



CITY OF PORTLAND, OREGON



Bureau of Police

Keith Wilson, Mayor

Robert Day, Chief of Police

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Integrity • Compassion • Accountability • Respect • Excellence • Service

Executive Summary

Directive 0500.00, Portland Police Bureau Wellness Program

Introduction

The Policy Development Team initiated the review of Directive 0500.00, Portland Police Bureau Wellness Program, in November 2024. The team posted the directive for First Universal Review in November and posted proposed revisions during Second Universal Review in February 2025. This was the first review of the directive since its 2022 creation.

The team closely worked with the Bureau's Wellness Program Coordinator and the Chief's Office to clarify and expand program participation requirements and refine existing terms and definitions. The Bureau received little actionable feedback during the universal review periods, though many commenters voiced their support for the program.

Public Comments

While the Bureau received several comments during both universal review periods, few comments were actionable. Many commenters offered favorable feedback on the program, specifically noting the positive impact on overall work productivity and organizational morale. Several commenters recommended the Bureau prohibit the use of wellness time when working overtime. Lastly, some commenters suggested the Bureau should clarify program management requirements and expand certain wellness activity definitions.

Program Coordinator and Wellness Committee Representation

A couple of commenters offered feedback on the staffing requirements for the Wellness Program Coordinator role and Responsibility Unit (RU) Wellness Committee members. One commenter recommended that the Bureau staff the coordinator role with an external candidate who has comparable knowledge and experience to an officer to allow the officer to work in a public safety role. When originally establishing the program, the Bureau determined that it was essential for the person in this role to have practical experience as a Bureau officer not only because of the benefit of having firsthand knowledge, but also because of the inherent connectedness with other Bureau members. As the program continues to grow, the Bureau will certainly consider a program management structure that is most beneficial to the program and Bureau members.

Another commenter recommended that RU Wellness Committees include leadership and labor members. The Bureau adopted this recommendation in part, incorporating a requirement that committees include members in leadership roles, as the previous version of the directive did not offer specific direction about the composition of the committee. The Bureau did not adopt the recommendation that a labor member be included on the committee. The directive is subject to union review, and that is the appropriate opportunity for the unions to offer program and policy feedback.

Approved Wellness Activities

A couple of commenters responded favorably to the enhancement of the wellness definition, specifically the additional information on the five dimensions of wellness. During the Second Universal Review, a commenter recommended that the Bureau add examples of social wellness, presumably to provide clearer guidance around that wellness dimension, as the draft did not include examples of social wellness activities. The Bureau adopted the recommendation and strengthened the Social Wellness definition to ensure a clear understanding of the term and program expectations as it relates to participation in approved wellness activities.

Program Reporting

One commenter questioned if the program reporting requirement was being met and, if not, suggested the removal of the relevant language. The Bureau did not adopt this recommendation. The Wellness Program Coordinator will work with the Strategic Services Division to perform data-driven assessments of the program.

Wellness During Overtime

Several commenters spoke to members taking Wellness Time when working overtime, with all suggesting that the Bureau prohibit such action. The previous version of the directive was silent on this subject, so the Bureau recognized the need to include guidance. As a result, the Bureau adopted the recommendation, prohibiting Wellness Time during overtime.

Allotted Wellness Time

A commenter recommended that the Bureau revised the policy to prohibit members from taking 90 minutes of Wellness Time. The Bureau did not adopt this recommendation. The directive acknowledges that the ability to take Wellness Time and the duration will vary by functional area and operational demand. The requirement that RU Wellness Committees establish RU-specific Wellness procedures empowers these committees to make program decisions based on their operational needs – some RUs may have more flexibility than others. The directive establishes the broad program rules while allowing for more narrow restrictions, when appropriate.

Program Support

A common theme across many comments was overwhelming support for the program. Those voicing support primarily highlighted the personal benefits of the program and the resulting increased productivity and improved morale.

The Bureau's Revised Policy

The Bureau made significant changes to the directive to provide greater clarity of Wellness Program requirements. As the program has grown and more relevant research on subject has become available, the Bureau recognized the need to revise the directive to more clearly define key terms, such as “Wellness” and the five dimensions of Wellness, and to provide guidance on program oversight. The directive includes more detail around documentation and tracking, specifically requiring members to track their Wellness Time in a designated medium, and speaks more directly to what constitutes Wellness. The roles and functions of the Wellness Program Coordinator and RU Wellness Committees are also better defined.

