



Taking Care of Your Team

(The Human Side of Employees On TTD & Long-Term LD)

Pat McEvoy
Human Resources Bureau

Getting Lost in the Shuffle



- Employee Injury (On or Off Duty)
- Surgery? Physical Therapy? Rehab? Psych?
- Unable to Return to Work (TTD)
- Work Unable to Accommodate Medical Restrictions (Long-Term TAD)
- Unit Turnover Happens (Transfers, Promotions, Retirements, Etc.)
- New Supervisor Takes Over
- **We (Peers & Supervisors) Stop Checking In With Injured Employee**

“Forgotten About” Perception



- Frustration with the Worker's Comp Process
- Lack of Belonging
- Lack of Purpose
- Morale Decline
- Feeling of Not Being Important/Vital to Team
- Self-Esteem Issues
- Depression
- ???



Exit Interview Responses



Q: What do you think the Department could have done to retain you as an employee?

A: “The Department could care, provide help, check in with their deputies. We were left on our own after our incident. I tried to get help on my own after the incident, with no success on the treatment and I didn’t know where else to turn.

“My supervisors eventually changed after the incident and two of the new supervisors were able to get me help. I eventually had to get representation because workers comp is awful to work with and they kept switching my doctors.

“Starting the process over and over did more harm than good.”

Exit Interview Responses



Q: What do you think the Department could have done to retain you as an employee?

A: “Not treat me like a criminal when I go to the doctor because I got hurt during a UOF. Not treat me as if I lied about a very real injury and then use all of my vacation, sick, comp hours and leaving me four months without pay.

“Not ignore me when I reached out for help because I was addicted to narcotic pain medication, leaving me to figure out how to get off medications on my own.”

Why We Don't Check In



- New Supervisor to Team & You Do Not Know Them
- Former Supervisor Gave Adverse Comments
- Former Supervisor Never Mentioned Anything
- Employee's Peers Not Asked or Do Not Offer Input
- “Been Carrying Them on Paper Forever”
- “They Are Milking It”

What We Should Do: **Check In!**



- If You Do Not Know Them:
 - Evaluate if You Should Start Trying
 - Delegate to Team Members Who Do & Follow Up
 - Make Some Sort of Attempt to Check In
- Text is Better Than Nothing!
 - Even a Simple Introduction / Greeting



Suggestions:

- **Set up Calendar Reminders for Periodic Check In**
- **If YOU Did the RM-3, Take It Upon Yourself to Check In**
 - **Even After You Transfer!**

Power BI Dashboard Tool



<https://powerbi.sdsheriff.com/reports/powerbi/Personnel/Personnel%20Reports/Personnel%20Leave%20Summary>

A screenshot of a web browser displaying the Power BI Report Server interface. The browser tabs show 'Employee Intranet Portal - Home', 'Home - Power BI Report Server', and another 'Home - Power BI Report Server'. The address bar shows 'powerbi.sdsheriff.com/reports/browse'. The interface includes a search bar, a user profile for 'McEvoy, Patrick', and a 'Browse' tab under 'Favorites'. Below this, there are five folder tiles: 'BWC', 'Employee Vaccinations', 'HRB', 'Kronos', and 'Personnel'.

Employee Intranet Portal - Home x Home - Power BI Report Server x Home - Power BI Report Server x +

powerbi.sdsheriff.com/reports/browse

Power BI Report Server Home

Search

McEvoy, Patrick

Favorites **Browse**

Publish Tiles

Folders (5)

