



**Fraternal Order of Police**  
**BALTIMORE CITY LODGE No. 3**  
3920 BUENA VISTA AVENUE  
BALTIMORE, MARYLAND 21211  
Phone: (410) 243-9141  
Fax: (410) 467-1643  
Twitter: @FOP3



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**FOP3 Health & Wellness bulletin in regard to recent communications with members involving work exhaustion and illness:**

All,

As you all know, we are here to serve the citizens of Baltimore in a professional manner but also in the safest way possible for all of us. I am writing this communication as a reminder to make sure that you are monitoring both your body and mind to prevent exhaustion or illness due to the demands of the BPD. The officer shortage has led to drafting (forcing) you to work extra shifts and to cover that extra workload.

In the BPD Policy 318 (Employee Professional Work Week) it states,

“The Baltimore Police Department (BPD) recognizes that the nature of police work requires members to be physically competent and mentally alert at all times. Supervisors shall ensure subordinates are afforded an adequate resting period between work assignments/shifts to prevent physical and/or mental exhaustion”.

This same policy also states,

“Research has shown that fatigued officers use more sick leave, practice inappropriate uses of force more frequently, have more vehicle accidents, and experience more injuries”.

And,

“Any member who believes he/she cannot continue to properly perform assigned duties due to physical and/or mental exhaustion shall notify a supervisor immediately”.

If you make this notification, you should also write a 95 expressing this sentiment and give it to your supervisor (keeping a copy for yourself). The Unit 2 supervisor should then notify Command without delay. This will guarantee that Command level is aware of your situation and the responsibility, if you are not relieved from duty, will now be with them should you experience an incident possibly caused by exhaustion or illness.

Keep in mind that being exhausted and overworked can lead to the breakdown of the body's immune system which can cause illness. Please, if you are ill, use your sick time which is

outlined in our MOU and BPD policies. We cannot afford to have multiple officers become ill because one of us decided to come to work sick.

Remember this is just a reminder of the BPD policy which is in place to keep you well. Please follow all BPD policies regarding these issues. BPD also has a Health and Wellness Unit that can assist you with any related concerns.

Stay well!

Mike Mancuso