



Health and Wellness Resources Available to Law Enforcement, 2022

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In 2022, 60% of all general-purpose law enforcement agencies and 93% of agencies employing 100 or more full-time equivalent (FTE) sworn personnel offered at least one formal wellness program to full-time sworn personnel (figure 1, table 1). More than 7 in 10 agencies employing 100 or more FTE sworn personnel provided formal wellness programs for peer support (83%), psychological and mental health care treatment (78%), coping skills to manage trauma (72%), and suicide awareness (70%).¹

General-purpose law enforcement agencies include municipal, county, and regional police departments; most sheriffs' offices; and primary state and highway patrol agencies. They are distinct from special-purpose agencies, sheriffs' offices with jail and court duties only,

¹FTE sworn personnel is calculated using the number of full-time sworn personnel with general arrest powers plus half the number of part-time sworn personnel with general arrest powers.

and federal law enforcement agencies. Full-time sworn personnel are deputies and officers with general arrest powers who are regularly scheduled to work at least 35 hours per week. Formal wellness programs are defined as programs intended to reduce factors that interfere with employee physical and/or mental health by providing resources, training, and/or intervention services.

Findings in this report are from the Bureau of Justice Statistics' (BJS) 2022 Law Enforcement Management and Administrative Statistics (LEMAS) Post-Academy Training and Officer Wellness (PATOW) supplemental survey. Administered for the first time in 2023, this survey collected data from a nationally representative sample of general-purpose state and local law enforcement agencies (see *Methodology*). This report uses selected variables from the 2022 LEMAS PATOW data to describe wellness programs offered and practices adopted by general-purpose law enforcement agencies.

Highlights

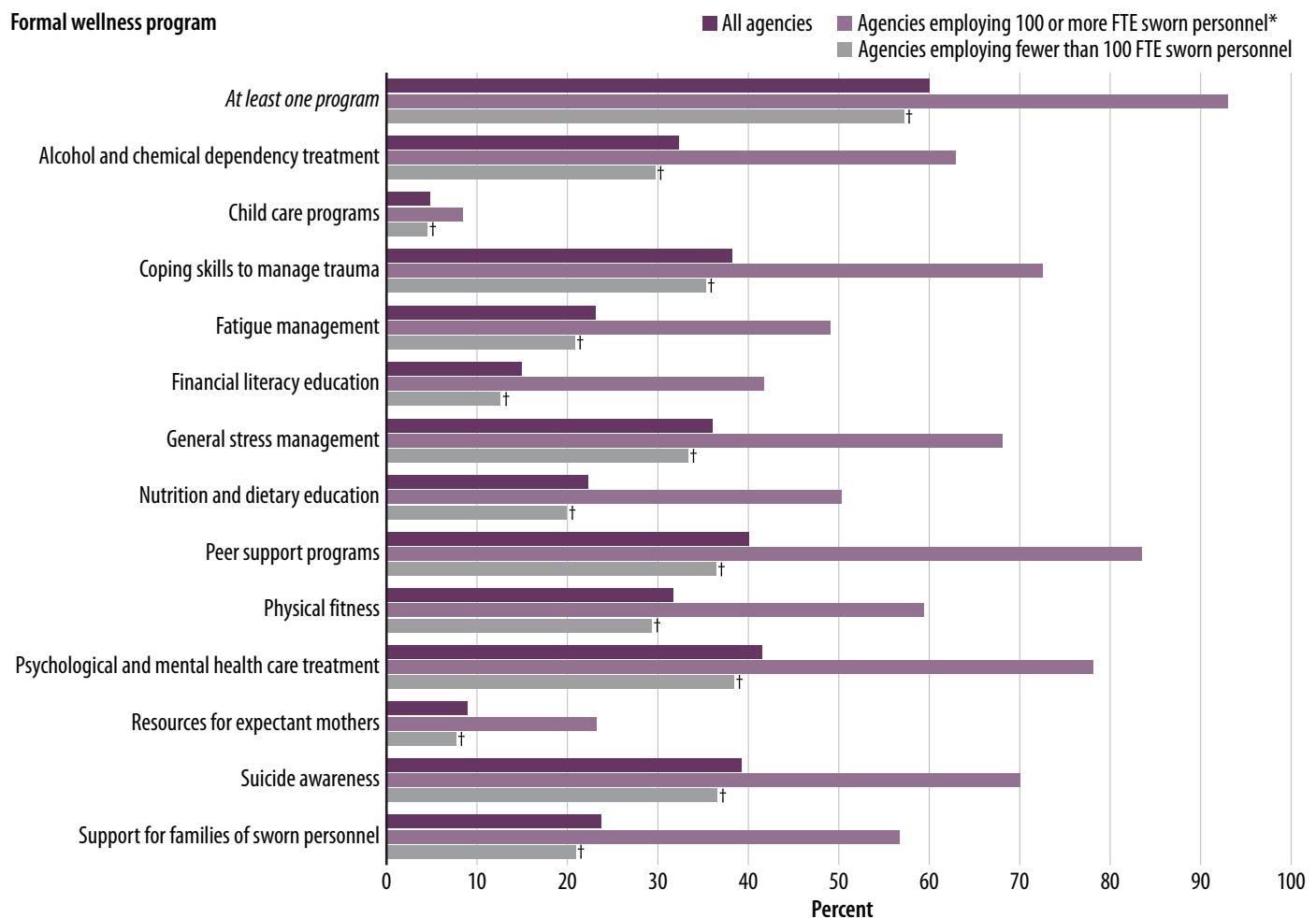
In 2022:

- Sixty percent of all general-purpose law enforcement agencies offered at least one formal wellness program, with 93% of agencies employing 100 or more FTE sworn personnel offering at least one program compared to 57% of agencies employing fewer than 100 FTE sworn personnel.
- Seventy-six percent of FTE sworn personnel were employed by agencies offering peer support programs and 75% worked for an agency offering psychological and mental health care treatment programs.
- Over 90% of agencies offered confidential alcohol and chemical dependency treatment programs (94%) and psychological and mental health care treatment programs (93%).

- Eighty-two percent of general-purpose agencies had no full-time personnel assigned to a formal wellness program.

During the data collection period November 2023–July 2024:

- Nearly 80% of general-purpose agencies mandated response protocols after critical incidents that occurred on duty (e.g., officer-involved shooting).
- About 6 in 10 (62%) general-purpose agencies provided either mandatory or optional training to sergeants or equivalent first-line supervisors on potential warning signs of depression and suicide risk.

