



CITY OF PORTLAND, OREGON



Bureau of Police

Ted Wheeler, Mayor

Charles Lovell, Chief of Police

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FPDR Funding Request from PPB November 17th, 2020

1. Executive Summary

The Portland Police Bureau (PPB) is asking the FPDR Board of Trustees to fund the PPB Wellness Restoration Project for an amount not to exceed \$20,000. The PPB Wellness Restoration Project is 2-week program that will prepare about 60 officers for the transition from managing nightly protests back to their regular police and patrol duties. In addition, the program will provide care and training for these officers mental, emotional, and physical health.

About 60 officers have been dedicated full time to working these protests as their primary duty. Many of these officers have expressed that their emotional and mental health is deteriorating and is impacting their home and work life and that they cannot continue working like this. The Portland Police Wellness Program is very concerned that these members will not properly process the trauma and life-altering changes that they have experienced, and that will lead to absences, sick-time use, and eventually the filing of stress or PTSD claims with FPDR.

The Portland Police Wellness Program is proposing a 2-week project that will provide care and training for these officers mental, emotional, and physical health. We anticipate this helping to keep some members from making PTSD or stress claims. For members that do make claims, we anticipate this making them able to return to work sooner and healthier. Both of these outcomes would make PPB members healthier and more effective at serving the Portland community, and would also save FPDR money by reducing disability costs.

After breaking down the 2 week training, including 3 month follow ups, we are asking FPDR for a project spending cap of \$20,000. This will cover the 2 week main block of restoration, as well as one 4-hour block as a checkup every 3 months, for 2 years. Please see rough budget breakdown below (Item 7). The creation and management of vendor agreements, as well as program administration and oversight, are the responsibility of the Portland Police Bureau. FPDR will directly pay the vendors when possible. Otherwise, PPB will make vendor payments for which FPDR will reimburse PPB. PPB is responsible for making sure all vendor payments are made.

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2. Problem Statement: *What is the need that your program or project will address?*

The City of Portland has been experiencing nightly protests and several riots since the May 25, 2020 killing of George Floyd. Ongoing protests have been sparked by police use of force issues across the country, resulting in nearly 160 nights of protests.

The Police Bureau's internal Injury Log system has captured over 1,400 physical injuries to officers since the beginning of 2020. In the same time period in 2019 there were less than 600. There have been several broken bones and multiple strains and sprains. Many officers have been doxed, have had frozen water bottles, paint filled balloons, feces filled balloons, and rocks thrown at them nightly, and many officers have sustained injuries. Some officers have also been hit with Molotov cocktails that were on fire, as well as commercial grade fireworks that have resulted in permanent hearing damage. There have also been several incidents with shots being fired during the protests, and multiple protesters that have been arrested who were in possession of firearms and dangerous weapons. Protesters have shown up at some officers homes, others have tried in vehicles to follow officers home, and some officers have had their finances hacked.

Due to these emotional and stressful conditions, many members' emotional and mental health have been significantly impacted. Officers have also reported that they have had family and friends end their relationship merely because they are police officers. It has also been reported by some officers that they have never felt so hopeless and emotionally hurt. Many officers are considering a change in vocation, which will greatly impact services to the citizens of the City of Portland.

The City's Employee Assistance Program (EAP) has historically received about one member request for help or resources per month. EAP now reports that they are averaging one call per day from different officers seeking help or resources to deal with the stress and trauma from working at protests and riots.

3. Anticipated Results of the Wellness Restoration Project

We anticipate the PPB Wellness Restoration Project helping to keep some members from needing to file PTSD or stress related claims at all, and members that do file claims, able to return to work sooner and healthier. Both of these outcomes would make PPB members healthier, and more likely to effectively serve the Portland community, and would also save FPDR some of the money needed to cover short- or long-term disability costs.