Despite these changes, the foundational structure of the program and the wellness time allocation remain the same. A single coordinator manages the overall program, but management of day-to-day member participation is decentralized (i.e., RU management). Members are still permitted to take four total hours of Wellness Time during the work week, up to 90 minutes at a time (or the maximum allowed per the RU's Wellness Plan).

The Bureau welcomes further feedback on these policies during the next review.

The directives go into effect on May 17, 2025. Published on April 17, 2025.

0500.00 Portland Police Bureau Wellness Program

Refer:

- ORS 181A.832, Mental health wellness policies for law enforcement agencies
- DIR 0210.70, Secondary Employment
- DIR 0240.00, Employee Assistance Program
- DIR 0280.00, Fitness Room
- DIR 0305.00, Active Bystandership, Intervention, and Anti-Retaliation
- DIR 0316.00, Drug, Alcohol, and Tobacco-Free Workplace
- DIR 0410.00, Injury, Illness, and Disability

Definitions:

- **Wellness:** An active process that helps individuals reach their optimal well-being by integrating all the dimensions of wellness into their lives: physical, mental, emotional, social, and financial. The Bureau recognizes the following five dimensions of wellness:
 - **Emotional Wellness:** The ability to understand emotions, express them in a constructive manner, adapt to stress and change, and the knowledge to seek support when needed.
 - **Financial Wellness:** A state of financial well-being in which one can comfortably manage their bills and expenses, pay debts, weather unexpected financial emergencies, and plan for long-term financial goals.
 - **Mental Wellness:** An internal resource that helps one to think, feel, connect, and function. Mental Wellness is also an active process to help build resilience, grow, and flourish.
 - **Physical Wellness:** The practice of self-care for the needs of your body, which may include physical activity, balanced nutrition, adequate sleep, and avoiding harmful behaviors.
 - **Social Wellness:** Building and engaging in trusting, respectful, and authentic relationships through social connection and proactive intervention.
- **Wellness Time:** Allotted time for members to participate in Bureau-approved wellness activities.
- **Wellness Training:** Bureau-provided instruction and advice that identify wellness activities, such as physical exercise, meditation, mental health services, and other wellness-related educational opportunities, and the benefits associated with those activities.

Policy:

1. This Directive establishes the Portland Police Bureau Wellness Program. The goal of the program is to enhance the physical, mental, emotional, social, and financial health for all Bureau members while increasing organizational wellness, excellence, and efficiency.
2. The Bureau recognizes that all five wellness dimensions are interconnected and contribute to members' overall wellness, and that positive member wellness is essential. Therefore, the

Bureau is committed to fostering a culture of wellness to best serve its members, their families, and the community. Increased member wellness can lead to better decision-making, community interactions, and safety, which leads to increased wellness in the community.

3. The Wellness Program strives to increase readiness and resiliency, enhance morale, increase productivity, reduce sick leave use, and increase job and life satisfaction. The Bureau is committed to providing wellness-related training, resources, and opportunities for members, and paid Wellness Time, all of which are mutually beneficial to members and the Bureau.

Procedure:

1. The Wellness Program.
 - 1.1. The Bureau shall maintain a Wellness Program and designate, at minimum, a sworn officer as Wellness Program Coordinator to develop wellness-related training, refer members to wellness resources, and provide wellness-related educational opportunities. The Bureau shall strive to build a Wellness Unit staffed with both sworn and professional staff to optimize wellness for all members.
 - 1.2. Wellness Program Objectives.
 - 1.2.1. The Wellness Program aims to increase member and community wellness by:
 - 1.2.1.1. Increasing member resilience in response to physical injury and potentially reducing injury-related leave.
 - 1.2.1.2. Increasing member resilience in response to emotional injury, stress, and trauma.
 - 1.2.1.3. Improving member morale and building a culture of community and wellness within the Bureau and within the larger Portland community.
 - 1.2.1.4. Increasing safety and trust in the community through improving member decision-making, communication, and community interactions.
 - 1.3. The Wellness Program Coordinator shall oversee the Wellness Time program and Wellness Training, review, document, and approve organized wellness initiatives, and coordinate with Responsibility Unit (RU) Wellness Committees and the Employee Assistance Program (EAP) to offer services to all Bureau members.
 - 1.4. In coordination with the Strategic Services Division (SSD), the Wellness Program Coordinator shall periodically submit a report to the Chief of Police outlining Wellness Program project goals and measurable outcomes to evaluate efficacy.
 - 1.5. Wellness Committees.
 - 1.5.1. Each RU shall establish and maintain a Wellness Committee that represents its staff and includes a member in a leadership position (i.e., at minimum, a sergeant or professional staff equivalent).
 - 1.5.2. The committee shall coordinate with the Wellness Program Coordinator and develop a Wellness Plan that establishes the RU's scheduling and approval process for Wellness Time.

2. Wellness Time.
 - 2.1. Allocation and Use.
 - 2.1.1. The Bureau grants members four hours of Wellness Time per workweek. Members may take up to 90 minutes of Wellness Time (or the maximum time allotted in their RU Wellness Plan) during the member's regular shift and during paid work hours.
 - 2.1.1.1. RU Managers or their designee may approve sessions longer than 90 minutes at their discretion.
 - 2.1.2. Wellness Time is not accrued and unused hours cannot be banked or carried over to the following week.
 - 2.1.3. Members may not use Wellness Time during overtime work hours.
 - 2.1.4. The Wellness Time allotted includes time for changing clothes, showering, and the wellness activity.
 - 2.2. Cancellation or Modification.
 - 2.2.1. Any supervisor may cancel, reschedule, or modify Wellness Time at their discretion based on the operational needs of the Bureau. Supervisors shall communicate both the beginning and the end of the cancellation period to the members they supervise and to the Wellness Coordinator.
 - 2.3. Participation.
 - 2.3.1. All Bureau members are encouraged to participate in Wellness Time.
 - 2.3.2. Member participation is voluntary.
 - 2.3.3. Participating members should consult their doctor regarding any prior or existing medical conditions or limitations that put them at risk for injury or illness while participating in the program.
 - 2.4. Approved Wellness Activities.
 - 2.4.1. The following activities are approved for Wellness Time:
 - 2.4.1.1. Physical exercises (e.g., strength training, cardio exercise, stretching, mobility etc.)
 - 2.4.1.2. Mindfulness (e.g., meditation, breathwork, etc.)
 - 2.4.1.3. Relaxation (e.g., massage chair, alpha stim, light therapy etc.)
 - 2.4.1.4. Martial Arts (e.g., boxing, jiu jitsu, wrestling, etc.)
 - 2.4.1.5. Personal finance management (e.g., financial services appointment, retirement benefits review, etc.)
 - 2.4.1.6. Mental health activities (e.g., EAP check in, mental health clinician, etc.)
 - 2.4.1.7. Social wellness activities (e.g., creating social connections through emotional and physical support, such as group physical exercise, group art, etc.)
 - 2.4.2. Other activities promoting one of the five dimensions of wellness require prior approval and documentation by the RU Wellness Committee.
 - 2.5. Scheduling, Approving, and Documenting Wellness Time.

- 2.5.1. Members shall schedule Wellness Time in accordance with their RU's Wellness Plan.
 - 2.5.2. Members shall document their Wellness Time, using the Wellness Program-designated medium, by the end of their regular work week.
 - 2.5.3. Supervisors shall approve Wellness Time in accordance with the standards set forth in this directive and the RU Wellness Plan.
- 2.6. Telework.
- 2.6.1. Members may participate in Wellness Time on days they are in telework status and shall comply with all scheduling, approval, and documentation requirements.
3. Illness and Injury Reporting.
- 3.1. Members shall report injuries incurred while participating in Wellness Time to a supervisor as soon as practicable and shall comply with Directive 0410.00, Injury, Illness, and Disability.