FIGURE 1**Percent of general-purpose law enforcement agencies offering formal wellness programs, 2022**

Note: Includes local police departments, sheriffs' offices, and primary state law enforcement agencies that offered formal wellness programs. See appendix table 1 for estimates and standard errors.

*Comparison group.

†Difference with comparison group is significant at the 95% confidence level.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Post-Academy Training and Officer Wellness (PATOW) Survey, 2022.

Law enforcement agencies offering formal wellness programs

In 2022, 60% of all general-purpose law enforcement agencies offered at least one formal wellness program (see table 1). Among agencies employing 100 or more FTE sworn personnel, 93% offered at least one program; in comparison, 57% of agencies with fewer than 100 FTE sworn personnel offered at least one program. Agencies employing 100 or more FTE sworn personnel were more likely to offer any of the formal wellness programs in table 1 than agencies employing fewer than 100 FTE sworn personnel.

More than half of agencies employing 100 or more FTE sworn personnel in 2022 offered peer support programs (83%), psychological and mental health care treatment (78%), programs providing coping skills to manage trauma (72%), suicide awareness (70%), general stress management (68%), alcohol and chemical dependency treatment (63%), physical fitness (59%), programs to support families of sworn personnel (57%), and nutrition and dietary education (50%).

In comparison, agencies employing fewer than 100 FTE sworn personnel offered fewer formal programs. More than one-third of such agencies offered psychological and mental health care treatment (38%), suicide awareness (37%), peer support programs (36%), and programs providing coping skills to manage trauma (35%).

TABLE 1**Percent of general-purpose law enforcement agencies offering formal wellness programs, by provider of program, 2022**

Formal wellness program	Agencies employing 100 or more FTE sworn personnel*					Agencies employing fewer than 100 FTE sworn personnel				
	All agencies	Agencies	How the formal wellness program is managed ^a			Agencies	How the formal wellness program is managed ^a			All sworn personnel ^b
			Directly within the agency	Through agency contract with external partner	By state or local government, other than the agency		Directly within the agency	Through agency contract with external partner	By state or local government, other than the agency	
At least one program	60.0%	93.0%	..	..	..	57.2% †	..	..	..	87.4%
Alcohol and chemical dependency treatment	32.3%	62.9%	10.5%	42.6%	9.2%	29.7% †	3.9% †	21.1% †	4.3% †	62.1%
Child care programs	4.8	8.4	1.2	5.1	2.1	4.5 †	0.7 †	3.0 †	0.7 †	7.3
Coping skills to manage trauma	38.2	72.5	26.3	40.0	5.4	35.3 †	7.6 †	22.6 †	4.8	67.7
Fatigue management	23.1	49.1	18.3	26.2	4.3	20.8 †	5.9 †	12.6 †	2.1 †	48.4
Financial literacy education	14.9	41.7	12.2	24.4	4.7	12.6 †	2.2 †	8.8 †	1.4 †	40.4
General stress management	36.0	68.1	28.6	34.0	4.9	33.3 †	9.0 †	19.7 †	4.2	65.3
Nutrition and dietary education	22.3	50.3	21.0	23.2	5.6	19.9 †	4.4 †	12.2 †	3.0 †	50.4
Peer support programs	40.1	83.5	66.5	14.0	2.4	36.4 †	15.6 †	16.1 ‡	4.4 †	76.3
Physical fitness	31.7	59.4	44.5	10.8	3.3	29.3 †	17.5 †	9.0 ‡	2.3 †	58.3
Psychological and mental health care treatment	41.5	78.1	17.4	53.8	6.2	38.4 †	6.3 †	26.9 †	4.9 †	74.8
Resources for expectant mothers	8.9	23.2	6.8	11.6	4.9	7.7 †	1.4 †	4.8 †	1.4 †	23.7
Suicide awareness	39.2	70.1	31.6	31.7	5.3	36.6 †	10.3 †	20.8 †	5.2	67.2
Support for families of sworn personnel	23.7	56.7	28.1	24.8	3.4	20.9 †	6.6 †	11.8 †	2.0 ‡	55.4

Note: Includes local police departments, sheriffs' offices, and primary state law enforcement agencies that offered formal wellness programs. See appendix table 2 for standard errors.

*Comparison group.

..Not calculated.

†Difference with comparison group is significant at the 95% confidence level.

‡Difference with comparison group is significant at the 90% confidence level.

^aThe denominator for how a formal wellness program is managed is the total number of agencies offering the specific formal wellness program. The sum of who the program is managed by may not add to the total agencies offering a program due to some agencies not providing a response about management. Less than 2% of cases were missing a response about management for each wellness program.

^bReflects the percentage of full-time equivalent (FTE) sworn personnel (i.e., the number of full-time sworn personnel with general arrest powers plus half the number of part-time sworn personnel with general arrest powers) whose agencies had the formal wellness program. This is calculated by multiplying the number of FTEs for each agency by the final analysis weight for that agency to each result.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Post-Academy Training and Officer Wellness (PATOW) Survey, 2022.

The least commonly offered formal wellness programs among general-purpose agencies in 2022 were child care programs and resources for expectant mothers; 8% of agencies employing 100 or more FTE sworn personnel and 4% of agencies employing fewer than 100 offered a child care program to full-time sworn personnel. Programs for expectant mothers followed a similar pattern, with 23% of agencies employing 100 or more FTE sworn personnel offering a program focused on resources for expectant mothers and 8% of agencies employing fewer than 100 FTE sworn personnel offering such a program.

Seventy-six percent of all FTE sworn personnel were employed by agencies offering peer support programs, and 75% worked for an agency offering psychological and mental health care treatment programs. In 2022, 7% of FTE sworn personnel were employed by a general-purpose agency that offered formal child care programs.

Agencies employing 100 or more FTE sworn personnel were more likely to directly manage any formal wellness program compared to smaller agencies in 2022.