4. Program Goals and Objectives: *What are the goals and objectives for your program?*

The goals of this project are to:

- Prepare officers for going from managing nightly protests and experiencing violence, back to drastically different jobs
- Prevent the filing of stress and/or mental disorder claims

- Reduce the severity of claims filed by providing support for officers who suffer stress or mental disorder
- Normalize these members back to their real shift schedules
- Build a support structure to replace the RRT support structure that has been supporting them during the ongoing protests
- Help officers feel appreciated by the bureau for their efforts and sacrifices
- Help officers feel appreciated by the community for their efforts and sacrifices
- Help members and their families reconnect and unpack any trauma that they have experienced during this time
- Help members unpack the trauma that any of them have experienced so that they do not build up resentment and anger
- Help officers deal with any loss of purpose and drive
- Increase their mental, emotional, and physical health
- Train supervisors how to monitor and support the members when they return to regular work, and anticipate some complaints, power struggles, or bad attitudes as they re-integrate

The objectives we will use during this 2 week project to achieve the goals are:

- Get each member connected with an individual counselor or therapist (all voluntary)
- Have group listening or debrief sessions with a trained counselor/therapist – Hire Drew, Stephanie, or Geran
- Provide information on stress reduction and resilience building by a trained counselor or therapist – Hire Drew, Stephanie, or Geran
- Give them time during work hours to have sessions with a counselor or therapist
- Provide stress and resilience classes for members and their families
- Provide financial information and coaching to help members get overlooked or ignored financial issues dealt with
- Provide a one hour healthy sleep and sleep improvement training class to members
- Provide information and training about alcohol use/abuse
- Provide a financial retirement class to help members prepare and plan – Neil Parker
- Teach and practice meditation – Hire Tim Musgrave for 4 sessions
- Teach and practice yoga – Hire Sheila Schmidt for 4 sessions
- Provide fitness sessions with a trained fitness instructor from HQPT for each member that wants it
- Provide time for each member to build or improve a habit of physical fitness by providing time during each day of the two weeks for fitness training

- Connect members with a physical therapist (HQPT) to rehab any injuries that have been ignored or brushed aside
- Bring the Quartermaster in to correct or fix any equipment or uniform issues onsite
- Give members time to catch up on bureau mandated training that has been on hold during the protests, to alleviate stress and tension in trying to catch up when back to their regular jobs
- Provide follow up to the entire RRT team with stress and resilience training or debriefing every 3-6 months for two years from a trained counselor or therapist – Drew, Stephanie, or Geran
- Provide training to supervisors to be able to support and supervise members that may be acting out in their regular job due to protest work and trauma

Measuring success in meeting the objectives will be easy in that the members will be required to attend the blocks of training, **however, measuring the success of the goals will be challenging** as most wellness initiatives are only as effective as the person is at putting in effort and time into such habits, such as eating healthy food, getting enough exercise, and getting enough sleep. However, we know from studies done by the military that members that are in a sustained struggle are more likely to develop PTSD, depression, and have reduced overall personal wellness if there is not a concerted effort made to re-integrate the members back into their normal work and home life.

The bulk of the project we are planning will take approximately 2 weeks, with some additional follow up time at spaced out intervals going forward, maybe an additional 4 hours every 3-6 months for up to two years.

5. Methodology: How will you achieve the desired results?

Members will come to the PPB Training Division every day during the 2 week project to give them a safe and quiet place to take classes, interact with counselor or therapists, perform physical fitness training, etc. Social distancing and mask rules will be in effect to limit any spread of COVID-19.

This is the tentative schedule that we have created:

Dec 10: THUR	DEC 11: FRI	DEC 12: SAT	DEC 13: SUN	DEC 14: MON	DEC 15: TUE	DEC 16: WED
	RDO	RDO	RDO	0700-0800 Wellness Restoration Overview (CDR Hurley, OFC Hunzeker, OFC Harris)	0700-0800 Continuing to Serve (SGT Frankus)	0700-0800 Mindfulness (Ret SGT Musgrave)
0700-1700				0800-1000 RRT/JMT Debrief (LT Clark)	0800-1100 PTSD, Stress & Hypervigilance (Drew Prochniak)	0800-1100 Anxiety & Depression (Stephanie Conn)
RRT Team Time				1000-1130 Internal Affairs (LT Gjovik)	1100-1200 Lunch	1100-1200 Lunch
*Complete Quatermaster forms				1130-1230 City Attorney (Heidi Brown)	1200-1300 Quatermaster (LeAnn Barnett)	1200-1300
*Handout resource numbers and times available for appointments.				1230-1330 Lunch	1300-1600 Break out stations	1300-1600 Break out stations
				1330-1500 Political Climate & Budget Impacts (Robert King, DC Davis)	1300-1700 Individual Appointments: MH, PART, Chaplain, Attorney, FPDR, EAP	1300-1700 Individual Appointments: MH, PART, Chaplain, Attorney, FPDR, EAP
				1500-1600 Mindfulness (Ret SGT Musgrave)	HQPT: Functional Screening	HQPT: Functional Screening
				1600-1700 Personal Wellness	HQPT: Functional Stretching	HQPT: Functional Stretching
					HQPT: Nutrition and Heart Health	HQPT: Nutrition and Heart Health
					Yoga	Yoga
		1600-1700 Personal Wellness	1600-1700 Personal Wellness			

