

## Registration Information Health & Wellness Programs For Public Safety Agencies

April 15-17, 2020  
Nashville, Tennessee

**Registration** Visit our website at [www.LRIS.com](http://www.LRIS.com), email us at [info@LRIS.com](mailto:info@LRIS.com) or call (503) 282-5440.

**Fees** Registration fees are \$795 per person; \$695 per person if three or more attend from the same organization. Registration fees include attendance, lunch on the first two days of the seminar, all seminar materials, and a hospitality reception on the first evening.

**Cancellation Policy** Reservations may be canceled up to ten days prior to the seminar with a full refund. Cancellations made within ten days are subject to a \$150 fee. Substitutions may be made at any time.

### HOTEL INFORMATION

#### Embassy Suites by Hilton Nashville Airport

10 Century Boulevard  
Nashville, TN 37214  
615-871-0033

To make arrangements, use the link on the seminar tab at [www.LRIS.com](http://www.LRIS.com) or call the hotel directly and request the group rate for this seminar. The LRIS Group Code is HPS. Room rates Tuesday through Thursday nights are \$179 per night, plus taxes and fees. A limited number of rooms are available at this rate on Friday and Saturday night, so book early if you plan to stay over the weekend. Reservations must be made by March 24, 2020. Reservations received after this date will be on a space-available basis only and at the prevailing rate. Parking, premium WiFi, made-to-order breakfast, airport shuttles and an evening reception are complimentary at this location.

### SEMINAR MATERIALS

Each attendee will receive a handbook containing extensive written materials pertaining to each of the subjects addressed.

### P.O.S.T. CERTIFICATION

Peace Officer Standards and Training (P.O.S.T.) credits may be available on a state-by-state basis. If you would like information on your state, please contact Seminar Coordinator Claire Cowan at (503) 282-5440 or [Claire@LRIS.com](mailto:Claire@LRIS.com) prior to the seminar.

### CLE CERTIFICATION

LRIS has been approved as a CLE provider by the State Bar of California. This program will qualify for 12.5 hours of MCLE credit by the State Bar of California. If you require certification from any other state, please contact Seminar Coordinator Claire Cowan at (503) 282-5440 or [Claire@LRIS.com](mailto:Claire@LRIS.com) prior to the seminar.

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# HEALTH & WELLNESS PROGRAMS FOR PUBLIC SAFETY AGENCIES

NASHVILLE, TN  
April 15-17, 2020

A three-day seminar for all public safety agencies, labor organizations, personnel directors, and attorneys involved in public sector labor relations.



# HEALTH & WELLNESS PROGRAMS FOR PUBLIC SAFETY AGENCIES



April 15-17, 2020  
The Embassy Suites  
Nashville, Tennessee

**"I'm always impressed with LRIS conferences. The topics are relevant and the presenters are knowledgeable and interesting."**

**Justin Smith, Omaha Police Officers' Association, Nebraska**



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## AT A GLANCE

- » Wellness Programs And The Law - ADA, FMLA, GINA
- » Understanding PTSD And Resiliency In First Responders
- » The Different Types Of Wellness, From Physical To Financial
- » Metrics For Success Of A Wellness Program
- » Model Wellness Programs Across The Country

### WEDNESDAY, APRIL 15, 2020

#### 9:00 Wellness Programs And The Law

- The basics of the Americans With Disabilities Act, the conditions covered by the ADA, and an employer's reasonable accommodation obligation.
- How the ADA interconnects with the Family and Medical Leave Act, the Genetic Information Nondiscrimination Act, state and local laws, and obligations under a collective bargaining agreement or memorandum of understanding.
- When can an employer legally require a fitness-for-duty evaluation?
- Privacy and medical information.
- Facts and figures – what does the hard evidence show about public safety employees and life expectancy, heart disease, pulmonary disorders, depression, suicide, PTSD, sleep disorders, and other conditions.

*Will Aitchison, Attorney at Law, Public Safety Labor Group, LLP;  
Executive Director, LRIS.*

#### 12:00 Lunch (Included in registration)

#### 1:00 Increasing Resilience In First Responders

How first responders can take proactive and responsive steps to adaptively respond to chronic stress and trauma. A discussion of the risk and protective factors that influence wellbeing to assist first responders in understanding their own experiences with trauma and stress and how to mitigate their impact. A plain-language discussion of the neurobiology of trauma. Resilience research is applied to the unique issues of first responder work, generating practical strategies to promote resilience.