- BWC
- Employee Vaccinations
- HRB
- Kronos
- Personnel



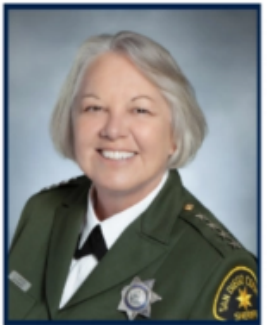
Employee Intranet Portal



SAN DIEGO COUNTY SHERIFF'S OFFICE
WELCOME
EMPLOYEE PORTAL

COMPASSION | DIVERSITY | FAIRNESS

SAN DIEGO COUNTY SHERIFF'S OFFICE
WELCOME
EMPLOYEE PORTAL



KELLY A. MARTINEZ, SHERIFF

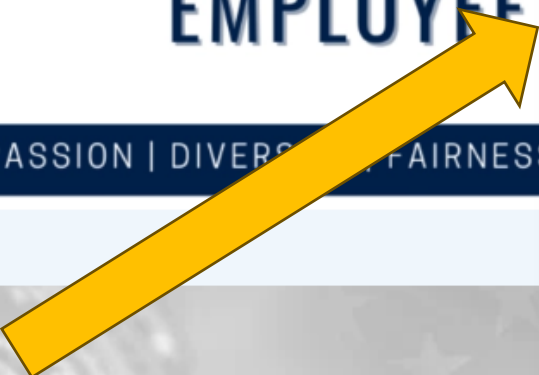
| LOYALTY | RESPECT | TRUST

NicheRMS

The Detentions Services Bureau will go live with our new records management system on July 17th.

Learn More

- Message Center
- Morning Reports
- NetRMS
- Patrol Speed Mapping
- Patrol Speed Mapping Anonymous
- PCD
- PowerBI Dashboard
- Restraining Orders
- RIMS
- RIPA
- ShareFile
- Sheriff Webmail - Outlook Web
- Towed Vehicles
- Warrants for Arrests



Favorites **Browse**

Publish Tiles

Folders (5)

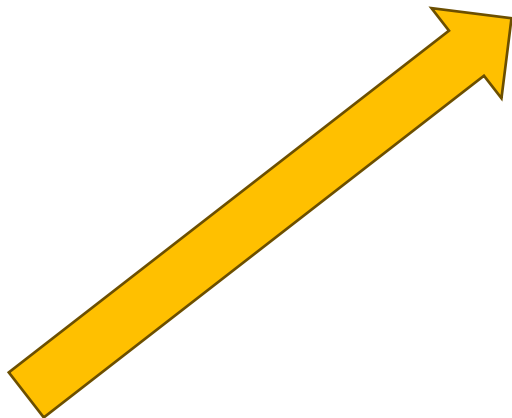
BWC

Employee Vaccinations

HRB

Kronos

Personnel



es **Browse**

s (4)

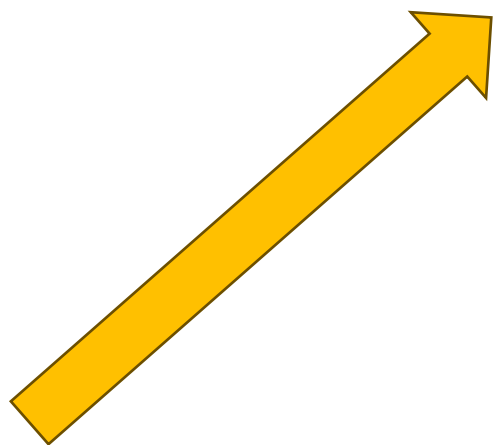
HRB Command



Personnel Reports



Position Reports





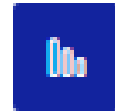
Favorites

Browse

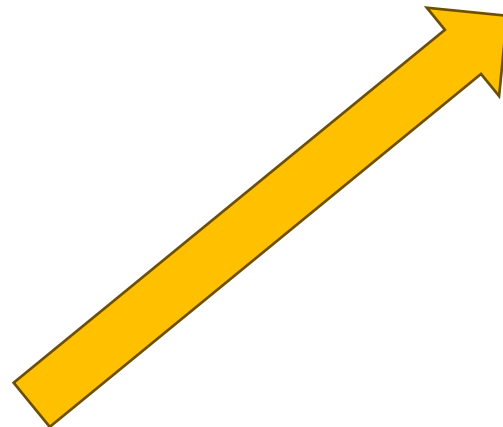
Power BI Reports (2)



