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Agenda

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

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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.




- 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

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Dimensions of Wellness

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



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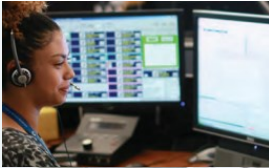

Cumulative Stress

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

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It's OK to not be OK, but it's not OK to stay that way.
– Perry Noble

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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**

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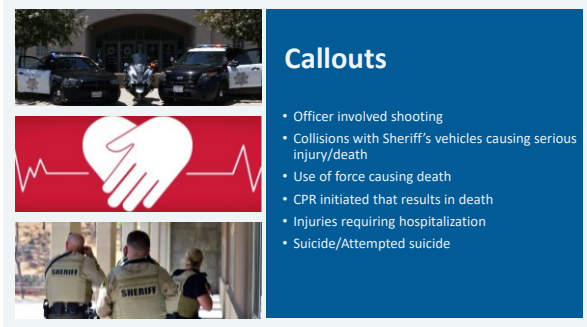
Services

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




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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

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Let's talk about it!

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

Kate Thompson -LMFT



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Peer Support

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



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How to Contact Peer Support


• Calling our Sheriff's Communication Center



• Reviewing the Peer Support Roster



• Contacting the Wellness Unit



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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
(800) 222-9691

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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



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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
 - (888) 777-6665
 - AnthemEAP.com – code: COSD



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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

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Future Projects

- Physical Wellness
- Professional support staff development
- Stress reduction and resilience training
- Meal prep program
- Pet Therapy
- Educational Seminars


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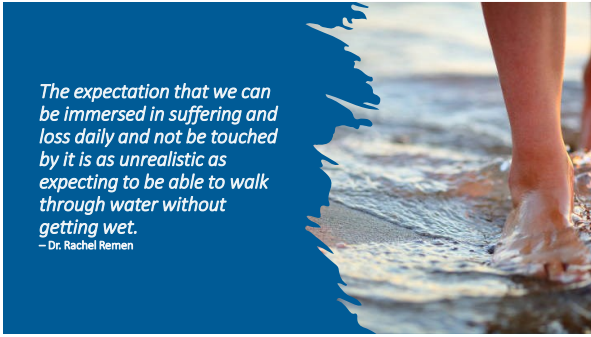


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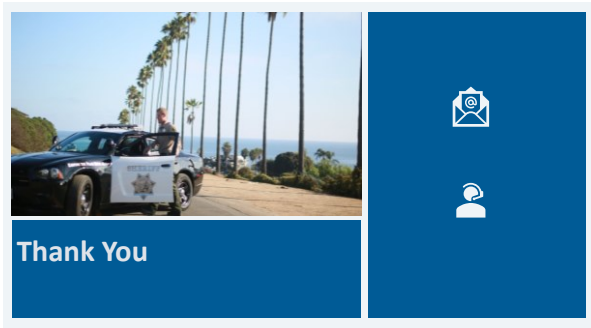




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