



BALTIMORE POLICE DEPARTMENT



Brandon M. Scott
Mayor

Michael S. Harrison
Police Commissioner

TO: The Honorable Members of the House Judiciary Committee

FROM: Michelle Wirzberger, Esq., Director of Government Affairs, Baltimore Police Dept.

RE: Senate Bill 74 - Police Officers – Mental Health – Employee Assistance Programs

DATE: January 15, 2021

POSITION: SUPPORT WITH AMENDMENT

Chair Smith, Vice-Chair Waldstreicher, and members of the Committee, please be advised that the Baltimore Police Department **supports** Senate Bill 74 with amendment.

Senate Bill 74 requires all law enforcement agencies to develop and implement an employee assistance program for all police officers that the agency employs and provide confidential mental health services. It further requires the following:

- ✓ Law enforcement agencies must provide access to an Employee Assistance Program and/or mental health program for all police officers that the law enforcement agency employs.
- ✓ In addition to requirements of § 3-516 of the Public Safety Article, agencies must also provide to all officers it employs, access to confidential and voluntary mental health consultation or counseling service before the officer returns to full duty following any incident involving a serious injury to the police officer; an officer-involved shooting; an accident resulting in a fatality or any use of force resulting in a fatality or serious injury.
- ✓ Law enforcement agencies must develop a policy to provide access to the services required by the bill at minimal cost to its officers.

The amendment being proposed by Senator Washington further strengthens the bill by striking “MENTAL HEALTH EVALUATIONS” and inserting “RESILIENCY SESSION” on page 2, Line 15.

Law enforcement officers leave their families every day to protect and serve others. On their best days, they experience trauma when arriving at crash scenes; addressing incidents of domestic violence; investigating shootings and murders; searching for lost children and vulnerable adults. If untreated, that trauma accumulates over time and can threaten the mental health and productivity of the officer.

Our officers deserve our support and assistance in relieving themselves of that trauma and ensuring that they are healthy. That is why the Baltimore Police Department has developed a comprehensive and well regarded Health and Wellness Program that is led by a professional who has experienced trauma when he served as a Maryland State Trooper and who all too well understands the shame, stress and pain of seeking mental health counseling to deal with that trauma. Included with this letter is a copy of the Officer Safety & Wellness Section Annual Report for 2020 that highlights the Baltimore Police Department's efforts to normalize self-care and make mental health treatment more accessible to all members of the Department.

In addition, you can watch this video that shows how our Health and Wellness Unit is working hard to ensure our officers feel comfortable accessing the behavioral health services that will help them to process the tough situations they deal with every day:

<https://www.facebook.com/BaltimoreCityPolice/videos/446761396233012/>.

Senate Bill 74 prioritizes the mental health of police officers and seeks to reduce the negative stigma of seeking mental services commonly experienced by members of law enforcement. Therefore, we respectfully request a **favorable** report on Senate Bill 74 as amended.

OFFICER SAFETY & WELLNESS SECTION

Annual Report 2020

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Section I: Officer Safety and Wellness Section

Mission Statement: To improve the personal and professional lives of our members by encouraging a healthy lifestyle and building the necessary resiliency to deal with the rigors of Police work.

The City of Baltimore Police Department (BPD) is the 8th largest municipal police department in the country¹. The BPD serves an area of 92.28 square miles with a population of 593,490 residents². The Baltimore Police Department employs 2460 sworn members and 482 civilian staff³. Over the years, our department has experienced many casualties of police work, including police officer suicides.

Each year within the United States more police officers commit suicide than are killed in the line-of-duty. In January 2018, the first Officer Safety and Wellness (OSW) Section was created in the Baltimore Police Department. Prior to 2018 there was little or no support that focused on the health and wellness of the officers. The overall goal of the section is to improve the personal and professional lives of our members. By encouraging a healthy lifestyle, mental health checkups provided through our mental health partners, and providing access to various resources needed by our members, with an aim to stop the growing crisis of police suicides.

The Baltimore Police Department Officer Safety and Wellness Section is the parent command for the Early Intervention Unit and the Health and Wellness Unit. While the Early Intervention Unit's approach is a more reactive means of assisting members when problematic behavior has been identified, the Health and Wellness Unit takes a more proactive approach by educating and providing resources to mental, physical, and financial well-being.