Effective: 5/17/2025

Next Review: 5/17/2027

0500.00 Portland Police Bureau Wellness Program

Refer:

- ORS 181A.832, Mental health wellness policies for law enforcement agencies
- DIR 0210.70, Secondary Employment
- DIR 0240.00, Employee Assistance Program
- DIR 0280.00, Fitness Room
- DIR 0305.00, Active Bystandership, Intervention, and Anti-Retaliation
- DIR 0316.00, Drug, Alcohol, and Tobacco-Free Workplace
- DIR 0410.00, ~~Injuries/Occupational Injury~~, ~~Illness~~, ~~and~~ ~~Disability~~ ~~LOS~~

Definitions:

- ~~Wellness: A state of being physically, mentally, emotionally, socially, and financially healthy.~~
- Wellness: An active process that helps individuals reach their optimal well-being by integrating all the dimensions of wellness into their lives: physical, mental, emotional, social, and financial. The Bureau recognizes the following five dimensions of wellness:
 - Emotional Wellness: The ability to understand emotions, express them in a constructive manner, adapt to stress and change, and the knowledge to seek support when needed.
 - Financial Wellness: A state of financial well-being in which one can comfortably manage their bills and expenses, pay debts, weather unexpected financial emergencies, and plan for long-term financial goals.
 - Mental Wellness: An internal resource that helps one to think, feel, connect, and function. Mental Wellness is also an active process to help build resilience, grow, and flourish.
 - Physical Wellness: The practice of self-care for the needs of your body, which may include physical activity, balanced nutrition, adequate sleep, and avoiding harmful behaviors.
 - Social Wellness: Building and engaging in trusting, respectful, and authentic relationships through social connection and proactive intervention.
- Wellness Time: Allotted time for members to participate in Bureau-approved wellness activities.
- Wellness Training: Activities include, but are not limited to, Bureau-provided instruction and advice that identify wellness activities, such as physical exercise, meditation, mental health services, and other wellness-related educational opportunities, and the benefits associated with those activities.

Policy:

1. ~~The~~ This Directive establishes the Portland Police Bureau Wellness Program. The goal of the program is to enhance the physical, mental, emotional, social, and financial health for all Bureau members while increasing organizational wellness, excellence, and efficiency.
1. ~~The Bureau~~ recognizes that ~~the wellness of its members~~ all five wellness dimensions are interconnected and contribute to members' overall wellness, and that positive member wellness is essential ~~and~~. Therefore, the Bureau is committed to fostering a culture of wellness to best serve its members, their families, and the community. Increased member wellness can lead to better decision-making, community interactions, and safety, which leads to increased wellness in the community.
2. ~~This Directive establishes the Portland Police Bureau Wellness Program. The goal of the program is to enhance the physical, mental, emotional, social, and financial health for all Bureau members while increasing organizational wellness, excellence, and efficiency.~~
3. The Wellness Program strives to increase readiness and resiliency, enhance morale, increase productivity, reduce sick leave use, and increase job and life satisfaction. The Bureau is committed to providing wellness-related training, resources, and opportunities for members, and paid Wellness Time ~~in accordance with this directive~~, all of which are mutually beneficial to members and the Bureau.

Procedure:

1. The Wellness Program.
 - 1.1. The Bureau shall maintain a Wellness Program and designate, at minimum, a sworn officer as Wellness Program Coordinator to develop wellness-related training, refer members to wellness resources, and provide wellness-related educational opportunities. The Bureau shall strive to build a Wellness Unit staffed with both sworn and professional staff to optimize wellness for all members.
 - ~~1.2. The Wellness Program Coordinator shall oversee the Wellness Time program and Wellness Training, review, document, and approve organized wellness initiatives, and coordinate with RU Wellness Committees and the Employee Assistance Program (EAP) to offer services to all Bureau members.~~
 - ~~1.3. The Wellness Program shall periodically submit a report to the Chief of Police outlining Wellness Program project goals and measurable outcomes to evaluate efficacy.~~
 - ~~1.4.1.1. Wellness Committees.~~
 - ~~1.4.1. Each RU shall establish and maintain a Wellness Committee to represent all of its sworn and professional staff to coordinate with the Wellness Program and develop a Standard Operating Procedure (SOP) regarding scheduling and approving Wellness Time.~~
 - ~~1.5.1.2.~~ Wellness Program Objectives.
 - ~~1.5.1.1.2.1.~~ The Wellness Program aims to increase member and community wellness by:

- ~~1.5.1.1.1.2.1.1.~~ Increasing member resilience in response to physical injury and potentially reducing injury-related leave.
- ~~1.5.1.2.1.2.1.2.~~ Increasing member resilience in response to emotional injury, stress, and trauma.
- ~~1.5.1.3.1.2.1.3.~~ Improving member morale and building a culture of community and wellness within the Bureau and within the larger Portland community.
- ~~1.5.1.4.1.2.1.4.~~ Increasing safety and trust in the community through improving member decision-making, communication, and community interactions.