Personnel Data



Personnel Leave Summary



SAN DIEGO COUNTY
Sheriff's Department
Personnel Leave (TTD/FML/MIL) Summary Report

Total Employees (TTD/FML/MIL)

TTD	FML	MIL	Overall
60	17	8	85

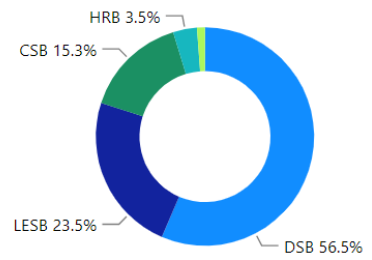
Filtered Employees (TTD/FML/MIL)

TTD	FML	MIL	Overall
60	17	8	85

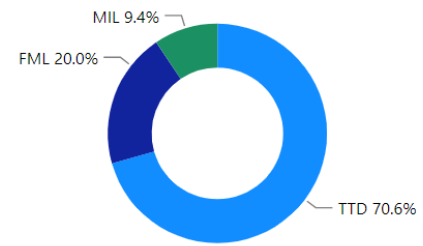
Bureau/Org	FML	MIL	TTD	Total
DSB	8	6	34	48
Medical Services Division	3	2	8	13
Detentions Processing Division	3		3	6
Las Colinas Detention Facility		2	4	6
Vista Detention Facility			6	6
East Mesa Reentry Facility			4	4
George Bailey Detention Facility	1	2	1	4
Reentry Services Counseling	1		2	3
Reentry Services Division			2	2
Food Services Division			1	1
San Diego Central Jail			1	1
Sheriff's Transportation Unit			1	1
South Bay Detention Facility			1	1
LESB	5	1	14	20
North Coastal Station	2	1	2	5
Comm Center	1		2	3
Rancho San Diego Station	1		2	3
Vista Patrol Station			3	3
San Marcos Station			2	2
ASTREA			1	1
Criminl Intelligence Detail			1	1
Poway Patrol Station	1			1
Special Enforcement Detail			1	1
CSB	4	1	8	13
Vista Court	1		3	4
Civil Unit	1		1	2
El Cajon Court			2	2
Records Division	1		1	2
San Diego Court		1	1	2
Court Field Services	1			1
Total	17	8	60	85

PeopleSoft Data As Of
07/10/2024

Count by Bureau



Count by Leave Category



CATEGORY	FML	MIL	TTD	Total
SWORN	7	6	35	48
Dep Sheriff	7	2	14	23
Dep Sheriff - Detentions/CtSvc		4	16	20
Sheriff Sergeant			2	2
Sheriff Sergeant-Detentions			2	2
Sheriff Detentns Lieutenant			1	1
NON-SWORN	10	2	24	36
Sheriff Detentions Nurse	1	2	5	8
Correctional Counselor	1		2	3
Sheriff Detentions LVN			3	3
Account Clerk Specialist			2	2
Detention Processing Supv	1		1	2
Detentions Information Asst	1		1	2
Detentions Processing Tech	1		1	2
Sheriff Emerg Svcs Dispatche			2	2
Sheriff's Records & ID Clk II	1		1	2
Community Services Officer			1	1
Laundry Worker			1	1
Legal Support Assistant II	1			1
Legal Support Supervisor I			1	1
Medical Records Clerk	1			1
Per Diem Comm Dispatcher II	1			1
Sheriff Detentions SupvNurse	1			1
Sr Cook			1	1
Sr Custodian			1	1
Stock Clerk			1	1
CADET			1	1
Dep Sheriff Cadet			1	1
Total	17	8	60	85