Section II: Early Intervention Unit

Mission Statement: The Early Intervention Unit recognizes problematic behavior and develops problem-solving strategies to assist members of the Baltimore Police Department in improving their performance.

Since the beginning of 2020, there have been 37 Early Intervention Sessions initiated by the Baltimore Police Department⁴. These sessions have been broken down into three distinct phases, 19 Phase One Interventions conducted by individual commands, 18 Phase Two Interventions, and 0 Phase Three Intervention conducted by the Early Intervention Unit⁵.

In addition to early intervention related responsibilities, Officer Safety and Wellness has conducted 1715 Support and Guidance Sessions⁶. These sessions take place when members are potentially affected by a traumatic incident which does not trigger an alert within the Early Intervention Unit's Database. These incidents include, but are not limited to, police-involved shootings, untimely deaths of family members, and situations in which employees have been the victim of domestic violence.

¹ The Baltimore Police Department official website; www.baltimorepolice.org.

² The United States Census Bureau webpage; <https://www.census.gov/quickfacts/fact/table/baltimorecitymaryland,US/PST045219>.

³ The Baltimore Police Department, Human Resources Section internal report; upon request from the Director of the BPD Human Resources Section.

⁴ The Baltimore Police Department, Early Intervention Unit internal report; Officer Safety and Wellness Annual Report 2019, tab 2, page 1.

⁵ The Baltimore Police Department, Early Intervention Unit internal report; Officer Safety and Wellness Semi-Annual Report 2020, tab 2, page 1.

⁶ The Baltimore Police Department, Early Intervention Unit internal report; Officer Safety and Wellness Semi-Annual Report 2020, tab 2, page 1 & 2.

Now more than ever before the Early Intervention Unit has seen that individual supervisors are taking more of an interest and giving more attention to the needs of their subordinates. Many of the Support and Guidance Session conducted by Officer Safety and Wellness are as a result of supervisors reaching out to the Early Intervention Unit after observing concerning behavior prior to reportable incidents occurring.

Section III: Health and Wellness Unit

Mission Statement: The mission of the Health & Wellness Unit is to create the most robust health and wellness program in the nation by identifying areas of need and gathering and promoting resources to address those needs.

Mental Health

Far exceeding expectations and national averages, The Baltimore Police Department's (2017) partnership with BHS, a health and wellness organization which offers a wide range of assistance for personal and professional challenges, has blossomed into a much needed and appreciated resource for many members and their families.

BHS has provided on scene counseling and debriefings for members involved in critical or traumatic incidents. Additionally, BHS, our mental health providers, have recently introduced a mobile phone application, where employees can access mental health assistance from their departmental or personal phones by voice call, email, or texting 24 hours a day, 7 days a week⁷.

Due to the Health and Wellness Unit's continued promotion of the BPD's free and confidential mental health services, there has been a tremendous increase in the utilization of the EAP which stands at 15.47 %⁸. Raising the usage to 10.47% above the national average which sits at 5%⁹.

Stress Reduction

Over the course of the year in 2020 the Officer Safety and Wellness Section conducted Pop-In's at Police Districts, which provided opportunities to remind sworn members of the Baltimore Police Department's health and wellness resources available to them. During these Pop-In's sworn members listen to a brief overview on managing stress in the workplace, were given materials for access resources and a nutritional pre-packaged meal. The Officer Safety and Wellness Section conducted Pop-In's at all nine Districts of the Baltimore Police Department¹⁰.

In 2020, the Officer Safety and Wellness Section addressed stress reduction techniques for sworn and civilian employees of the department through the utilization of Lunch and Learn Sessions. Speakers provided useful techniques while attendees were treated to a healthy mid-day meal¹¹.

Stress Induced Trauma Treatment

⁷ BHS Updated Report, Officer Safety and Wellness Semi-Annual Report 2020, tab 3.

⁸ BHS Updated Report, Officer Safety and Wellness Semi-Annual Report 2020, tab 4.

⁹ National Business Group on Health; <https://blog.businessgrouphealth.org/blog/eap-effectiveness/>.

¹⁰ Baltimore Police Department Health and Wellness Unit internal report; Officer Safety and Wellness Semi-Annual Report 2020, tab 2, page 1.

¹¹ Baltimore Police Department, Health and Wellness Unit internal report; Officer Safety and Wellness Semi-Annual Report 2020 tab 1, page 11.

