



The Wellness Unit

Agenda

The background of the slide features a blurred image of several police cars with their lights on, suggesting a law enforcement setting. On the right side, there is a close-up of a person wearing a light-colored uniform with a yellow star-shaped patch that reads "SAN DIEGO COUNTY SHERIFF".

- **Overview of the Wellness Unit**
- **Dimensions of Wellness**
- **Wellness Unit Services/Resources**
- **Manager's Role in Wellness**
- **Future Projects**

MEET THE WELLNESS UNIT



9621 Ridgehaven Ct. San Diego CA 92123

wellnessunit@sdsheriff.org

Hotline: (619) 779-7399

Mission

Support the physical, mental, and emotional health of our employees is fundamental to creating safer communities and a strong workforce. As a team, we promote personal and professional longevity by developing healthy choices to reduce personal risk factors.

We're here, throughout your entire career. From when you sign to retirement time.



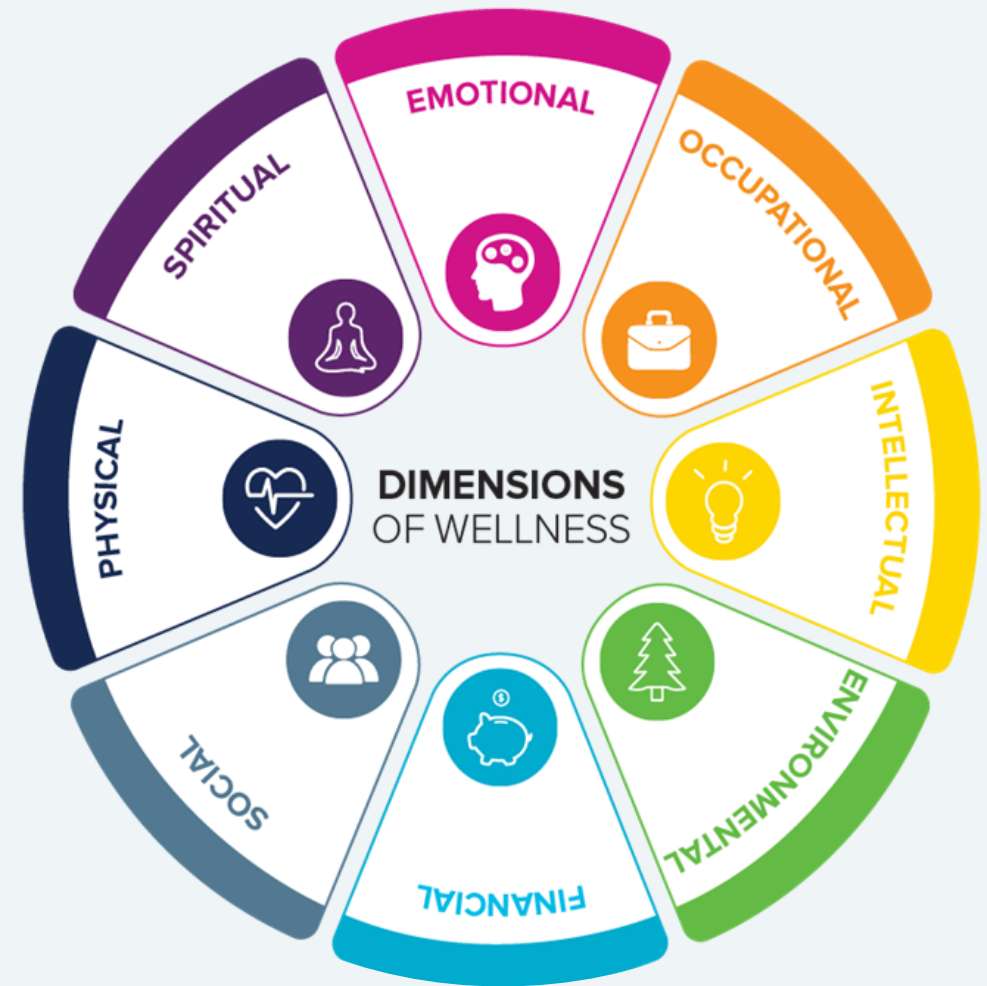


CONFIDENTIAL

- Nondisclosure agreement (NDA)
- Any communication is considered confidential, except for those matters which involve a life threat or a serious/dangerous violation of the law, as outlined in the San Diego County Sheriff's Department Policy and Procedure Manual