Of agencies that offered a formal wellness program in 2022, most provided the option for all sworn personnel to access the program confidentially

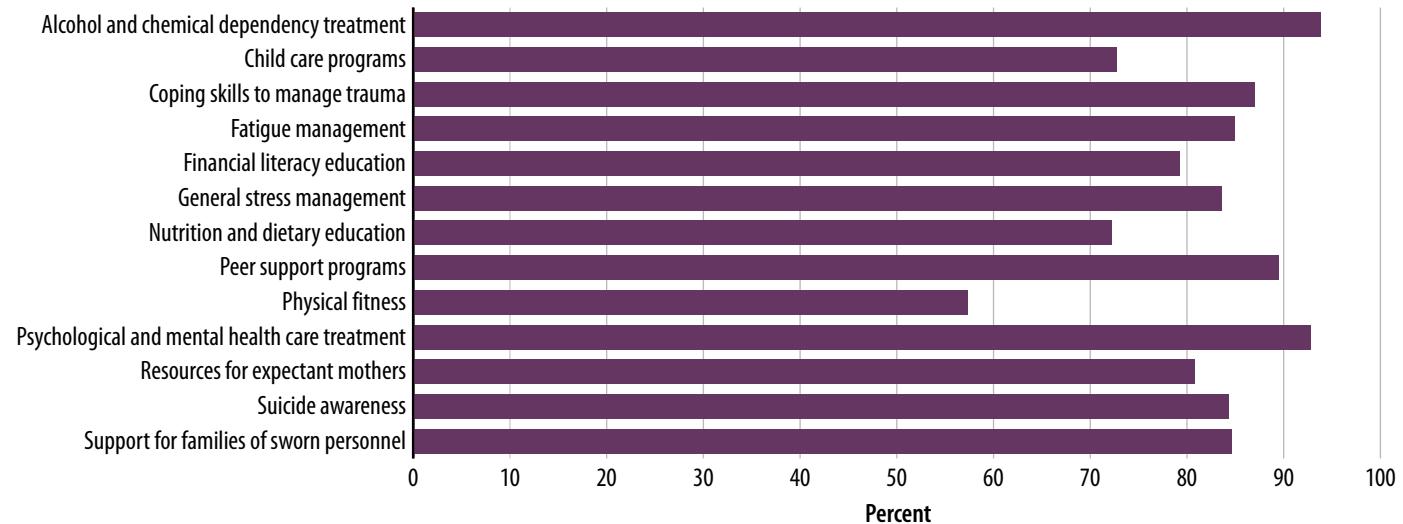
(**figure 2**). Most agencies that offered formal alcohol and chemical dependency treatment programs (94%) and psychological and mental health care treatment programs (93%) offered them confidentially. More than half (57%) of agencies that offered formal physical fitness programs offered them confidentially.

Among agencies that did not offer a formal wellness program, agencies employing fewer than 100 FTE sworn personnel were more likely to indicate their agency had no plan to offer specific formal wellness programs in the future as compared to larger agencies (**table 2**). Most agencies, regardless of size, did not plan to offer child care programs (95%) and resources for expectant mothers (91%). Seventy-eight percent of agencies employing 100 or more FTE sworn personnel and 85% of agencies with fewer than 100 FTE sworn personnel did not plan to offer child care programs. Similarly, 63% of agencies employing 100 or more FTE sworn personnel and 78% of agencies with fewer than 100 FTE sworn personnel did not plan to offer resources for expectant mothers.

Overall, general-purpose agencies with any formal wellness programs dedicated less than 1% of their operating budget to wellness programs (not shown in tables).

FIGURE 2
Percent of general-purpose law enforcement agencies offering formal wellness programs with confidentiality, 2022

Formal wellness program offered confidentially



Note: Includes local police departments, sheriffs' offices, and primary state law enforcement agencies that offered formal wellness programs. See appendix table 3 for estimates and standard errors.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Post-Academy Training and Officer Wellness (PATOW) Survey, 2022.

TABLE 2

Percent of general-purpose law enforcement agencies not offering formal wellness programs, by plan to offer in the future and agency size, 2022

Formal wellness program	Agencies employing 100 or more FTE sworn personnel ^{a*}				Agencies employing fewer than 100 FTE sworn personnel ^a				All sworn personnel ^c	
	All agencies		Plan to offer in the future ^b		Plan to offer in the future ^b		All sworn personnel ^c			
	Agencies	Plan to offer	No plan to offer	Agencies	Plan to offer	No plan to offer				
Alcohol and chemical dependency treatment	67.7%	37.1%	15.1%	21.9%	70.3% †	22.1% †	47.8% †	37.9%		
Child care programs	95.2	91.6	12.7	78.1	95.5 †	9.3 †	85.5 †	92.7		
Coping skills to manage trauma	61.8	27.5	16.5	10.8	64.7 †	27.2 †	36.9 †	32.3		
Fatigue management	76.9	50.9	19.6	30.9	79.2 †	24.5 †	54.0 †	51.6		
Financial literacy education	85.1	58.3	21.4	36.3	87.4 †	17.7 †	69.0 †	59.6		
General stress management	64.0	31.9	16.4	15.1	66.7 †	27.6 †	38.6 †	34.7		
Nutrition and dietary education	77.7	49.7	22.4	27.0	80.1 †	21.7	57.7 †	49.6		
Peer support programs	59.9	16.5	11.1	5.2	63.6 †	23.3 †	39.8 †	23.7		
Physical fitness	68.3	40.6	19.8	20.6	70.7 †	23.4 †	47.0 †	41.7		
Psychological and mental health care treatment	58.5	21.9	12.9	8.7	61.6 †	26.5 †	34.4 †	25.2		
Resources for expectant mothers	91.1	76.8	13.5	62.5	92.3 †	13.5	78.0 †	76.3		
Suicide awareness	60.8	29.9	15.8	13.9	63.4 †	27.1 †	35.8 †	32.8		
Support for families of sworn personnel	76.3	43.3	18.3	24.7	79.1 †	24.4 †	54.1 †	44.6		

Note: Includes local police departments, sheriffs' offices, and primary state law enforcement agencies that did not offer formal wellness programs.

See appendix table 4 for standard errors.

*Comparison group.

†Difference with comparison group is significant at the 95% confidence level.

^aThe sum of who has future plans may not add to the total agencies not offering a program due to some agencies not providing a response about future plans. The denominator for plans to offer in the future is the total number of agencies not offering the specific formal wellness program.

^bSize of agency is based on the number of full-time equivalent (FTE) sworn personnel (i.e., the number of full-time sworn personnel with general arrest powers plus half the number of part-time sworn personnel with general arrest powers).

^cReflects the percentage of FTE sworn personnel whose agencies had the formal wellness program. This is calculated by multiplying the number of FTEs for each agency by the final analysis weight for that agency to each result.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Post-Academy Training and Officer Wellness (PATOW) Survey, 2022.

Assigned personnel and assessment of formal wellness programs

In 2022, 18% of all general-purpose agencies had full-time personnel assigned to a formal wellness program (table 3). Agencies employing 500 or more FTE sworn personnel were more likely than smaller agencies to assign at least one full-time sworn personnel (60%) or full-time nonsworn personnel (51%) to a formal wellness program in 2022.