Throughout 2020, the Officer Safety and Wellness Section has continued to collaborate with the EAP provider, BHS, to initiate the response to critical and/or traumatic incidents. Officers who were involved in police involved shootings and other critical incidents, immediately received a Critical Incident Stress Debriefing by a Mental Health Professional prior to being released from duty. Members were further contacted by Officer Safety and Wellness, BHS, and/or Peers during wellness follow-up checks.

Peer Support Program

As an additional means of available manpower to Officer Safety and Wellness in supporting Baltimore Police employees, the Peer Support Team was created 2019. In January 2020, 28 members of the Baltimore Police Department were trained to respond to critical and traumatic incidents. The Peer Team provides psychological and emotional support to members, as well as their families¹². These peers further provide debriefing services following critical incidents, to minimize the harmful effects of a crisis or emergency situations¹³.

Training was conducted by an International Critical Incident Stress Foundation (ICISF) approved instructor, titled Assisting Individuals in Crisis & Group Crisis Intervention. Members who successfully completed the training have been put on an on-call status, and are deployed to the scenes of critical incidents to support all BPD employees¹⁴.

Pop-In Events

Prior to the mandatory social distancing requirements of the Covid-19 pandemic, OSW hosted Pop-Up events where 10-15 vendors met with our members and discussed services, while OSW provided healthy meals and snacks. However, due to the current circumstances resulting from the Covid-19 pandemic and the Governor and Mayor's Executive Order we needed to adapt and overcome. Hence the Pop-In events were created to adhere to the new social distancing guidelines.

The Health and Wellness Unit hosted Pop-In events at each District in 2020¹⁵. Pop-In's are designed to bring resources directly to the members at their assigned workstation, while still adhering to guidelines of social distancing during the Covid-19 Pandemic. During Pop-In's members are afforded the opportunity and time by their command to meet with the Health and Wellness Unit, regarding physical fitness, mental health, and financial wellness. The members in attendance are given a brief presentation on stress management techniques, health and wellness resource material and a pre-packaged nutritional meal.

As a result of these Pop-In events members have requested or utilized many of the resources which were presented at the events. Some of these include nutritional services, meal prep services, physical therapy (both preventative and post-injury), online fitness training, meditation, yoga, sound therapy, as well as resources like financial planning and supplemental insurance planning.

¹² Baltimore Police Department, Health and Wellness Unit internal report; Officer Safety and Wellness Semi-Annual Report 2020, tab 1, page 10.

¹³ Baltimore Police Department, Health and Wellness Unit internal report; Officer Safety and Wellness Semi-Annual Report 2020, tab 1, page 10.

¹⁴ Baltimore Police Department, Health and Wellness Unit internal standard operating procedure; Officer Safety and Wellness Semi-Annual Report 2020, tab 5.

¹⁵ Baltimore Police Department, Health and Wellness Unit internal report; Officer Safety and Wellness Semi-Annual Report 2020, tab 1, page 11 and tab 7.

Wellness Initiatives

Throughout 2020 the Health and Wellness Unit has continued and piloted numerous initiatives to promote and maintain a healthy lifestyle for the members of the BPD. These programs included Lunch and Learn Sessions, Patrol Care Packages, acupuncture sessions, and breast cancer awareness activities and information giveaways.

Lunch and Learn Sessions provide an opportunity for members of the BPD to receive information from partners of Officer Safety and Wellness regarding a topic in one of the three main areas of focus, mental health, physical fitness, and financial wellness. Participants are provided with a healthy lunch during the presentation¹⁶.

The Patrol Care Package program allows our unit to meet face to face with officers on the street, while they are on-duty, and deliver to them resources and sample sized products that may assist them during their tour. Some of those samples may include: antibacterial cleanser, small packs of tissue, healthy snacks, and contact information for Officer Safety and Wellness and the employee assistance program, BHS¹⁷.

The Acupuncture Program provides members with stress relief, relaxation, and reductions in body pain. This program was facility by Mend Acupuncture a business who has partnered with the BPD to see our members be well. Acupuncture was offered to BPD members while on lunch breaks and members were encourage to sign up for sessions while off duty¹⁸.

Our Breast Cancer Awareness event gave members the education and inspirational hope through early detection. OSW set up monitors that gave documentaries of actual members who were impacted from this terrible disease. Members found this resource extremely helpful.

