



Police Sabbatical Program Update

**Work Session
August 28, 2023**

**Police Chief, Henry Reimann
Officer Bon McBee
Sgt. Clarice Gordon**

Purpose

- Update City Council on the current status of the sabbatical program.

Recap

- The sabbatical program was approved in the current Collective Bargaining Agreement (CBA).
- A sabbatical leave is a thirty (30) calendar day, one hundred sixty (160) hour, continuous paid leave of absence.
- During an employee's sabbatical leave they are relieved of all work obligations.
- An employee may take a sabbatical every five years.

Recap

- Sabbatical leave primarily consists of the employee's full holiday time benefit for the calendar year. The remaining hours are granted by the City.
- Sabbatical leave is fully paid. The employee continues to accrue and be eligible to use sick and vacation leave during the year in which the sabbatical is taken.
- Sabbatical leave does not accrue and has no cash value. If an employee does not opt to use their sabbatical, the sabbatical will be forfeited.

Implementation

- For the 2023 calendar year, eight (8) officers were eligible for sabbatical leave.
- To date, six (6) officers have taken sabbatical leave.
- One eligible officer selected not to take his sabbatical.
- There were no disruptions to FGPD's staffing model due to the implementation of the program.

Pre and Post Sabbatical Testing

Staff worked with:

- Dr. Mathew Hunsinger PhD, research psychologist, Pacific University Professor and program director for the Applied Psychological Science program.
- Dr. Sara Gruzlewski Psy.D, Chief Postdoctoral Supervisor Arizona State University, specializing in the cognitive-behavioral, dialectical-behavioral treatments and performance interventions.

Pre and Post Sabbatical Testing

Quantitative testing

Quality of Life:

- Professional Quality of Life Measure (ProQOL 5.0)

Stress:

- Health Survey (SF-36) The Perceived Stress Scale

Anxiety:

- Generalized Anxiety Disorder Scale (GAD-7)

Depression:

- Patient Health Questionnaire (PHQ-9)

Testimony

- Officer Bon McBee
- Sgt. Clarice Gordon

Questions?