- Defining and diagnosing the different types of work-related stress.
- The physiological mechanisms of stress and the impact of stress on the development of other medical conditions.
- Interpersonal stress as distinguished from organizational stress.
- Recognizing critical incident stress, understanding the impact of critical incident stress on perception and recall, and steps that can be taken to minimize those impacts.
- Post-traumatic stress disorder, how it develops and is manifested, and the developing treatments.

*Stephanie Conn, PhD., First Responder Psychology.*

#### 4:00 Adjournment

#### 4:15 Hosted Reception

### THURSDAY, APRIL 16, 2020

#### 9:00 Wellness Programs And the Public Safety Agency

- Traditional barriers to wellness programs.
- The costs to employers of inadequate wellness, including liability claims, workers' compensation claims, and general job performance.
- The different kinds of wellness: psychological, physical, family, financial, and holistic.
- Cancer, respiratory diseases, and heart disease – the “Big 3” for public safety employees.
- Alcohol, drugs, and public safety employees.
- Positive wellness programs v. performance testing with negative implications: what works?
- Starting a program – what online and other resources are available?
- Should participation be mandatory?
- The need for confidentiality of wellness programs.
- Integrating training and education with wellness and finding time in the workday.
- The need for rehabilitation time.
- Equipment and wellness.
- The roles of the Department psychologist/counselor/chaplain and peer leaders/fitness trainers. What kinds of personalities are you looking for as part of the wellness team?
- Mindfulness in the public safety workplace.
- Including civilian employees in the program.
- Metrics for success of a wellness program.

*Moderator: Anil Karia, Attorney at Law, Public Safety Labor Group.*

*Panel: Chief Dan Kerrigan, Township of Upper Providence, PA; Chief Jim Porter, Bend, OR; Annette Mullin, Director of the Police Employee Assistance Program, Las Vegas, NV; Captain Adam VanGerpen, Los Angeles Fire Dept; David Kennington, MA, LPC, MHSP of the Behavioral Health Services Program and Sergeant Michael Gooch, Metropolitan Nashville Police Dept, TN.*

#### 12:00 Lunch (Included in registration)

#### 1:00 Wellness Programs And The Public Safety Agency (Continued from morning)

#### 4:00 Adjournment

### FRIDAY, APRIL 17, 2020

#### 8:30 A Comprehensive Approach To A Healthy Career In Law Enforcement

In 2010 the Indianapolis Metropolitan Police Department (IMPD) created the Office of Professional Development and Wellness (OPDW) to work with officers struggling in their personal and professional lives. The IMPD's OPDW has been nationally recognized by former United States Attorney General, Loretta Lynch, as the model for police agencies across the country. Sergeant Aaron Snyder and Officer Nicole Juday will discuss how IMPD combats employee crises using innovative strategies and best practices. The problem-solving program identified agency and community stakeholders and uses education and crisis support resources for early intervention rather than waiting for crisis to occur. Focusing on pro-active resiliency building, IMPD created the Mentoring Program. The Mentoring Program formally pairs trained officer mentors with recruits and employees experiencing distress. The Mentoring Program has become the foundation of the IMPD OPDW's Wellness Model and success.

- How the Department's OPDW systems operate.
- The measurable accomplishments of the program.
- Wellness as a joint labor-management effort.
- From “healthy hire to healthy retire.”

*Aaron Snyder and Nicole Juday, Office of Professional Development and Wellness, Indianapolis Metropolitan Police Department, IN.*

#### 11:30 Adjournment

### What Attendees Of Previous LRIS Seminars Think:

- » “Substantively, I am always impressed with the speakers and information. Even though I've been to multiple LRIS seminars, I always learn a lot. Best conferences for police unions out there.” Sue Brown, Attorney, State Police Officers Council, IA
- » “This is my third LRIS seminar and my expectations were exceedingly met. Once again, I learned something new. Keep doing what you're doing and I'll continue to attend.” Cameron Weems, Oklahoma City Firefighters, OK
- » “I find the information and education you receive is outstanding. Well worth the money.” Glenn Theobald, Attorney, Martin County Sheriff's Office, Stuart, FL
- » “Awesome as always. Topnotch information. We will continue to send people to your seminars.” Sky Dwinell, East Fork Professional Firefighters, Minden, NV
- » “This class hit home on the important prongs I need as a board member in my organization. I will recommend that all my fellow board members attend.” Matt Gadzalinski, Milwaukee Police Supervisors Organization, WI