1.3. The Wellness Program Coordinator shall oversee the Wellness Time program and Wellness Training, review, document, and approve organized wellness initiatives, and coordinate with Responsibility Unit (RU) Wellness Committees and the Employee Assistance Program (EAP) to offer services to all Bureau members.

~~2.1.~~ In coordination with the Strategic Services Division (SSD), the Wellness Program Coordinator shall periodically submit a report to the Chief ~~Wellness Time.~~

2.1. General Guidelines.

1.4. Members shall be granted 4 hours per week, in any combination of Police outlining Wellness Program project goals and measurable outcomes to evaluate efficacy.

1.5. Wellness Committees.

1.5.1. ~~60~~Each RU shall establish and maintain a Wellness Committee that represents its staff and includes a member in a leadership position (i.e., at minimum, a sergeant or 90 minute sessions, (professional staff equivalent).

1.5.2. The committee shall coordinate with the Wellness Program Coordinator and develop a Wellness Plan that establishes the RU's scheduling and approval process for Wellness Time.

2. Wellness Time.

2.1.) for Bureau approved wellness activities Allocation and Use.

2.1.1. The Bureau grants members four hours of Wellness Time per workweek. Members may take up to 90 minutes of Wellness Time (or the maximum time allotted in their RU Wellness Plan) during the member's ~~workweek~~ regular shift and during paid work hours.

2.1.1.1. RU ~~managers~~ Managers or their designee may approve sessions longer than 90 minutes at their discretion.

2.1.2. Wellness Time is not accrued and unused hours cannot be banked or carried over to the following week.

2.1.3. Members may not use Wellness Time during overtime work hours.

~~2.1.3.2.1.4.~~ The Wellness Time allotted includes time for changing clothes, showering, and the wellness activity.

~~2.1.4. Wellness Time shall only be used for activities that directly impact member wellness and is available pursuant to the operational needs of the Bureau and is subject to cancellation and/or rescheduling.~~

2.2. Cancellation or Modification.

- 2.2.1. Any supervisor may cancel, reschedule, or modify Wellness Time at their discretion based on the operational needs of the Bureau ~~and. Supervisors~~ shall communicate both the beginning and the end of the cancellation period to the members they supervise and to the Wellness Coordinator.

2.3. Participation.

- 2.3.1. All Bureau members, ~~both professional staff and sworn members,~~ are encouraged to participate in Wellness Time.
- 2.3.2. Member participation is voluntary.
- 2.3.3. Participating members should consult their doctor regarding any prior or existing medical conditions or limitations that put them at risk for injury or illness while participating in the program.

2.4. Approved Wellness Activities.

2.4.1. The following activities are approved for Wellness Time:

- 2.4.1.1. Physical exercises (e.g., strength training, cardio exercise, stretching, mobility etc.)
- 2.4.1.2. Mindfulness (e.g., meditation, breathwork, etc.)
- 2.4.1.3. Relaxation (e.g., massage chair, alpha stim, light therapy etc.)
- 2.4.1.4. Martial Arts (e.g., boxing, jiu jitsu, wrestling, etc.)
- 2.4.1.5. Personal finance management (e.g., financial services appointment, retirement benefits review, etc.)
- 2.4.1.6. Mental health activities (e.g., EAP check in, mental health clinician, etc.)
- 2.4.1.7. Social wellness activities (e.g., creating social connections through emotional and physical support, such as group physical exercise, group art, etc.)

2.4.2. Other activities promoting one of the five dimensions of wellness require prior approval and documentation by the RU Wellness Committee.

