



To the Honorable Council
City of Norfolk, Virginia

August 23, 2022

From: Michael G. Goldsmith,
Interim Chief of Police

Subject: Additional Wellness Benefits for
Norfolk Police Department

Reviewed:

Catheryn R. Whitesell, Deputy City
Manager

Ward/Superward:

Approved:

Dr. Larry H. Filer II, City Manager

Item Number: R-10

- I. **Recommendation:** Adopt Ordinance
- II. **Applicant:** City of Norfolk
- III. **Description:**
This agenda item is an ordinance to adopt additional benefits for employees of Norfolk Police Department.
- IV. **Analysis**
The City of Norfolk is entering into an agreement with The Renova Center and Responder Health by Armor Up for additional benefits for the Norfolk Police Department, the benefits are targeted towards the unique needs of public safety personnel.

Additional benefits available with The Renova Center include access to daily personal fitness training, weekly biofeedback scans and mental reframing, and weekly and monthly access to holistic wellness treatments that are customized for first responders.

Responder Health by Armor Up will provide supplemental support services around mental and physical health wellness that are specific to first responders. Services include access to a 24/7 crisis intervention hotline, referrals for inpatient and outpatient facilities, ongoing training, peer support training, and support for the entire family. All services integrate with

the current medical provider.

The approval of this ordinance continues Norfolk's dedication to its public safety employees and places additional prioritization on the mental and physical wellness and resilience of our first responders. The cost of these contracts will be funded with Norfolk Police Department's anticipated vacancy savings. The additional benefits from these two providers will continue to make the City of Norfolk a choice employer and be a valued recruitment as well as a retention tool for current employees.

V. Financial Impact

See analysis section.

VI. Environmental

N/A

VII. Community Outreach/Notification

Public notification for this agenda item was conducted through the City of Norfolk's agenda notification process.

VIII. Board/Commission Action

N/A

IX. Coordination/Outreach

This letter has been coordinated with the City Attorney's Office and the Department of Finance.

Supporting Material:

- Ordinance Exhibit A (PDF)

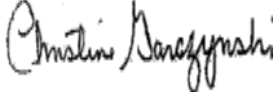
Form and Correctness Approved:

BAP

Pursuant to Section 72 of the City Charter, I hereby certify that the money required for this item is in the city treasury to the credit of the fund from which it is drawn and not appropriated for any other purpose

By: 
Office of the City Attorney

Contents Approved:


Christine Garczynski, Director of Finance

Daryl Howard

By: _____
Police

NORFOLK, VIRGINIA

Ordinance No.

AN ORDINANCE APPROVING ADDITIONAL WELLNESS BENEFITS FOR THE NORFOLK POLICE DEPARTMENT OFFICERS FOR FISCAL YEAR 2023, APPROPRIATING AND AUTHORIZING THE EXPENDITURE OF A SUM UP TO \$753,000 TO PROVIDE THE ADDITIONAL BENEFITS.

BE IT ORDAINED, by the Council of the City of Norfolk:

Section 1:- That for Fiscal Year 2023, the officers of the Norfolk Police Department are granted the additional benefits specified in Exhibit A attached to this ordinance.

Section 2:- That the sum of \$753,000 is hereby appropriated and its expenditure authorized for the purpose of providing said benefits to the officers of the Norfolk Police Department.

Section 3:- That the City Manager is hereby authorized to procure and enter into agreements approved by the City Attorney, as well as do all things necessary, to provide said benefits.

Section 4:- That this ordinance shall be in effect from and after its adoption.

ATTACHMENTS:
Exhibit A (1 page)

CERTIFICATION OF FUNDING
Account No.: 1000-19-110-5307-951 Amount: \$753,000.00
List additional account nos. and amounts here

The City Council of the City of Norfolk is highly supportive of the critical job that police officers provide to the community and wants to fully support the mental and physical health of these employees. The safety, recruitment, and retention of police officers through a comprehensive wellness program that goes beyond the gym and traditional employee assistance programs is essential and would make Norfolk a leader in the Hampton Roads region. To accomplish that we are approving the following additional benefits to Police Officers:

Crisis intervention Services – at a time of deep stress it is necessary to provide immediate access to a truly confidential 24/7 crisis hotline, where police officers can speak freely and with the utmost confidentiality with a retired or former police officer who are trained not only to identify the severity of the nature of the call, but also connect the first responder with the help they need immediately. This help may include:

- referrals to fully vetted acute inpatient treatment centers and outpatient counselors as needed by the officer
- Peer to Peer support allowing police officers to speak with a trained peer who understands the unique stresses, both professional and personal of being a police officer
- Training for wellness and resiliency for both the officer and their families

The unique nature of police culture often means that officers do not seek the help they need due to fear of retribution, being ostracized by coworkers, or even being seen by others they may meet on the street in official capacity. This type of benefit will allow officers to seek help outside of their immediate surroundings in a confidential environment.

Physical Wellness Support Services – Police Officers need to be at their optimum performance to meet the physical stress of their jobs, the city will provide access to the following comprehensive and integrated suite of enhanced benefits to officers and their families:

- Float therapy sessions
- Electromagnetic field therapy sessions
- Infrared sauna sessions
- Biofeedback scans
- Daily personal training workshops (exercises, stress reduction, flexibility, yoga, and low-impact fitness)
- Chiropractic adjustments
- Massage therapy sessions
- Others of this type of services as required to meet the needs of officers