Among agencies offering a formal wellness program in 2022, agencies employing 100 or more FTE sworn personnel were more likely than smaller agencies to regularly collect and assess data from most wellness programs (table 4). More than a quarter of agencies with 100 or more FTE sworn personnel collected and assessed data from physical fitness (30%) and peer support (29%) programs. In comparison, physical fitness (21%) and peer support (15%) were the only types of formal wellness programs that had data collected and assessed by 15% or more of agencies with fewer than 100 FTE sworn personnel.

TABLE 3
Percent of general-purpose law enforcement agencies with personnel assigned to a formal wellness program, 2022

Size of agency	1 or more FT assigned ^a			No FT assigned ^a		
	Total	Sworn	Nonsworn	Total	Sworn	Nonsworn
All sizes	17.7%	15.0%	8.3%	82.3%	85.0%	91.7%
500 or more*	78.7	59.7	50.9	21.3	40.3	49.1
100–499	25.8 †	18.7 †	13.3 †	74.2 †	81.3 †	86.7 †
25–99	15.6 †	12.2 †	9.2 †	84.4 †	87.8 †	90.8 †
24 or fewer	15.1 †	14.5 †	5.1 †	84.9 †	85.5 †	94.9 †

Note: Includes local police departments, sheriffs' offices, and primary state law enforcement agencies that offered formal wellness programs. See appendix table 5 for standard errors.

*Comparison group.

†Difference with comparison group is significant at the 95% confidence level.

^aFull-time (FT) represents the number of full-time sworn personnel with general arrest powers.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Post-Academy Training and Officer Wellness (PATOW) Survey, 2022.

TABLE 4

Percent of general-purpose law enforcement agencies that regularly collected and assessed data on use of formal wellness programs, by agency size, 2022

Formal wellness program	All sizes	Size of agency ^a		
		Agencies employing 100 or more FTE sworn personnel ^{a*}	Agencies employing fewer than 100 FTE sworn personnel ^a	All sworn personnel ^b
Alcohol and chemical dependency treatment	11.5%	18.5%	10.2% †	34.4%
Child care programs	13.5	19.1	12.6!†	17.1
Coping skills to manage trauma	11.6	19.7	10.2 †	34.1
Fatigue management	14.2	20.8	12.8 †	29.1
Financial literacy education	11.7	18.0	9.9 †	29.5
General stress management	12.8	19.7	11.6 †	31.9
Nutrition and dietary education	11.4	17.4	10.0 †	26.5
Peer support programs	17.4	29.1	15.1 †	43.1
Physical fitness	22.5	30.5	21.0 †	37.3
Psychological and mental health care treatment	14.8	23.6	13.3 †	36.4
Resources for expectant mothers	14.1	20.8	12.4 ‡	40.9
Suicide awareness	13.1	21.2	11.7 †	33.6
Support for families of sworn personnel	13.6	22.5	11.5 †	41.6

Note: Includes local police departments, sheriffs' offices, and primary state law enforcement agencies that offered formal wellness programs. See appendix table 6 for standard errors.

*Comparison group.

! Interpret with caution. Estimate is based on 10 or fewer sample cases, or a coefficient of variation that is greater than 50%.

†Difference with comparison group is significant at the 95% confidence level.

‡Difference with comparison group is significant at the 90% confidence level.

^aSize of agency is based on the number of full-time equivalent (FTE) sworn personnel (i.e., the number of full-time sworn personnel with general arrest powers plus half the number of part-time sworn personnel with general arrest powers).

^bReflects the percentage of FTE sworn personnel whose agencies had the formal wellness program. This is calculated by multiplying the number of FTEs for each agency by the final analysis weight for that agency to each result.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Post-Academy Training and Officer Wellness (PATOW) Survey, 2022.

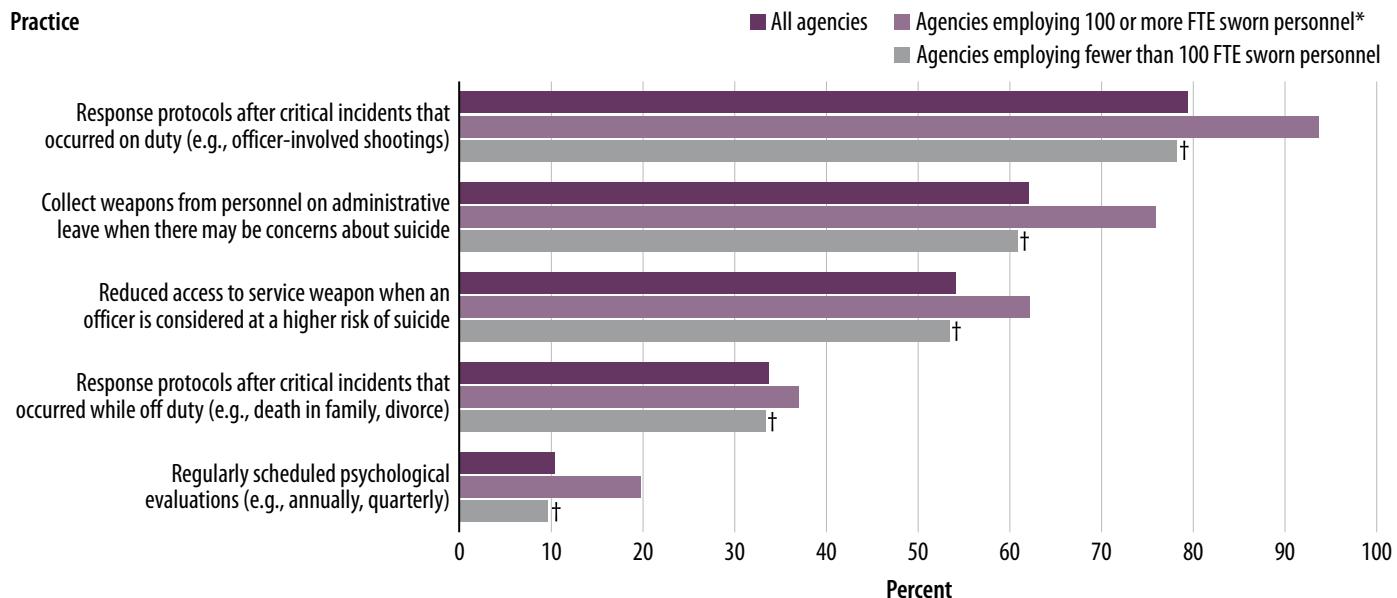
Wellness practices associated with suicide risk

Nearly 80% of all general-purpose agencies mandated response protocols after critical incidents that occurred on duty (e.g., officer-involved shootings) during the data collection period of November 2023 to July 2024 (figure 3). Most agencies (62%) also mandated the collection of weapons from personnel on administrative leave when there may be a concern about suicide, and 54% of agencies reduced access to service weapons when an officer was considered at a higher risk of suicide. Thirty-four percent of agencies mandated response protocols after critical incidents that occurred while off duty. Ten percent of agencies required regularly scheduled psychological evaluations (e.g., annually, quarterly). Agencies employing 100 or more FTE sworn personnel were more likely than smaller agencies to have all these practices in place.