2.4.2.5. Scheduling, Approving, and Documenting Wellness Time.

- 2.4.1.2.5.1. Members shall schedule Wellness Time ~~shall be scheduled and approved following the member's in accordance with their RU's Wellness Time SOP Plan.~~
- ~~2.4.2. Wellness Time Members shall be documented following document their Wellness Time, using the Wellness Program guidelines.~~
- 2.4.3.2.5.2. Organized wellness initiatives (e.g., a running club, group fitness class, or other group wellness activity) require prior approval and documentation_ designated medium, by the ~~Wellness Program Coordinator.~~ end of their regular work week.
- 2.5.3. Supervisors shall approve Wellness Time in accordance with the standards set forth in this directive and the RU Wellness Plan.

2.5.2.6. Telework.

2.5.1.2.6.1. Members ~~are authorized to~~may participate in Wellness Time on days they are in ~~a~~telework status and shall comply with all scheduling, approval, and documentation requirements.

3. Illness and Injury Reporting.

- 3.1. Members shall report injuries incurred while participating in Wellness Time to a supervisor as soon as practicable and shall comply with Directive 0410.00, ~~Injuries/Occupational Injury~~, Illness~~/~~, and Disability~~/LOS~~.

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, November 01, 2024 8:56:25 AM
Last Modified: Friday, November 01, 2024 8:57:12 AM
Time Spent: 00:00:46

Page 1

Q1

Please provide feedback for this directive

There should be clarification on whether wellness time can be used on OT shifts. I know currently that is happening, not sure it is the intent however.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#2

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, November 01, 2024 10:10:03 AM
Last Modified: Friday, November 01, 2024 10:13:16 AM
Time Spent: 00:03:12

Page 1

Q1

Please provide feedback for this directive

Excellent- so glad that PPB is prioritizing this aspect of care for the police force. Critical model for all and important role for police to take in improving quality of life throughout the community- really good news.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#3

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Sunday, November 03, 2024 5:16:10 PM
Last Modified: Sunday, November 03, 2024 5:20:51 PM
Time Spent: 00:04:41

Page 1

Q1

Please provide feedback for this directive

Regarding section 1.1, why does the coordinator have to be a sworn officer? It seems like PPB could hire someone from outside with at least as much knowledge about wellness as an officer, likely pay them the same as or less than an officer, and free up that officer to provide critical public safety services to the City.

Regarding Section 1.3, when was the last time this report was produced? I recommend removing this section if reports are not being timely produced.

Regarding section 2.1.1, I recommend modifying to indicate that wellness time cannot be used while on overtime.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#4

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, November 26, 2024 1:46:10 PM
Last Modified: Tuesday, November 26, 2024 1:51:16 PM
Time Spent: 00:05:05

Page 1

Q1

Please provide feedback for this directive

As a veteran member of PPB, I believe the evolution of the wellness program has been of great benefit to the overall health and morale of the organization. On a personal level, it has provided a much-needed stress management tool, which leads me to better overall productivity. I believe it's an important component to a regular 40-hour schedule.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#5

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, November 26, 2024 1:48:16 PM
Last Modified: Tuesday, November 26, 2024 2:12:09 PM
Time Spent: 00:23:53

Page 1

Q1

Please provide feedback for this directive

This has been the single most important program since I've been a sworn officer with PPB and I hope there not any changes to the directive. Unfortunately, I work in a high stress unit involving events that have an emotional impact and at times has been overwhelming. The Wellness Program has been an important resource to me in coping with the stress which in turn contributes to my work efficiency. Unfortunately, I don't have the time to access my wellness hour every day due to my heavy workload and hectic schedule. I'm hoping there are not changes to his directive that would limit my ability to access the Wellness Program. Not only has this program made a positive impact to my health but also to my morale at PPB. There are various ways I have used my wellness hour and my hope that the definition in what type of activities are determined to be wellness are not limited. There have been times that due to a long call out dealing with victim's emotional family members that the only thing I could do was to sit alone in a quiet room and breath. I found this type of activity just as valuable as a physical workout. I think it's equally important to have these types of wellness rooms/spaces as having access to gyms and gym equipment.

Please do not make changes to this directive. It is important to keep this program and directive, as is.