OSW also sent out Baltimore Police Department email blasts to our members. The information distributed advised of Mental Health Awareness, Suicide Awareness, Flu & Covid-19 precautionary reminders, self-isolation exercise programs, seat belt safety reminders, and resource list for our service providers and partners.

COVID-19

During the COVID-19 pandemic, the Baltimore Police Department has been responsible for working with local government and public health officials to contain the spread of the virus, serve the local community, and maintain public order. Given the person-to-person spread of COVID-19 through respiratory droplets, law enforcement officers are also at a heightened risk of exposure due to their close contact with coworkers and members of the public. In an effort to flatten the curve the Baltimore Police Department has responded to the pandemic in various ways, such as reassigning personnel, suspending training and indoor roll calls, and limiting access to department facilities. Even with all that, the Baltimore Police Department has had a high number of members exposed to the virus¹⁹.

¹⁶ Baltimore Police Department, Health and Wellness Unit internal report; Officer Safety and Wellness Semi-Annual Report 2020, tab 1 page 11.

¹⁷ Baltimore Police Department, Health and Wellness Unit internal report; Officer Safety and Wellness Semi-Annual Report 2020 tab 8.

¹⁸ Baltimore Police Department, Health and Wellness Unit internal report; Officer Safety and Wellness Semi-Annual Report 2020 tab 1, page 12.

¹⁹ US National Library of Medicine National Institutes of Health; <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7275851/>

As it stands, every member of the Baltimore Police Department who tested positive for COVID-19 or is suspected of being exposed to it (1069 members), was contacted for support from the Officer Safety and Wellness Section. 1069 contacts were made to members of the BPD since the start of the pandemic. During these contact they were asked how they are feeling, and if they need anything of which we could provide, such as toilet tissue, hand sanitizer, a nutritional meal, etc. During the contact members were reminded of department's EAP (BHS), and provided with resources and information related to COVID-19 processes and steps. The overall response from members was that they felt that Officer Safety and Wellness provided comfort and reassurance during a stressful incident such as exposure or illness.

Civil Unrest/ Protest

2020 was an unprecedented year, in which, rebuilding trust with the community was paramount. Police officers are on the frontline interacting with protestors, politicians and activist, some of which are proposing to defund the Baltimore Police Department. These pressures, compounded with the Covid-19 pandemic, have increased job-related stress of our police officers to extremely high levels. The Officer Safety and Wellness Section has been at the forefront of this by staging its resources within the Incident Command Post and deployment staging areas during the civil unrest. It is the duty of the Officer Safety and Wellness Section during such incidents to provide support to officers when needed, to remind officers of techniques to manage stress, to ensure and assist members in receiving sufficient breaks, food, and water.

The day after each civil unrest deployment members of the Officer Safety and Wellness Section contacted every deployed sworn member and conducted resource debriefings with them. Reminding them once more of all the resources available to them, as well as asking for feedback on what the department could do better to support officers during incidents like this. Officer's responses were candid and appreciative of the services available to them. Many remarked that the entire deployment was well planned and effective. 369 members were contacted during this initiative. Any suggestions for improvement were forwarded to the Chief of Patrol through an after action report.²⁰

Conclusion

There have been successful outcomes for the members of Baltimore Police Department as a result of the efforts made by the Early Intervention Unit and the Health and Wellness Unit. Members have combatted alcohol dependency and depression. Spouses have an avenue to reach out, when concerned of their members. While we are encouraged by these successes we continually strive to be as proactive as possible, so we can provide assistance to our BPD members. One of the ways that we will continue to improve on our mission is through enhancements to our technological capabilities. We are eager to continue our work with the Information and Technology Section under the leadership of the Chief Technology Officer to create an enhancement database that has the capability of identifying potential issues and alerting us to the need for assistance in real time. Once this system is established it will eliminate the tedious process we are currently faced with and allow us to provide assistance to our members in a timelier fashion.

This year has presented many challenges to the members of the Baltimore Police Department, including the COVID-19 pandemic and civil unrest. The Officer Safety and Wellness Section has worked hard to provide assistance to officers impacted by COVID-19 and those that were on the front-line during protests. Our staff were proactive in reaching out to those impacted and made sure that members had the support and mental health

resources they needed. Moreover, we ensured those on the front-line of protests were getting meals, water, and as much rest as possible to maintain their health and well-being.

