

Rockville City Police Department GENERAL ORDER



Subject WELLNESS PROGRAM		Procedure G.O. # 5-34
Authorizing Signature 	Effective 11-14-25	Total Pages 5

I. PURPOSE

The purpose of this policy is to promote the overall well-being of all Rockville Police Department employees by establishing a comprehensive Wellness Program that supports physical fitness, mental health, professional development, and a positive workplace culture.

The program is designed to enhance resilience, strengthen morale, reduce stress and burnout, and improve overall quality of life. The Department recognizes that the wellness of our employees directly impacts the safety and service provided to the community.

II. POLICY

It is the policy of the City of Rockville Police Department (RCPD) to maintain a voluntary health and wellness program accessible to all employees.

This program complements the City of Rockville's Employee Assistance Program (EAP) and existing departmental resources related to critical incident response, peer support, physical fitness, and professional counseling.

The Department will work collaboratively with the City of Rockville Department of Human Resources, the City's Wellness Committee, and regional public safety partners to share resources, expand availability, and minimize financial impact.

Participation in wellness programs is voluntary, confidential, and encouraged as part of the Department's commitment to caring for its personnel.

III. PROCEDURES

A. Basic Wellness Program Components

The RCPD Wellness Program will include multiple dimensions of wellness to support employees holistically. These dimensions include:

1. Physical Health – Promoting physical fitness, healthy nutrition, sufficient rest, and preventive healthcare.

2. Mental Health – Encouraging stress management, access to confidential mental health support, and psychological resilience.
3. Financial Wellness – Providing education and tools for financial planning and security.
4. Social Wellness – Building strong interpersonal relationships and a sense of belonging within the Department.
5. Occupational Wellness – Fostering job satisfaction, career development, and healthy work-life balance.
6. Intellectual Wellness – Promoting continuous learning, creativity, and professional growth.
7. Environmental Wellness – Ensuring a healthy and safe physical workspace.
8. Family Wellness – Supporting employees' families through outreach, flexibility, and education.

B. Emotional Wellness

Emotional wellness is vital to the success and health of every member of RCPD. The Department recognizes the unique stressors of public safety work and will:

1. Provide access to culturally competent mental health professionals who understand law enforcement culture.
2. Offer workshops on stress management, mindfulness, and emotional resilience.
3. Maintain a supportive work environment that encourages open communication without fear of stigma or reprisal.
4. Organize wellness activities such as yoga, meditation, team walks, or gratitude challenges.
5. Promote peer support and mentorship as tools for emotional health.
6. Regularly collect feedback from employees to assess effectiveness and identify needs.

C. Physical Wellness

Physical health directly contributes to employee readiness and longevity. The Department will:

1. Provide employees access to fitness resources, including the police department's fitness space or discounted memberships at City of Rockville recreation facilities.
2. Offer educational sessions on nutrition, hydration, sleep health, and injury prevention.
3. Support employees in maintaining a healthy lifestyle, including tobacco cessation and responsible alcohol use.
4. Allow, where operationally feasible, on-duty time for exercise or physical conditioning consistent with City policy.

5. Encourage participation in annual health screenings and preventive care through City wellness initiatives.

D. Financial Wellness

Financial stress can significantly impact overall wellness. The Department will, through coordination with the City's Human Resources Department:

1. Provide financial education workshops on budgeting, retirement planning, and debt management.
2. Share information about public service loan forgiveness, deferred compensation, and investment options.
3. Encourage use of City-provided financial planning tools and advisors.
4. Promote discount and savings programs available through employee benefits.

E. Social Wellness

A strong sense of connection fosters morale, teamwork, and retention. The Department will:

1. Organize team-building activities, community volunteer events, and social gatherings.
2. Encourage mentorship and peer networking among all ranks.
3. Maintain a workplace culture that values inclusion, recognition, and respect.
4. Support a healthy work-life balance, encouraging use of leave and flexibility when possible.

F. Occupational Health

The Department is committed to maintaining a safe and healthy workplace environment by:

1. Following all OSHA, City, and departmental safety protocols.
2. Providing training on occupational health hazards, safe handling of materials, and emergency procedures.
3. Supporting mental health and stress management programs for all employees.
4. Encouraging work-life balance and recognizing employees' achievements in wellness participation.
5. Offering regular health screenings and wellness challenges to maintain engagement.

G. Intellectual Wellness

The Department values learning and professional growth. RCPD will:

1. Offer training, workshops, and educational opportunities that enhance job knowledge and leadership skills.

2. Encourage participation in professional organizations, seminars, and continuing education programs.
3. Support innovation and creative thinking through collaborative problem-solving and open dialogue.
4. Encourage higher education and encourage use of the City of Rockville's tuition reimbursement program.

H. Environmental Health

RCPD will ensure the workplace environment supports safety and well-being by:

1. Maintaining compliance with all health, safety, and environmental standards.
2. Conducting regular inspections for hazards such as noise, air quality, and lighting.
3. Providing personal protective equipment and ensuring emergency preparedness.
4. Promoting sustainability and a clean, organized workspace.

I. Family Wellness

The Department recognizes that supporting employees' families strengthens the entire organization. RCPD will:

1. Promote family-inclusive activities and outreach, such as family days and recognition events.
2. Encourage flexible work arrangements when feasible and in accordance with operational needs.
3. Provide family support resources through EAP and community partnerships.
4. Offer information on family mental health, communication, and financial planning resources.

J. Partnerships

RCPD will collaborate with:

1. The City of Rockville Human Resources Department for access to wellness and EAP services.
2. Regional law enforcement and public safety partners to share training, peer support, and mental health resources.
3. The City's Wellness Committee to align department initiatives with citywide wellness efforts.

IV. SUPPORT RESOURCES

RCPD employees have access to the following confidential and voluntary resources:

1. Peer Support Groups – A network of trained peers who provide confidential, empathetic support.

2. Critical Incident Stress Debriefings (CISD) – Structured sessions led by trained professionals to mitigate the impact of traumatic events.
3. Crisis Hotlines – 24/7 services available to all employees and their families for emotional or mental health crises.
4. Mental Health Wellness Checks – Voluntary, confidential one-on-one meetings with licensed clinicians to assess and maintain emotional health.
5. Department Chaplains – Faith-based resources available to provide confidential spiritual and emotional support to employees and families.

V. MEASURING EFFECTIVENESS

The Office of the Chief, in coordination with the City's Human Resources Department, will evaluate the program's effectiveness through:

1. Anonymous employee feedback surveys;
2. Participation rates in wellness activities; and
3. Review of EAP utilization trends (aggregate data only).

Findings will inform adjustments and improvements to ensure the program continues to meet the evolving needs of RCPD personnel.

VI. CONFIDENTIALITY

All participation in the RCPD Wellness Program, peer support interactions, and counseling services will remain strictly confidential in accordance with applicable laws, policies, and ethical standards.