

Sidney Police Department



**PROFESSIONALISM
INTEGRITY
COURAGE
COMPASSION**

Background Information



- The Sidney Police Department has 38 sworn officers
- We serve a population of 20,000 citizens
- Located on a major interstate
- Split industry, with manufacturing and agriculture
- Average income per household: \$45,000
- Individuals at or below the poverty level: 16%
- Major issue: Fentanyl
- Strong union presence

Wellness Program



The Sidney Police Department's wellness program consists of proactive physical and mental programs and a reactive treatment plan for anyone needing assistance in either area

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Physical Fitness



- In 1999, the union and the city saw a need for a physical fitness plan for all officers and worked together to develop a plan
- The plan was loosely based on the Cooper Institute's physical fitness guidelines for officers
- The plan had both a reward aspect for the officers and a discipline aspect for the city
- It was voted into the union's contract in 2000

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Physical Fitness Testing

- The areas that the department tests are
 - 300-meter sprint
 - Bench press/push-ups
 - Sit-ups
 - Vertical jump
 - 1.5-mile run

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Supervisor Standards

Top Level		Minimum Level	
300 meter	55.7 seconds	300 meter	63.0 seconds
Bench press	1.25% BW	Bench press	.64% BW
Push-ups	39/1 minute	Push-ups	25/1 minute
Sit-ups	39/1 minute	Sit-ups	29/1 minute
Vertical jump	20 inches	Vertical jump	16 inches
1.5-mile run	13 minutes	1.5-mile run	14:36 minutes

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Officer Standards

Top Level		Wavier Level	
300 meter	55.7 seconds	300 meter	66.0 seconds
Bench press	1.25% BW	Bench press	.50% BW
Push-ups	39/1 minute	Push-ups	20/1 minute
Sit-ups	39/1 minute	Sit-ups	24/1 minute
Vertical jump	20 inches	Vertical jump	14 inches
1.5-mile run	13 minutes	1.5-mile run	15:15 minutes

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Physical Fitness Reward

Officers can earn up to \$1,700 a year if they pass at the top level



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Discipline

- 1st time: verbal counseling
- 2nd time: written counseling
- 3rd time: 1 day off
- 4th time: 3 days off

- Officers will be tested every 6 months if they do not pass or show improvement



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Physical Fitness Assistance

- Two department workout rooms
- A full medical physical, complete with a stress test, provided free to officers every year
- Officers can be provided with the assistance of physical fitness specialists upon request
- The city will pay for a physical fitness membership, such as the YMCA or Anytime Fitness (officer must use it at least 52 times in a year)

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Department Fitness Rooms

Weight Room



Cardio Room



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Cost to the City

- If everyone passes at top level, it could be \$57,800 paid to the officers. A typical payment is \$30,000 per year
- Cost for physical fitness memberships (only a few get them because of our facilities) is \$4,000. We have a partnership with the YMCA to give the city a discount
- Cost for complete physicals is \$33,000
- Cost for upgraded equipment to workout facility: \$2,500 average per year

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Cost continued

- Total cost for the physical fitness program: \$67,000 a year
- The total benefit for saving an officer's life: ***Priceless***

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Athletic Trainer

- The Sidney Police Department partnered with Wilson Health (a local hospital) to provide free physical therapy to all first responders



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Benefits of the Athletic Training Program

- The cost-savings for the officers was \$120,000 in 2016
- The athletic trainer saw officers 224 times in 2016
- 78 injury evaluations
- 408 modality treatments were given
- Officers were able to return to work quicker after receiving injuries
- Less sick time used

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Cost for the Athletic Trainer

There was a joint partnership formed with our local hospital. They have agreed to provide us the services of one of their athletic trainers at ***no cost***

The benefit that the hospital receives is that it is able to write it off and the athletic trainer also makes referrals to their doctors. One needed surgery almost pays for the cost of the athletic trainer at our department

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Mental Health

- There is an average of 150 police suicides every year
- Police officers kill themselves 3 times more often than they are killed by others
- Police officers face an extraordinarily high probability of developing post-traumatic stress disorder
- Police officers fear to disclose any mental health issues because of the stigma and possible consequences

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Mental Health Program

Trust

Developed a trust with the officers so that they can disclose any issues without the fear of losing their job or being “made fun of”

Developing Partnerships



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Mental Health



Partnerships

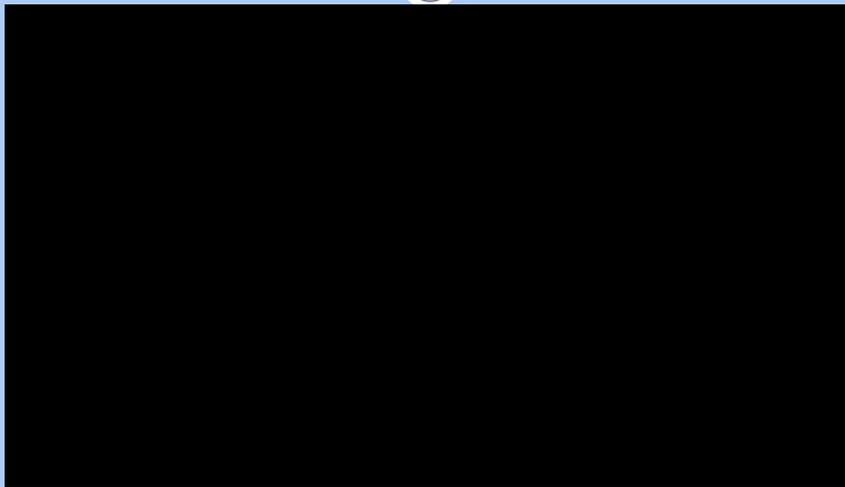
Only one piece of the puzzle

Worked with partners in the community to provide education to law enforcement personnel on the signs of post-traumatic stress and other mental conditions



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Mental Health Video



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Immediate Access to Help After a Critical Incident



After a critical incident, officers will be given the opportunity to debrief with a crisis intervention team. The team is made up of outside personnel trained in dealing with critical incident debriefings

We have several officers trained in this procedure and assist other departments or agencies that need assistance and the agencies reciprocate when needed

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Continuing Mental Health Education



- One of the keys to the department's mental health wellness program is continuing training. Officers receive training every year
- This year, the officers received training in trauma-informed policing and also from a series called "Blue Courage," which talked about keeping the officer healthy and mentally well

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Benefits to the Program

- Overall, healthier officers
- A lower number of use-of-force incidents
- Fewer sick days used by officers
- Better morale by most officers
- Serious medical conditions caught in time to treat
- More productive officers
- Higher public trust in the officers

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