



## **Volume Three – Work Rules and Benefits**

### **Health, Wellness, and Safety**

#### **3-501 Member Health and Wellness**

(xx/xx/25)

##### **I. Purpose**

In fulfilling their duties, members of the Minneapolis Police Department (MPD) may expose themselves to significant danger, high stress, and a wide spectrum of human tragedy. Psychological and emotional wellness are critical to members' health, relationships, job performance, and safety.

The health and wellness associated policies define the services available to members to promote physical and mental health in day-to-day life, and during critical incidents and stressful and traumatic events.

##### **II. The MPD Health and Wellness Philosophy**

The MPD is dedicated to supporting and encouraging the improvement of the minds and bodies of its members through evidence-based practices to:

- Develop and support a workforce that is resilient, engaged, and resourceful.
- Provide comprehensive physical and emotional care to all MPD members.
- Promote psychological, emotional, and physical wellness.
- Promote serving and engaging with the community in an ethical, compassionate, and just way, free of discrimination and bias.
- Assist members who are experiencing mental health, alcohol or other drug misuse, or other behavioral health challenges.

##### **III. Policy**

- A. The Health and Wellness Unit (HWU) establishes and manages a holistic wellness framework focused on providing comprehensive resources to all members. The HWU shall provide direction, coordination, and advocacy to MPD members.
- B. The HWU shall staff an interdisciplinary team that provides comprehensive wellness and safety care to all MPD members and designated services to their dependents.

**IV. Providing Member Support**

The HWU maintains an Employee Support Plan dedicated to promoting the overall health, wellness, and support of MPD members and their families by focusing on five key areas:

- Physical
- Emotional
- Financial
- Social
- Spiritual

The HWU shall seek out existing resources, create new opportunities, and respond to the evolving needs of members to provide opportunities that enable wellness in the key areas.

**A. Communicating the Employee Support Plan**

1. The HWU shall maintain a communication plan, which includes training supervisory staff, that defines the types of services available and encourages utilization.
2. The plan shall provide information on how the HWU informs members of the support services available, addresses stigmas, misinformation, or other potential barriers to utilizing services, and emphasizes that supporting members is integral to the City's public safety operations.

**B. Types of Support**

The MPD provides members and their dependents with a range of support services that seek to minimize the risk of harm from stress, trauma, alcohol and substance misuse, and mental health challenges. Types of support include:

- Readily accessible confidential mental health evaluations and counseling services
- Peer support
- Traumatic incident debriefings
- Crisis counseling
- Stress management
- Family support services
- Member wellness training
- Critical and Traumatic Incident response per P&P 5-302
- Wellness facility & services

**1. Confidential Member Counseling and Support Services**

- a. All MPD members and their dependents shall have access to the following counseling services through the HWU clinical vendor(s):

- i. Non-emergency, generalized counseling sessions with a clinician within two weeks of the request.
  - ii. Emergency counseling by a clinician within 24 hours of the request.
- b. Clinicians with specialized training in one or more of the following areas are available to all MPD members.
  - Posttraumatic stress
  - Domestic violence
  - Alcohol and substance use/misuse
  - Anger management
  - Depression
  - Anxiety
- c. Services provided by the MPD are culturally appropriate and attuned to all MPD member's diverse experiences and perspectives, including, but not limited to, gender identity, people of color, religious minorities, and LGBTQ+ individuals.
  - i. Members receiving services are able to provide feedback on whether the services are culturally appropriate and adapted to diverse experiences and perspectives.
  - ii. MPD shall take reasonable action to improve or change services offered, to the extent necessary, based on member feedback received.
- d. Services provided shall be consistent with the results of the annual employee health and wellness needs assessment and Employee Support Plan. The MPD will adjust service levels of clinicians where appropriate based on the annual needs assessment.
- e. Clinicians providing mental health services to MPD members shall not participate in the fit for duty evaluations.

## 2. Peer Support

The Peer Support Team provides confidential, one-on-one support to MPD members navigating personal or professional challenges.

- a. The MPD Peer Support Team consists of volunteer members selected based on their personal and professional experiences, their ability to maintain confidentiality, provide empathy, and build and maintain trust. The team represents a diverse range of ranks, units, and experiences within the department, both sworn and civilian. Additionally, participation requires a commitment to ongoing education and maintaining good standing within the department.
- b. By fostering mental wellness, the importance of peer-to-peer relationships, and resilience, the Peer Support Team contributes to a healthier and more supportive workplace.

### 3. Family Support Services

Recognizing the vital role families play in the well-being of MPD members, the HWU shall provide or connect members and their families to essential resources to help spouses, partners, children, and other family members adapt to law enforcement life.

a. Services include:

- Regular support group meetings
- Academy orientation nights
- Referrals to legal consultation/mediation, career resources, and childcare

b. These programs offer education, peer connections, and access to additional support as needed.

## V. Annual Re-Assessment of Member Support Services

- A. The HWU shall annually assess its health and wellness services to ensure access to adequate support.
- B. The assessment shall identify deficiencies and opportunities for improvements, implement appropriate improvement measures, and evaluate the effectiveness of measures taken.
- C. The HWU will also seek input from MPD members on current services provided and those that are not currently provided but should be considered.
- D. As part of the annual re-assessment, the HWU shall provide a written report to the Chief, Mayor, and City Council, through their chain of command, that includes, to the extent legally permissible:
1. Anonymized data regarding health and wellness services provided to MPD members.
  2. How long it takes members requesting counseling services to receive them.
  3. Other metrics related to the quality and availability of health and wellness services.
  4. Resource, training, and policy recommendations necessary to provide services to members that reasonably address their identified needs and comply with the Employee Support Plan.
- E. The report shall not contain any personally identifiable information.

## VI. Definitions

**Clinician:** Licensed mental health professionals employed, directly or by contract, by the City or MPD to provide mental or behavioral health services to members.

**Dependents:** Someone who relies on the MPD member for care or support. This can include a spouse, domestic partner, child, legally adopted or foster child, and an adult child with a disability, or situations where the MPD member is the legal guardian.

**Identifying Information:** Includes the person's name, address, date of birth, gender, parent's or guardian's name regardless of the age of the person, and other nonclinical data which can be used to uniquely identify a person. (MN State statute 144.291)

**Posttraumatic Stress:** A behavioral and psychological condition or injury that develops after experiencing an event that a person identifies as a threat to their life and/or their safety. This includes either experiencing or witnessing the event.

**Trauma:** An emotional response that results from exposure to an incident or series of events that are frightening, distressing, or life threatening with lasting effects on a person's or community's functioning and mental, physical, social, emotional and/or spiritual well-being.

**Traumatic Incident:** A single event, or series of events that may have a significant psychological and emotional impact on the mental health and well-being of a person, potentially leading to conditions such as posttraumatic stress (PTS), depression, anxiety, and/or substance misuse. Examples of traumatic incidents related to police work include, but are not limited to:

- A member being assaulted or seriously injured in the line-of-duty.
- Unsuccessful attempts at lifesaving efforts (CPR, suicides, fires, etc.).
- Observing violent acts of assault on a person.
- Exposure to victims with serious, life-threatening injuries or death.
- Exposure to a child, elderly, or vulnerable adult victim(s) of abuse, neglect, or violence.
- Members negatively impacted by a First Amendment event or civil disturbance.