In conclusion, the Officer Safety and Wellness Section will continue its 2021 planning to include numerous online physical, mental, and financial initiatives due to continued efforts in social distancing. Furthermore, OSW will continue in a safe manner, the deployment of the Peer Support Team, Pop-In events, patrol care package drop offs and other various initiatives. The Officer Safety and Wellness Section will continue its efforts for the overall wellness of all Baltimore Police members. The goal is to assure that every Baltimore Police employee has access to all the resources available to them to achieve optimum health, physically, mentally, and financially.

²⁰ Officer Safety and Wellness After Action Report

Section IV: 2020 Accomplishments

2020 Peer Training

- January 15-17, 2020, Initial Training presented by ICISF
- **Total number of BPD Peer members trained in 2020, (28)**

2020 Peer Team Deployments

- January 2, 2020, Member involved in shooting while on duty
- January 6, 2020, Active member hospitalized, Peer Tucker responded to hospital to support and assist member
- January 17, 2020, Member assaulted while on duty, Peer Tucker made contact with member for wellness check, and to lend support
- January 24, 2020, Member and K-9 assaulted while on duty, Peer Strand made contact with member for wellness check, and to lend support
- February 1, 2020, Member bit by dog while on duty (call for service), Peer Perez made contact with member for wellness check, and to lend support
- February 6, 2020, Out of jurisdiction (A.A.County) active members shot in line of duty, Peer Perez responded to University of Maryland Shock Trauma to do wellness check, and offer support
- February 12, 2020, Active member and out of jurisdiction (Balt.County) shot in the line of duty, Peers Bennett, Slimmer, Johnson, and Wallace responded to University of Maryland Shock Trauma, Peers McMorris, and Gorwell responded to Northeast District. Peer Gorwell responded to Northeast District, and the office of Warrant Apprehension Task Force the following morning
- March 17, 2020, Active member involved in shooting while on duty
- March 30, 2020, Active members involved in shooting while on duty
- May 8, 2020, Peers responded to the home of a member experiencing a crisis, Peer McCray responded to members home
- May 31-June 2, 2020, Peers responded to headquarters to provide assistance/support to members during the civil unrest, Peers Jurado, and McCray responded to Police Headquarters
- June 19, 2020, Peers responded to provide assistance/support to members in reference to homicide of pregnant female and toddler child, Peers Bennett, and Wallace responded to Southwest District

- August 10, 2020, Peers responded to the Northwest District to aid in reference to a house explosion with fatality
- October 7, 2020, Peers responded to Citywide Robbery Unit, active member assigned to unit was hospitalized
- November 17, 2020, Peers responded to Homicide Unit, active member assigned to unit passed away

2020 Police Officer Involved Shooting Deployments

- January 2, 2020, Member involved in shooting while on duty
- March 17, 2020, Active member involved in shooting while on duty
- March 30, 2020, Active members involved in shooting while on duty
- April 25, 2020, Active members involved in shooting while on duty
- July 1, 2020, Members involved in shooting while on duty
- August 25, 2020, Members involved in shooting while on duty
- November 9, 2020, Member involved in shooting while on duty
- December 15, 2020, Member involved in shooting while on duty

2020 Lunch and Learn Sessions

- January 16, 2020, M & T Bank Operation Hope, 11 participants
- February 6, 2020, Mend your mind Acupuncture, 24 participants
- February 20, 2020, Mend Acupuncture Community Session, 22 participants
- **Total number of participants 61**

2020 Pop-In Events

- April 09, 2020, Homicide Unit, Number of Meals delivered 55
- April 24, 2020, Communications, Number of Meals delivered 81
- May 01, 2020, Northeast District, Number of Meals delivered 109
- May 08, 2020, Northern District, Number of Meals delivered 90
- May 15, 2020, Northwest District, Number of Meals delivered 90
- May 22, 2020, Western District, Number of Meals delivered 95
- May 29, 2020, Southwest District, Number of Meals delivered 74
- **Total number of participants: 594**

2020 Care Package/Healthy Meal Distribution

- January 14, 2020, Western District, Number of care packages delivered 35
- January 21, 2020, Northwestern District, Number of care packages delivered 39
- January 28, 2020, Northern District, Number of care packages delivered 39
- February 4, 2020, Northeastern District, Number of care packages delivered 53
- March 12, 2020, Central District, Number of care packages delivered 41
- March 25, 2020, Southeastern District, Number of care packages delivered 25
- February 2, 2020, Eastern District, Number of care packages delivered 25
- September 11, 2020, BPD Academy, EPIC Orientation, Number of meals provided 16