DEC 17: THU	DEC 18: FRI	DEC 19: SAT	DEC 20: SUN	DEC 21: MON	DEC 22: TUE	DEC 23: WED
0700-0800 Improving Your Sleep (HQPT)	RDO	RDO	RDO	0700-0800 Mindfulness (Ret SGT Musgrave)	0700-1200 Randy Sutton	0700-0800 Mindfulness (Ret SGT Musgrave)
0800-0900 Effects of Alcohol (OFC Harris)				0800-0930 Spiritual Wellness (Chaplains)		0800-1000 Family Member Only Discussion (Family Counselor)
0900-1100				0930-1000 Thin Blue Line Foundation (Chaplain Miller)	1200-1300 Lunch	0800-1000 Impacts on Family: RRT Only (Family Counselor)
1100-1300 Lunch with Community members (Soup Ladies)				1000-1200 Finances: Retirement & Investments (OFC Parker)	1300-1400 PART (Hubbard)	1000-1200 Improving Family Communication (Family Counselor)
1300-1600 Break out stations				1200-1300 Lunch	1400-1600 Community Member Interactions (OFC Haunsperger)	1200-1330 Sponsored Lunch with Families & Unit Recognition (CHO)
1300-1700 Individual Appointments: MH, PART, Chaplain, Attorney, FPDR, EAP				1300-1400 Navigating Change: Control v. Influence (Stephanie Conn)		1330-1500 Internet Protection (OFC Hearst)
HQPT: Functional Screening				1400-1500 Cascade Services Access and Resources (Anna Meiners)	Gabe Johnson	1500-1700 Open House with Families
HQPT: Functional Stretching				1500-1600 EAP and Wellness Website Resources (OFC Gallagher & OFC Harris)	Community Advisory Council	
HQPT: Nutrition and Heart Health				1600-1700 Personal Wellness		
Yoga					1600-1700 Personal Wellness	
1600-1700 Personal Wellness						

6. Evaluation: How will you measure success?

Our plan for evaluating the objectives and goals will be using sign-in sheets and post-event evaluation surveys designed by a professional data analyst from the Strategic Services Division of PPB, Tricia Pleune. She will coordinate with FPDR if to help define the metrics that should be captured to adequately evaluate the impact of this project, and develop the anonymous survey, if desired.

7. Budget

2 week main block of restoration: Total: \$8,950

- Mental Health Providers: Total Hours: 13 hours at \$150 per hour = Total: \$1,950
- HQPT Physical Therapists: Total hours: 12 hours at \$250 per hour = Total: \$3,000
- Yoga: Total hours: 4 hours at \$150 per hour = Total: \$600
- Mindfulness/Meditation: Total Hours: 4 hours at \$150 per hour = Total: \$600
- Sleep Specialist: Total hours: 2 hours at \$150 per hour = Total: \$300
- Guest Speaker: Free (except room and flight): \$500
- Catered meal for family integration day: \$2,000

Quarterly Follow Up Sessions: 8 sessions (every 3 months for 2 years): \$1,000/session: Total: \$8,000

We would build each session as we get feedback after the 2 week block. The sessions are designed to check-in and encourage members to continue with the good mental, emotional, and physical health habits that were reinforced during the 2-week block. Each follow up session would be four hours, starting with a mental health check-in with a professional counselor or therapist to debrief how reintegration is going. The remaining time would be professional instruction on yoga, physical therapy, fitness, and/or meditation, depending on what was reported as successful during the survey data collection after the 2-week block

Budget Summary

2 week main block of restoration	\$8,950
Quarterly Follow Up sessions	\$8,000
Administrative Costs/Contingency	<u>\$3,050</u>
Total	\$20,000

8. Future Funding: *How will you fund your program in the future? Who will pay for ongoing maintenance of your program? Who is paying for other costs of your program?*

The PPB Wellness Restoration Project is a one-time project that consists of a 2-week period of training and re-integration, and several follow up trainings that are all included in this proposal. There is no anticipated future costs at this time