Dimensions of Wellness

- Mindfulness-staying present
- Sleep well
- Eat well
- Exercise
- Drink water
- Hobbies
- Three C's
 - Communication
 - Compromise
 - Commitment



Cumulative Stress

Chronic Stress

- Aches/pain
- Insomnia
- Changes in behavior
- Low energy
- Cloudy thinking
- Increase alcohol/drug use
- Changes in emotions

Burnout

- Exhaustion caused by constantly feeling swamped





***It's OK to not
be OK, but it's
not OK to stay
that way.***

– Perry Noble

How to Support Employees



Maintain open communication



React accordingly to all critical incidents



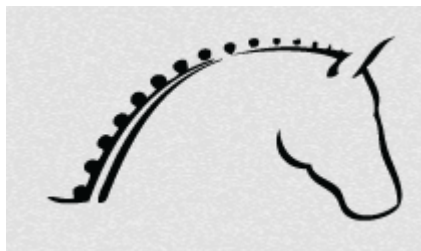
Follow up with light duty/medical leave

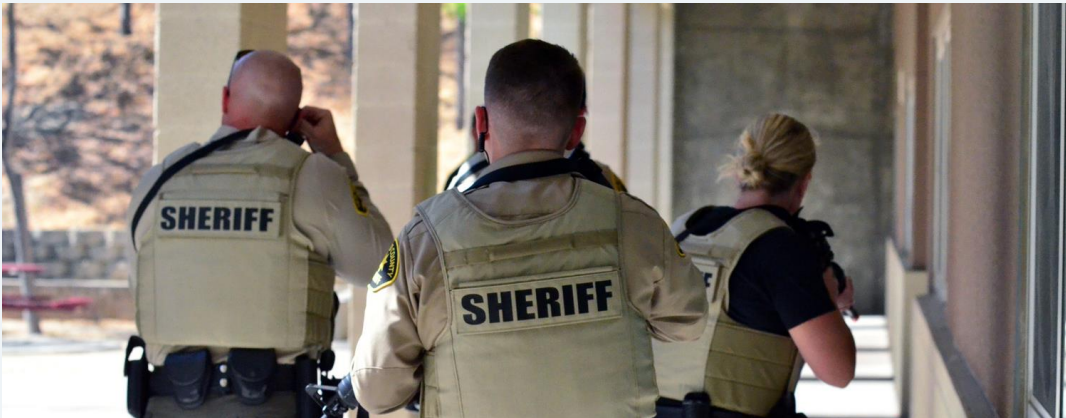


Identify changes in attitude of employees

Services

- Learning domain 14- Officer Wellness taught in regional LE academy
- Family Wellness Day/New Employee Orientation
- Mentoring Program
- TOOTRiS
- Saddles in Service /Cornerstone Equine Therapy
- Drug/Alcohol Addictions
- Peer Support/Chaplains
- Couples Retreat (sworn only)
- Counseling Team International (TCT)





Callouts

- Officer involved shooting
- Collisions with Sheriff's vehicles causing serious injury/death
- Use of force causing death
- CPR initiated that results in death
- Injuries requiring hospitalization
- Suicide/Attempted suicide

Let's talk about it!

Easy access to informal, confidential
and one-on-one sessions with a
licensed mental health professional



Peer Support

- Divorce
- Disability
- Retirement
- Career concerns
- Finances
- Family relationships
- Substance abuse
- Legal issues
- Religious concerns
- Bereavement
- Stress
- Emotional/physical health