More than 3 in 5 general-purpose agencies provided either mandatory or optional training to full-time sworn personnel on potential warning signs of depression and suicide risk during the data collection period of November 2023 to July 2024 (table 5). The chief executive was offered training on depression and suicide warning signs in 68% of all agencies, and more than 61% of agencies provided such training to intermediate supervisors, sergeant or equivalent first-line supervisors, and deputies/officers. Training was more likely to be mandatory for chief executives in agencies employing 500 or more FTE sworn personnel than agencies employing 99 or fewer. Additionally, training in the largest agencies was more likely to be mandatory for all other ranks as compared to agencies employing fewer than 500 FTE sworn personnel.

FIGURE 3

Percent of general-purpose agencies mandating practices for full-time sworn personnel



Note: Reflects local police departments, sheriffs' offices, and primary state law enforcement agencies that mandated these practices during the data collection period of November 2023 through July 2024. See appendix table 7 for estimates and standard errors.

*Comparison group.

†Difference with comparison group is significant at the 95% confidence level.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Post-Academy Training and Officer Wellness (PATOW) Survey, 2022.

TABLE 5

Percent of general-purpose law enforcement agencies providing training on potential warning signs of depression and suicide risk to full-time sworn personnel, by agency size

Full-time sworn personnel rank	Size of agency ^a					All sworn personnel ^b
	All sizes	500 or more*	100–499	25–99	24 or fewer	
Chief executive						
Yes. Provided training is...	68.0%	78.1%	76.4%	74.6%	64.3% †	77.3%
Mandatory	25.0	32.4	34.9	25.2 †	23.9 †	35.4
Optional	43.0	45.7	41.5 ‡	49.4	40.5 †	41.9
No, training not provided	32.0	21.9	23.6	25.4	35.7 †	22.7
Intermediate supervisor^c						
Yes. Provided training is...	61.1%	82.8%	80.4%	75.1% †	53.1% †	80.5%
Mandatory	22.4	43.5	39.5 ‡	27.3 †	18.3 †	41.4
Optional	38.6	39.3	40.9	47.8 †	34.7 †	39.1
No, training not provided	38.9	17.2	19.6	24.9 †	46.9 †	19.5
Sergeant or equivalent first-line supervisor						
Yes. Provided training is...	62.4%	86.7%	82.5% †	76.6% †	54.2% †	82.4%
Mandatory	23.3	50.8	43.3 †	28.8 †	18.5 †	45.7
Optional	39.2	35.9	39.2	47.8 †	35.7	36.6
No, training not provided	37.6	13.3	17.5 †	23.4 †	45.8 †	17.6
Deputies/officers						
Yes. Provided training is...	61.8%	85.3%	81.8% †	73.4% †	54.7% †	79.4%
Mandatory	21.9	49.6	40.8 †	26.8 †	17.4 †	42.5
Optional	39.9	35.8	40.9 †	46.6 †	37.2	36.8
No, training not provided	38.2	14.7	18.2 †	26.6 †	45.3 †	20.6

Note: Reflects local police departments, sheriffs' offices, and primary state law enforcement agencies that mandated these practices during the data collection period of November 2023 through July 2024. See appendix table 8 for standard errors.

*Comparison group.

†Difference with comparison group is significant at the 95% confidence level.

‡Difference with comparison group is significant at the 90% confidence level.

^aSize of agency is based on the number of full-time equivalent (FTE) sworn personnel (i.e., the number of full-time sworn personnel with general arrest powers plus half the number of part-time sworn personnel with general arrest powers).

^bReflects the percentage of FTE sworn personnel whose agencies had the formal wellness program. This is calculated by multiplying the number of FTEs for each agency by the final analysis weight for that agency to each result.

^cIncludes sworn personnel below chief executive and above sergeant or equivalent first-line supervisor.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Post-Academy Training and Officer Wellness (PATOW) Survey, 2022.

Methodology

The Law Enforcement Management and Administrative Statistics (LEMAS) Post-Academy Training and Officer Wellness (PATOW) supplemental survey is the second LEMAS supplemental survey. While the LEMAS core survey has been conducted approximately every 4 years since 1987, the LEMAS supplemental surveys are less frequent. The first LEMAS supplemental survey was the 2016 LEMAS Body-Worn Camera Supplement.² All LEMAS surveys, whether core or supplemental, are designed to collect data on a range of topics from a nationally representative sample of general-purpose law enforcement agencies. The methodology for the previous LEMAS surveys can be found on the Bureau of Justice Statistics (BJS) website.³

Survey overview

The sample for the 2022 LEMAS PATOW was derived from the Law Enforcement Agency Roster (LEAR) database, a list of all publicly funded law enforcement agencies operating in the United States. This database is compiled from a variety of sources, including the 2008, 2014, and 2018 Census of State and Local Law Enforcement Agencies, in addition to the 2013, 2016, and 2020 LEMAS surveys. Additionally, the LEAR database undergoes periodic updates to capture newly created agencies, closed agencies, and agencies that are no longer in scope.

The 2022 LEMAS PATOW sample included 3,500 state and local law enforcement agencies. The sample represented all general-purpose state and local law enforcement agencies in the United States with the equivalent of at least one full-time sworn officer, with separate samples drawn for local police departments and sheriffs' offices. All 49 primary state police agencies were included.⁴ Agencies serving special jurisdictions (such as tribal lands, schools, airports, or parks) or with special enforcement responsibilities (such as enforcing conservation or alcohol laws) were out of scope for the survey. Sheriffs' offices without primary law enforcement jurisdiction in the counties they served and federal law enforcement agencies were also ineligible for the survey.

²See <https://bjs.ojp.gov/library/publications/body-worn-cameras-law-enforcement-agencies-2016>.

³See <https://bjs.ojp.gov/data-collection/law-enforcement-management-and-administrative-statistics-lemas>.

⁴Hawaii did not have a primary state law enforcement agency at the time of the 2022 LEMAS PATOW. The Hawaii Department of Law Enforcement was established on January 1, 2024.

