to cope with stress, and illustrate appropriate physical and psychological back-up for subordinates and peers affected by stress



HEALTH AND WELLNESS FAIR

- ▶ Early stages of planning an Annual Health and Wellness Fair at GHQ
- ▶ Have representatives from insurance companies Moda Health, Kaiser Permanente, and Providence to bring promotional wellness items including handouts, gym discounts, etc.
- ▶ Representatives from Canopy (EAP) with informational handouts and resources
- ▶ HealthyYou – classes hosted by Pebb for Health and Wellness events
- ▶ Choose from a list of classes available and taught by Pebb representatives to take place throughout the day for people to attend
- ▶ Have healthy snacks and drink options available at no cost to employees



CANOPY -EAP

- ▶ Partnering with EAP (Canopy) to be part of Canopy's Specialized First Responder Network
- ▶ Specialized network includes culturally competent counselors and coaches to assist public safety officers and their families with resources and care 24
- ▶ Website includes a specialized collection of self-assessments, videos, self-use modules, interactive tools, and suicide prevention and support specific to law enforcement and first responders



INSURANCE COMPANY RESOURCES

- ▶ Website includes a specialized collection of self-assessments, videos, self-use modules, interactive tools, and suicide prevention and supports specific to law enforcement and first responders
- ▶ Some items included in the Resource Guides are the company's personal health plans and care options, wellness programs, gym and fitness discounts, fitness and mindfulness apps, coaching resources, etc.