Peer Support Coordinators

How to Contact Peer Support

- Calling our Sheriff's Communication Center



- Reviewing the Peer Support Roster

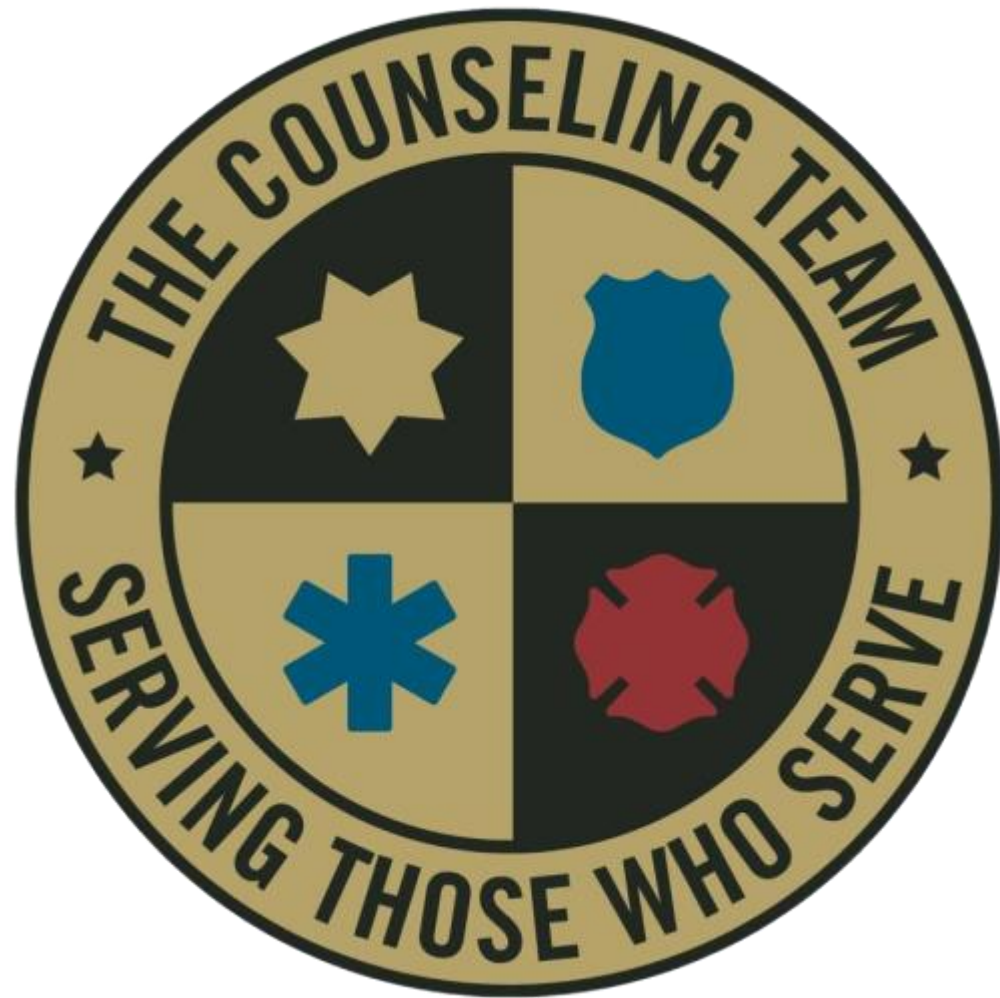


Call the Peer Support member of your choice

- Contacting the Wellness Unit



Wellnessunit@sdsheriff.org
(619)779-7399



The Counseling Team International (TCTI)

Confidential counseling and support services to first responders and public safety personnel and their families

Provides debriefs, defusing and training

Available 24/7, 365 days

Chaplains

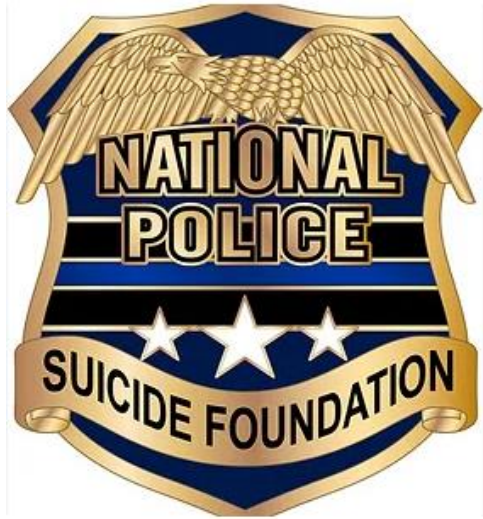
- Volunteers from various faith communities
- Confidential resources to employees and their families
- Trained to provide personal and professional assistance to the law enforcement community
- Available 24/7 – 365 days



Employee Assistant Program (Anthem)

- Counseling/Family Support
- Legal Support
- Financial Consultation
- Career Planning
- ID Recovery
- Emotional Well-being Resources
- Dependent Care/Daily Living Resources
- Crisis Consultation







Scenario



A deputy reaches out to the Wellness Unit about a co-worker (Employee A) under stress. Employee A has been having family issues, work stress, and has been calling in sick.



How do we approach this scenario?

- Wellness Unit
- MLU
- Supervisor

Future Projects



CORDICO App



Professional support staff development



Stress reduction and resilience training



Meal prep program



Pet Therapy



Educational Seminars

The expectation that we can be immersed in suffering and loss daily and not be touched by it is as unrealistic as expecting to be able to walk through water without getting wet.

– Dr. Rachel Remen



Thank You



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