After completing the 2022 LEMAS PATOW survey, if an agency did not report having at least one full-time equivalent (FTE) sworn officer (either one full-time sworn officer or two part-time sworn officers) as of December 31, 2022, the agency was considered ineligible. After removing 31 out-of-scope agencies, the final sample size for the survey was 3,469.

Consistent with previous LEMAS administrations, agencies with 100 or more FTE sworn personnel were considered self-representing (SR) and included with certainty. Agencies with fewer than 100 FTE sworn personnel were considered non-self-representing (NSR) and sampled to determine inclusion. The final sample included 1,066 SR agencies and 2,403 NSR agencies.

Agencies were further categorized by strata derived from SR classification and general-purpose agency type (either local police departments, sheriffs' offices, or state police). The SR agencies included 656 local police departments, 361 sheriffs' offices, and 49 state law enforcement agencies. Overall, the NSR sample included 1,936 local police departments and 467 sheriffs' offices.

Sample design and selection

Historically, the LEMAS sample has been selected as a stratified simple random sample by including all SR agencies and selecting simple random samples within the remaining strata to compile NSR agencies. Starting with the 2020 LEMAS, a new strategy was developed to reduce burden on smaller agencies over time. NSR agencies now have a low probability of being selected in more than one of the next five waves of LEMAS administrations. NSR agencies were assigned a permanent random number (PRN) and sorted by PRN within strata. The PRN is a random number selected uniformly between 0 and 1. After sorting the frame by PRN, the first n_h agencies in each stratum were selected for the 2020 LEMAS, where n_h is the sample size for each stratum. The design-based weight for an agency in stratum h is defined as— nh

$$W_D = \frac{N_h}{n_h}$$

where—

N_h = number of agencies on the sampling frame in stratum h

n_h = number of sampled agencies in stratum h .

PRNs from LEMAS waves beginning with the 2020 LEMAS are excluded. The sample for the 2022 LEMAS PATOW was selected using the remaining PRNs. Then, the next n'_h agencies in the stratum are selected, where n'_h is the sample size for the stratum in the next survey. These design-based sampling weights are calculated as—

$$W_D = \frac{N'_h}{n'_h}$$

where—

N'_h = number of agencies on the sampling frame in stratum h , beginning after the maximum PRN from the prior wave

n'_h = number of sampled agencies in stratum h for the next survey.

For the 2022 LEMAS PATOW, the base weight for all SR local police departments was 1.00 (table 6). For NSR departments, the base weights were calculated by dividing the number of agencies on the sampling frame within each stratum by the number of sampled agencies in the same stratum.

TABLE 6
Base weights, nonresponse adjustments, and final weights, by strata, 2022

Strata	Base weight	Nonresponse adjustment	Final weight
Local police departments			
100 or more FTE sworn officers	1.000	1.184	1.184
50–99.5	5.490	1.298	7.124
25–49.5	5.490	1.242	6.823
10–24.5	5.510	1.349	7.428
5–9.5	5.500	1.636	9.000
2–4.5	5.500	1.706	9.390
1–1.5	5.500	1.933	10.624
Sheriffs' offices			
100 or more	1.000	1.468	1.468
50–99.5	5.480	1.392	7.628
25–49.5	5.520	1.605	8.868
10–24.5	5.500	1.753	9.634
5–9.5	5.510	2.077	11.436
1–4.5	5.500	1.429	7.857
Primary state police			
100 or more	1.000	1.167	1.167

Note: Strata are based on the number of full-time equivalent (FTE) sworn personnel (i.e., the number of full-time sworn personnel with general arrest powers plus half the number of part-time sworn personnel with general arrest powers).

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Post-Academy Training and Officer Wellness (PATOW) Survey, 2022.

Agency response rate

Data were collected using two self-administered modes: web and paper surveys. Agencies chose the mode to use. Overall, 94.1% responded via web and 5.9% submitted paper surveys.

Submitted surveys were considered complete if at least 60% of the questionnaire was filled out. A total of 2,450 general-purpose agencies completed their LEMAS PATOW questionnaires, for a response rate of 70.6% (table 7). This included 842 SR departments (79.0%) and 1,608 NSR departments (66.9%). An adjustment factor unique to each stratum was used to account for nonresponse. The nonresponse adjustments were multiplied by the respective base weight to create the final analytical weight for each stratum (see table 6).

TABLE 7
Law Enforcement Management and Administrative Statistics Post-Academy Training and Officer Wellness survey response rates, by strata, 2022

Strata	Response rate
All agencies	70.6%
Local police departments	72.6%
100 or more FTE sworn officers	84.5
50–99.5	77.1
25–49.5	80.5
10–24.5	74.1
5–9.5	61.1
2–4.5	58.6
1–1.5	51.7
Sheriffs' offices	63.5%
100 or more	68.1
50–99.5	71.8
25–49.5	62.3
10–24.5	57.1
5–9.5	48.1
1–4.5	70.0
Primary state police	85.7%
100 or more	85.7

Note: Strata are based on the number of full-time equivalent (FTE) sworn personnel (i.e., the number of full-time sworn personnel with general arrest powers plus half the number of part-time sworn personnel with general arrest powers).

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Post-Academy Training and Officer Wellness (PATOW) Survey, 2022.

Accuracy of estimates

The accuracy of the estimates presented in this report depends on two types of error: sampling and nonsampling. Sampling error is the variation that may occur by chance due to the collection of a sample rather than a complete enumeration of all agencies. Nonsampling error can be attributed to many sources, such as the inability to obtain information about all cases in the sample, the inability to obtain complete and correct information from the administrative records, and processing errors. The full extent of the nonsampling error is difficult to measure in any survey.

Driven primarily by sampling size, standard error is an important and minimum baseline indicator of the quality of estimates. Variance and standard error estimates for the 2022 LEMAS PATOW were generated using the IBM SPSS Complex Samples statistical software package. The Taylor Series Linearization method for

a “stratified without replacement” design was used for these calculations (see the appendix tables for estimates of standard errors).

Standard error estimates may be used to construct confidence intervals around the percentages in this report. For example, the 95% confidence interval around the percentage of deputies/officers provided training on potential warning signs of depression and suicide risk was $61.8\% \pm 1.96 \times 1.05\%$ (or approximately 59.7% to 63.9%).

BJS conducted tests to determine whether differences in estimated percentages in this report were statistically significant once sampling error was considered. The primary test procedure was the Student’s t-statistic, which tests the difference between two sample estimates. All comparisons stated in this report reflect a statistically significant result. Caution is required when comparing estimates not explicitly discussed in this report.

