



Grand Rapids Police Employees,

The calling to law enforcement that each of us has accepted comes with great honor but also considerable exposure to repeated, traumatic events that are inherently dangerous and specific to this field. We are always the first answer to community's concerns and often exposed to deal with the worst humanity has to offer. GRPD Officer Wellness Program is a positive way we can heal from all of the traumatic interactions with society as well as any personal stresses that exist. I know as resilient people, we far too often ignored our own personal wellness. This needs to stop and we can do better. If you do not wish to do this for yourself, do it for your loved ones and those who tirelessly stand next to you proudly serving. The goal of this pilot project is to improve overall individual health to ensure that we can enjoy the time we have on and off the clock.

This coming winter, Grand Rapids Police Leadership will schedule opportunities for all full-time staff to attend an Officer Wellness session with a pre-selected mental health provider. The purpose of this session is to provide a therapeutic, one on one, confidential, at no cost session with a benefit similar to an EAP (Employee Assistance Program). The employer will be paying all costs associated. The only information from the session that the employer will have access to is confirmation that each staff member has attended as mandated. The sessions will be 50 minutes long and content is totally dictated by the participating employee. There will be a brief period between each session and we ask that you be mindful to those next visiting.

As always, we will be utilizing Tuesday and Thursdays to accommodate both sides of the patrol schedule. Staff members who are not working will be paid at an overtime rate for two (2) hours just as detailed in current contracts under 12.4. Call Back Time. It is the department's wishes to have these done during days off so that patrol staff members are not forced to quickly return to work following the session. Administrative, Investigation, School Resource Officers and support staff will be attending on a Wednesday while on duty. Those folks will be provided the same two-hour window before their expected to return to work. Off-duty staff members are welcome to drive squad cars or personal vehicles.

This session will be confidential one on one session with the provider and be held off site in Grand Rapids. We have secured a conference room at Timberlake Lodge to ensure a neutral, discreet setting that is free of possible distractions. A conference room on the southeast side of the hotel (near pool area) will be utilized. Attending staff can enter and exit by use of the nearby door that is seldom used during business hours of the regular week.

Follow up sessions are available if the employee should so desire. Those arrangements will be made directly between employee and provider. Such follow up services will also be at no charge to the

employee but limited to three (3) individual follow up sessions. The employee will not receive hourly compensation for such follow up sessions. Provider will bill the city every 30 days with reporting no participating employee identifiers. If the provider believes that additional individual services are appropriate, exceeding the three (3) follow up sessions, the provider and employee can make arrangements through the provider or another provider and the employee's insurance can then be utilized.

Captain Kevin Ott will be handling the schedule and this will also be kept confidential. Those of you who feel you may need continued session(s) may do so without department leadership approval.

Attached you will find a more complete resume and state therapy license for each of the providers.

Respectfully,

Andy Morgan  
Chief of Police