

## **Mental Health & Wellness Proposal**

**Purpose:** to review and comment on the education and training BPD provides its sworn employees regarding the management of job-related stress, and the signs and symptoms of post-traumatic stress disorder (PTSD), drug and alcohol abuse, and other job-related mental and emotional health issues.

[Reference - Oakland Municipal Code Section 2.45.070(C)]

Key Performance Categories:

- Wellness Leadership
- Physical Wellness
- Psychological Support

Education & Training Areas:

- In the classroom, the field, and off duty.
- Signs and symptoms identification.
- Crisis intervention methods.

I. Wellness Leadership - Education and Training provided for:

(a) Management of Job-related stress

- i. Have a Wellness Unit in place with a policy that governs its implementation.
- ii. Adequate staffing to meet the demand: Wellness Unit Director  
Drug & Alcohol Counselors.
- iii. Ensure staff are appropriately trained to meet the demand: how many are peer support POST training in progress or completed.
- iv. Have an adequate crisis support structure in place to meet the demand: i.e., Critical Incident Stress Debriefing program in place. Number of Critical Incidents that occurred.

II. Psychological Support - Education and Training provided for:

- (a) Signs & symptoms of PTSD.
  - i. Identification of PTSD and Complex PTSD.
  - ii. Identification of suicidal ideation related to PTSD.
  - iii. Peer support interventions training for PTSD, C-PTSD, and suicide crisis
- (b) Other Job-Related Mental & Emotional Health Issues
  - i. Financial crisis management and estate planning training.
  - ii. Sleep optimization and management training.
  - iii. Fatigue risk management education and training.
  - iv. Depression and anxiety identification.
  - v. Shift Management Strategies in place for increases in workload.

III. Physical Wellness - Education and Training provided for:

- (a) Signs & symptoms of Drug & Alcohol Abuse
  - i. Conduct an internal quarterly review of DUIs, alcohol, or substance-related arrests and incidents.
  - ii. Peer support for drug and alcohol abuse identification and Intervention.
  - iii. Quarterly review of all officers who tested positive for drugs.
- (b) Tracking of workplace injuries conducted.
- (c) Officer moonlighting hours are being tracked to ensure fitness for duty.