APPENDIX TABLE 1**Estimates and standard errors for figure 1: Percent of general-purpose law enforcement agencies offering formal wellness programs, 2022**

Formal wellness program	Estimates			Standard errors		
	All agencies	Agencies employing 100 or more FTE sworn personnel*	Agencies employing fewer than 100 FTE sworn personnel	All agencies	Agencies employing 100 or more FTE sworn personnel*	Agencies employing fewer than 100 FTE sworn personnel
At least one program	60.0%	93.0%	57.2% †	1.02%	0.70%	1.11%
Alcohol and chemical dependency treatment	32.3	62.9	29.7 †	0.94	1.21	1.01
Child care programs	4.8	8.4	4.5 †	0.44	0.46	0.48
Coping skills to manage trauma	38.2	72.5	35.3 †	1.00	1.14	1.08
Fatigue management	23.1	49.1	20.8 †	0.85	1.23	0.92
Financial literacy education	14.9	41.7	12.6 †	0.69	1.18	0.74
General stress management	36.0	68.1	33.3 †	0.99	1.21	1.07
Nutrition and dietary education	22.3	50.3	19.9 †	0.84	1.24	0.90
Peer support programs	40.1	83.5	36.4 †	0.98	0.99	1.06
Physical fitness	31.7	59.4	29.3 †	0.93	1.22	1.01
Psychological and mental health care treatment	41.5	78.1	38.4 †	1.00	1.11	1.08
Resources for expectant mothers	8.9	23.2	7.7 †	0.56	1.01	0.60
Suicide awareness	39.2	70.1	36.6 †	1.02	1.07	1.10
Support for families of sworn personnel	23.7	56.7	20.9 †	0.85	1.23	0.92

Note: Includes local police departments, sheriffs' offices, and primary state law enforcement agencies that offered formal wellness programs.

*Comparison group.

†Difference with comparison group is significant at the 95% confidence level.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Post-Academy Training and Officer Wellness (PATOW) Survey, 2022.

APPENDIX TABLE 2
Standard errors for table 1: Percent of general-purpose law enforcement agencies offering formal wellness programs, by provider of program, 2022

Formal wellness program	Agencies employing 100 or more FTE sworn personnel					Agencies employing fewer than 100 FTE sworn personnel					All sworn personnel	
	All agencies	Agencies	How the formal wellness program is managed			Agencies	How the formal wellness program is managed					
			Directly within the agency	Through agency contract with external partner	By state or local government, other than the agency		Directly within the agency	Through agency contract with external partner	By state or local government, other than the agency			
At least one program	1.02%	0.70%	..	..	..	1.11%	..	..	..	0.70%	
Alcohol and chemical dependency treatment	0.94%	1.21%	1.11%	1.17%	0.76%	1.01%	0.45%	0.91%	0.47%	1.32%		
Child care programs	0.44	0.46	0.15	0.34	0.23	0.48	0.19	0.40	0.19	0.60		
Coping skills to manage trauma	1.00	1.14	1.25	1.41	0.40	1.08	0.62	0.95	0.50	1.22		
Fatigue management	0.85	1.23	0.83	1.09	0.36	0.92	0.54	0.75	0.33	1.60		
Financial literacy education	0.70	1.18	0.96	0.90	0.37	0.74	0.34	0.63	0.28	1.70		
General stress management	0.99	1.21	1.26	1.26	0.39	1.07	0.67	0.90	0.47	1.26		
Nutrition and dietary education	0.84	1.24	1.21	0.89	0.40	0.90	0.47	0.75	0.40	1.56		
Peer support programs	0.98	0.99	1.76	0.80	0.27	1.06	0.80	0.85	0.48	0.96		
Physical fitness	0.93	1.22	1.54	0.77	0.33	1.01	0.85	0.66	0.35	1.47		
Psychological and mental health care treatment	1.00	1.11	0.86	1.66	0.42	1.08	0.56	0.99	0.51	0.98		
Resources for expectant mothers	0.56	1.01	0.70	0.51	0.70	0.60	0.26	0.48	0.27	1.87		
Suicide awareness	1.02	1.07	1.13	1.41	0.70	1.10	0.71	0.93	0.52	1.22		
Support for families of sworn personnel	0.85	1.23	1.10	1.20	0.70	0.92	0.57	0.73	0.33	1.46		

..Not calculated.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Post-Academy Training and Officer Wellness (PATOW) Survey, 2022.

APPENDIX TABLE 3**Estimates and standard errors for figure 2: Percent of general-purpose law enforcement agencies offering formal wellness programs with confidentiality, 2022**

Formal wellness program offered confidentially	Estimate	Standard error
Alcohol and chemical dependency treatment	93.8%	0.99%
Child care programs	72.7	4.62
Coping skills to manage trauma	87.0	1.24
Fatigue management	84.9	1.67
Financial literacy education	79.3	2.24
General stress management	83.6	1.39
Nutrition and dietary education	72.2	2.04
Peer support programs	89.5	1.11
Physical fitness	57.3	1.91
Psychological and mental health care treatment	92.8	0.92
Resources for expectant mothers	80.8	2.76
Suicide awareness	84.3	1.32
Support for families of sworn personnel	84.6	1.59

Note: Includes local police departments, sheriffs' offices, and primary state law enforcement agencies that offered formal wellness programs.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Post-Academy Training and Officer Wellness (PATOW) Survey, 2022.

APPENDIX TABLE 4**Standard errors for table 2: Percent of general-purpose law enforcement agencies not offering formal wellness programs, by plan to offer in the future and agency size, 2022**

Formal wellness program	Agencies employing 100 or more FTE sworn personnel				Agencies employing fewer than 100 FTE sworn personnel				All sworn personnel	
	All agencies	Agencies	Plan to offer in the future		Agencies	Plan to offer in the future				
			Plan to offer	No plan to offer		Plan to offer	No plan to offer			
Alcohol and chemical dependency treatment	0.94%	1.21%	1.00%	1.11%	1.01%	1.00%	1.17%	1.32%		
Child care programs	0.44	0.46	0.79	1.93	0.48	0.70	0.90	0.60		
Coping skills to manage trauma	1.00	1.14	1.05	0.81	1.08	1.07	1.14	1.22		
Fatigue management	0.85	1.23	1.19	1.44	0.92	1.04	1.19	1.60		
Financial literacy education	0.69	1.18	0.87	1.68	0.74	0.91	1.10	1.70		
General stress management	0.99	1.21	1.02	1.10	1.07	1.08	1.10	1.26		
Nutrition and dietary education	0.84	1.24	1.06	1.41	0.90	0.99	1.16	1.56		
Peer support programs	0.98	0.99	1.01	0.39	1.06	1.02	1.13	0.96		
Physical fitness	0.93	1.22	0.87	1.25	1.01	1.02	1.17	1.47		
Psychological and mental health care treatment	1.00	1.11	1.17	0.47	1.08	1.07	1.11	0.98		
Resources for expectant mothers	0.56	1.01	0.80	1.79	0.60	0.82	1.02	1.87		
Suicide awareness	1.02	1.07	0.82	0.85	1.10	1.07	1.13	1.22		
Support for families of sworn personnel	0.85	1.23	1.04	1.13	0.92	1.03	1.18	1.46		

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Post-Academy Training and Officer Wellness (PATOW) Survey, 2022.

