

116 – EMPLOYEE WELLNESS VISITS

116.1 PURPOSE

The Breezy Point Police Department is dedicated to the physical and mental health of its staff. By prioritizing physical and mental health, we aim to enhance their overall fitness levels, resilience, and ability to perform their duties effectively. A robust mental health component is essential to address the unique psychological challenges the Breezy Point Police Department staff face daily. Investing in the wellness of our staff not only improves their quality of life, but also enhances their ability to serve and protect our community with dedication and professionalism.

116.2 DEFINITIONS

Wellness Visit: A confidential one on one session with a mental health professional designed to discuss and provide tools to help manage areas of life such as mental health, physical fitness, nutrition, stress management, and sleep.

Approved Mental Health Professional: A licensed mental health provider who has been approved by the Breezy Point Police Department and has established a current contract or working relationship with the department to provide annual wellness visits.

Privacy: The expectation of an individual that disclosure of personal information is confined to or intended only for the recipient of the information.

Confidentiality: A professional or ethical duty to refrain from disclosing information from or about a recipient of supported services, barring any exceptions recommended to be disclosed at the outset.

116.3 WELLNESS VISITS

This confidential in-house program provides staff access to qualified mental health professionals specifically enlisted by the Breezy Point Police Department to provide individualized assistance, under the following guidelines:

Breezy Point Police Department

Breezy Point PD Policy Manual

1. The program is mandatory for licensed Peace Officers.
2. The program is optional for full-time non-licensed employees.
3. Licensed Peace Officers may complete their annual wellness visit in one of the following ways:
 - a. Meeting with an approved mental health professional.
 - b. Meeting with their own licensed mental health professional. The officer will provide the Chief of Police with an acknowledgement form signed by their licensed mental health professional confirming the session included the following:
 - i. Risks to mental health law enforcement and related professions; what to watch for in yourself and protective factors.
 - ii. Resiliency and stress reduction tips and techniques.
 - iii. Trauma Informed Treatment.
 - iv. Information on depression, anxiety, and Post Traumatic Stress.
4. The cost of the annual wellness visit provided by an approved mental health professional, as defined above, will be paid for by the Breezy Point Police Department.
5. If needed or beneficial, employees may request additional sessions. These additional sessions. These additional sessions are not mandatory.
 - a. The Breezy Point Police Department will pay for up to five additional sessions with an approved mental health professional as defined above.
 - b. Employees are financially responsible for any sessions beyond the five sessions referred to above.
6. Wellness visits are intended to be scheduled during the employee's working hours. If a wellness visit needs to be completed outside of working hours the employee will be entitled to overtime compensation per their union contract.
7. Wellness visits along with any additional sessions are confidential, private, and will be billed anonymously.
8. Approved mental health professionals shall be prohibited from sharing any information about officers, other than confirming they attended their required wellness visit. Each employee will be protected under HIPPA through informed consent.