- September 17, 2020, Southeastern District, Number of care packages delivered 25
- September 18, 2020, Central District, Number of care packages delivered 22
- September 23, 2020, Eastern District, Number of care packages delivered 35
- September 23, 2020, Facilities Management, Number of care packages delivered 28
- September 24, 2020, Northeastern District, Number of care packages delivered 20
- September 24, 2020, Recruitment and Human Resources, Number of care packages delivered 30
- September 25, 2020, BPD Academy, EPIC Orientation, Number of meals provided 30
- October 5, 2020, Northwestern District, Number of Breast Cancer Awareness care packages delivered 25
- October 5, 2020, Western District, Number of Breast Cancer Awareness care packages delivered 22
- October 5, 2020, Southwestern District, Number of Breast Cancer Awareness care packages delivered 20
- October 16, 2020, Central District, Number of Breast Cancer Awareness care packages delivered 21
- October 20, 2020, Southeastern District, Number of Breast Cancer Awareness care packages delivered 19
- October 22, 2020, Northeastern District, Number of Breast Cancer Awareness packages delivered 31
- October 23, 2020, Northern District, Number of Breast Cancer Awareness packages delivered 28
- October 28, 2020, Northwestern District, Number of Breast Cancer Awareness packages delivered 25
- October 30, 2020, Eastern District, Number of Breast Cancer Awareness packages delivered 17
- November 3, 2020, BPD Academy, EPIC Orientation, Number of meals provided 14
- November 3, 2020 Southwestern District, Number of Care Packages and meals delivered 25
- November 6, 2020, Southern District, Number of Care Packages delivered 23
- **Total number of care packages delivered 733**

2020 COVID-19 Support and Guidance Contacts

- March 23, 2020 – Present, OSW has made contact 1069 members affected by COVID-19
- April 27, 2020 – Passing of Retired Sergeant Michael Baptist/active Contract Specialist

2020 Civil Unrest/Protest

- May 28, - June 30, 2020 Civil Unrest, OSW members stationed and ready to work the Civil Unrest Incident Command Center(ICC), 369 members were provided with support and guidance.

2020 Fair Events

- October 8, 2020, Breast Cancer Awareness Fair, Officer Safety and Wellness hosted an event at HQ Atrium with care packages, prizes, and informational material. 169 participants attended.

2020 Speaker and Information Requests for Officer Safety and Wellness

- August 16, 2020, Director Vernon Herron was requested to participate in a panel discussion on the podcast Black in Blue. The topic, What is Wellness: How to Achieve It in Policing.

- August 18, 2020, San Diego Police Department, California, requested and received information and policies regarding the BPD Early Intervention, Health and Wellness, Peer Support, and EAP to model while developing similar programs within their department.
- September 10, 2020, Milwaukee Police Department, Wisconsin, requested and received information and policies regarding the BPD Early Intervention, Health and Wellness, Peer Support, and EAP to model while developing similar programs within their department.
- September 11, 2020, BPD EPIC Training, Director Vernon Herron and Lieutenant Charles Sullivan were asked to present regarding Early Intervention and Health and Wellness.
- September 18, 2020, Prince George County Police Department, Maryland, requested and received information and policies regarding the BPD Early Intervention, Health and Wellness, Peer Support, and EAP to model while developing similar programs within their department.
- September 21, 2020, Concerns of Police Survivors, Little Rock Arkansas, requested Director Vernon Herron to host and speak at a 3 day conference, Trauma in Law Enforcement. 85 attendees from Arkansas, Oklahoma, Missouri, and Mississippi were present.
- September 25, 2020, BPD EPIC Orientation, Director Vernon Herron and Lieutenant Charles Sullivan were asked to present regarding Early Intervention and Health and Wellness.
- October 1, 2020, United States' Marshall Service, requested and received information and policies regarding the BPD Early Intervention, Health and Wellness, Peer Support, and EAP to model while developing similar programs within their department.
- November 2, 2020, Black in Blue Podcast, requested Director Vernon Herron as to return as a sole guest speaker to discuss Officer Safety and Wellness.
- November 10, 2020. National Law Enforcement Memorial, invited Director Vernon Herron to join a distinguished panel of police executives during a national broadcast on Officer Safety and Wellness in Today's Policing, at the 2020 National Law Enforcement Memorial virtual conference.