APPENDIX TABLE 5**Standard errors for table 3: Percent of general-purpose law enforcement agencies with personnel assigned to a formal wellness program, 2022**

Size of agency	1 or more FT assigned			No FT assigned		
	Total	Sworn	Nonsworn	Total	Sworn	Nonsworn
All sizes	1.03%	0.98%	0.70%	1.03%	0.98%	0.70%
500 or more	1.86	2.17	2.18	1.86	2.17	2.18
100–499	1.32	1.26	0.78	1.32	1.26	0.78
25–99	1.72	1.55	1.38	1.72	1.55	1.38
24 or fewer	1.57	1.53	0.95	1.57	1.53	0.95

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Post-Academy Training and Officer Wellness (PATOW) Survey, 2022.

APPENDIX TABLE 6**Standard errors for table 4: Percent of general-purpose law enforcement agencies that regularly collected and assessed data on use of formal wellness programs, by agency size, 2022**

Formal wellness program	Size of agency			
	All sizes	Agencies employing 100 or more FTE sworn personnel	Agencies employing fewer than 100 FTE sworn personnel	All sworn personnel
Alcohol and chemical dependency treatment	1.17%	1.48%	1.35%	2.90%
Child care programs	3.58	4.54	4.10	2.49
Coping skills to manage trauma	1.07	1.62	1.23	2.69
Fatigue management	1.52	2.06	1.77	3.38
Financial literacy education	1.70	2.11	2.10	3.95
General stress management	1.18	1.72	1.35	2.84
Nutrition and dietary education	1.40	2.07	1.64	3.37
Peer support programs	1.19	1.49	1.39	2.18
Physical fitness	1.60	1.91	1.85	2.68
Psychological and mental health care treatment	1.14	1.60	1.31	2.40
Resources for expectant mothers	2.50	3.43	3.00	5.38
Suicide awareness	1.14	1.71	1.29	2.66
Support for families of sworn personnel	1.44	2.08	1.70	2.94

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Post-Academy Training and Officer Wellness (PATOW) Survey, 2022.

APPENDIX TABLE 7

Estimates and standard errors for figure 3: Percent of general-purpose agencies mandating practices for full-time sworn personnel

Practice	Estimates			Standard errors		
	All agencies	Agencies employing 100 or more FTE sworn personnel*	Agencies employing fewer than 100 FTE sworn personnel	All agencies	Agencies employing 100 or more FTE sworn personnel	Agencies employing fewer than 100 FTE sworn personnel
Response protocols after critical incidents that occurred on duty (e.g., officer-involved shootings)	79.4%	93.7%	78.2% †	0.91%	0.72%	0.98%
Collect weapons from personnel on administrative leave when there may be concerns about suicide	62.1	75.9	60.9 †	1.06	1.12	1.14
Reduced access to service weapon when an officer is considered at a higher risk of suicide	54.1	62.2	53.4 †	1.09	1.25	1.18
Response protocols after critical incidents that occurred off-duty (e.g., death in family, divorce)	33.7	37.0	33.4 †	1.04	1.24	1.12
Regularly scheduled psychological evaluations (e.g., annually, quarterly)	10.4	19.8	9.6 †	0.64	0.96	0.69

Note: Reflects local police departments, sheriffs' offices, and primary state law enforcement agencies that mandated these practices during the data collection period of November 2023 through July 2024.

*Comparison group.

†Difference with comparison group is significant at the 95% confidence level.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Post-Academy Training and Officer Wellness (PATOW) Survey, 2022.

APPENDIX TABLE 8

Standard errors for table 5: Percent of general-purpose law enforcement agencies providing training on potential warning signs of depression and suicide risk to full-time sworn personnel, by agency size

Full-time sworn personnel rank	Size of agency					All sworn personnel
	All sizes	500 or more	100–499	25–99	24 or fewer	
Chief executive						
Yes. Provided training is...	1.03%	1.56%	1.19%	1.82%	1.39%	1.07%
Mandatory	0.94	1.75	1.45	1.77	1.23	1.77
Optional	1.09	1.89	1.38	2.07	1.42	1.48
No, training not provided	1.03	1.56	1.19	1.82	1.39	1.07
Intermediate supervisor						
Yes. Provided training is...	1.04%	1.46%	1.15%	1.80%	1.40%	0.89%
Mandatory	0.88	1.89	1.44	1.82	1.10	1.71
Optional	1.05	1.83	1.37	2.07	1.35	1.44
No, training not provided	1.04	1.46	1.15	1.80	1.40	0.89
Sergeant or equivalent first-line supervisor						
Yes. Provided training is...	1.03%	1.25%	0.98%	1.76%	1.40%	0.82%
Mandatory	0.88	1.89	1.46	1.86	1.11	1.67
Optional	1.06	1.80	1.35	2.08	1.37	1.31
No, training not provided	1.03	1.25	0.98	1.76	1.40	0.82
Deputies/officers						
Yes. Provided training is...	1.05%	1.29%	0.99%	1.83%	1.42%	1.00%
Mandatory	0.87	1.89	1.44	1.83	1.09	1.73
Optional	1.07	1.79	1.41	2.07	1.39	1.32
No, training not provided	1.05	1.29	0.99	1.83	1.42	1.00

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Post-Academy Training and Officer Wellness (PATOW) Survey, 2022.



The Bureau of Justice Statistics of the U.S. Department of Justice is the principal federal agency responsible for measuring crime, criminal victimization, criminal offenders, victims of crime, correlates of crime, and the operation of criminal and civil justice systems at the federal, state, tribal, and local levels. BJS collects, analyzes, and disseminates reliable statistics on crime and justice systems in the United States, supports improvements to state and local criminal justice information systems, and participates with national and international organizations to develop and recommend national standards for justice statistics. Kevin M. Scott, PhD, is the acting director.

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