Thank you

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name **Shaye Samora**

#6

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, November 26, 2024 2:23:48 PM
Last Modified: Tuesday, November 26, 2024 2:31:32 PM
Time Spent: 00:07:44

Page 1

Q1

Please provide feedback for this directive

The PPB wellness program is one of the most important pieces of progress we've seen internally at PPB. The various shapes/forms that wellness looks like are unique and should be tailored to the individual's specific goals (fitness, mindfulness, stress relief, etc). I believe that the way wellness is utilized throughout the Bureau will look different as well. Due to the demands of investigative units, the best time may be during a shift rather than immediately at the start or end. For members in operations, the ability to come in during the middle of a shift may be cumbersome, and thus less utilized, so opportunism at the start or end of shift may need to be expanded. Trying to "one size fits all" the directive could be short sighted due to the very different types and demands that different units or roles have. Each RU or Unit's SOP generally addresses their specific needs for how wellness is utilized.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#7

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, November 26, 2024 2:40:12 PM
Last Modified: Tuesday, November 26, 2024 2:45:50 PM
Time Spent: 00:05:37

Page 1

Q1

Please provide feedback for this directive

I believe wellness is a morale boost for all police bureau employees. My wellness time is spent helping my physical fitness. I believe wellness should be started at a precinct or bureau police of work. I do feel that if a person wants to walk/run outside, they should be allowed to do this. I also participate in yoga which is beneficial to my physical fitness as well as my mental health.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#8

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, November 26, 2024 2:48:08 PM
Last Modified: Tuesday, November 26, 2024 2:49:14 PM
Time Spent: 00:01:06

Page 1

Q1

Please provide feedback for this directive

Critical program to manage everyday work stress. Would be detrimental to the organization if something negatively changed.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#9

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, November 26, 2024 5:06:08 PM
Last Modified: Tuesday, November 26, 2024 5:10:31 PM
Time Spent: 00:04:23

Page 1

Q1

Please provide feedback for this directive

I have found wellness (which I use weekly but never the full 4 hours) to be extremely beneficial to my wellness and health overall. I attend classes at my gym that are pre-scheduled. As a non sworn member I always build that time around operational needs and do everything I can not to adversely impact the workplace. Taking this wonderful non-cash benefit away at this uncertain time with the City feels extra punitive.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, February 03, 2025 9:48:54 AM
Last Modified: Monday, February 03, 2025 9:49:50 AM
Time Spent: 00:00:55

Page 1

Q1

Please provide feedback for this directive

There shouldn't be a 90 minute option. It is not practical for a police officer to be off for 90 minutes doing wellness, then they take their sweet time actually hitting the street. 60 minutes max.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#2

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, February 03, 2025 10:50:26 AM
Last Modified: Monday, February 03, 2025 10:51:14 AM
Time Spent: 00:00:47

Page 1

Q1

Please provide feedback for this directive

I appreciate the better definition of allowed wellness activities. This is a long overdue addition, and I think it would be good to ensure the LMS notification of this directive includes specific training on this aspect of it.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#3

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, February 03, 2025 11:27:50 AM
Last Modified: Monday, February 03, 2025 11:33:44 AM
Time Spent: 00:05:54

Page 1

Q1

Please provide feedback for this directive

This program has truly helped me to be able to detach and deal with the stress that comes from having more and more added to my plate as we are seriously understaffed and still trying to do as much as we can as an organization. That means many PPB members are working way more than a full-time job, and the Wellness Time helps to burn off stress, stay in shape, and help us individually serve the community better.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#4

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, February 03, 2025 9:16:01 PM
Last Modified: Monday, February 03, 2025 9:20:10 PM
Time Spent: 00:04:08

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Q1

Please provide feedback for this directive

1.5.Wellness Committees.

Recommending modifying 1.5.1. to read as follows: Each RU shall establish and maintain a Wellness Committee that represents its staff and includes Leadership members and Labor members.

2.4.Approved Wellness Activities

Recommend adding the following: 2.4.1.7. Social connection activities (e.g., Emotional Intelligence trainings, book clubs to further the City of Portland Core Values, participating in the Bureau Initiatives that bridge relationships internally and externally, etc.)

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name **Ana Brophy**