SAN DIEGO COUNTY
Sheriff's Department

Personnel Leave (TTD/FML/MIL) Summary Report

Total Employees (TTD/FML/MIL)			
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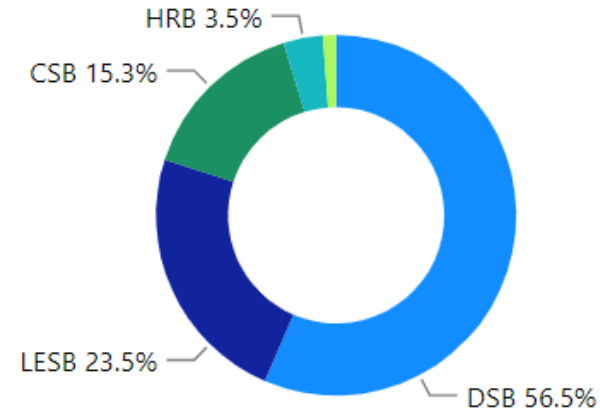


Bureau/Org	FML	MIL	TTD	Total
DSB	8	6	34	48
Medical Services Division	3	2	8	13
Detentions Processing Division	3		3	6
Las Colinas Detention Facility		2	4	6
Vista Detention Facility			6	6
East Mesa Reentry Facility			4	4
George Bailey Detention Facility	1	2	1	4
Reentry Services Counseling	1		2	3
Reentry Services Division			2	2
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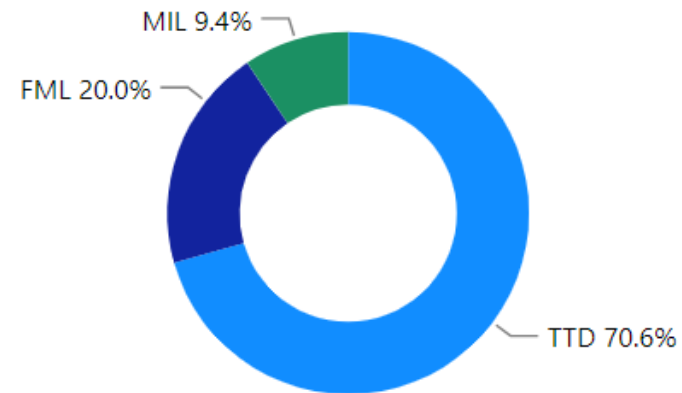
PeopleSoft Data As Of

07/10/2024

Count by Bureau



Count by Leave Category





**Temporary Total Disability (TTD)
Personnel Report**

Total TTD
Employees

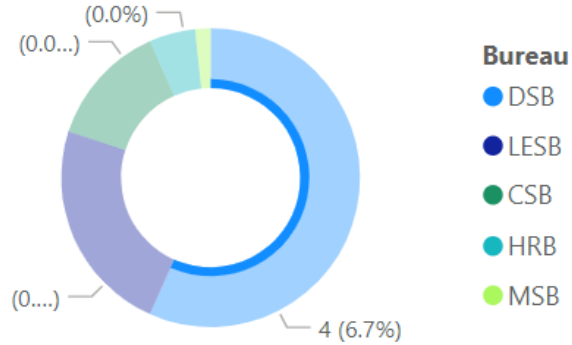
60

Filtered TTD
Employees

4

PeopleSoft Data As Of
07/10/2024

Count by Bureau



Count by Bureau/Org

Bureau/Org	Count
DSB	34
Medical Services Division	8
Vista Detention Facility	6
East Mesa Reentry Facility	4
Las Colinas Detention Facility	4
Detentions Processing Division	3
Reentry Services Counseling	2
Reentry Services Division	2
Food Services Division	1
George Bailey Detention Facility	1
San Diego Central Jail	1
Sheriff's Transportation Unit	1
South Bay Detention Facility	1
Total	60

Count by Job Classification

Job Category/Classification	Count
SWORN	4
Dep Sheriff - Detentions/CtSvc	4
Total	4

Bureau	Org	Photo	EmplID	Name	Classification	JobCode Years	Service Years	Reports To	TTD Start Date	TTD Days
DSB	Las Colinas Detention Facility		066297	[REDACTED]	Dep Sheriff - Detentions/CtSvc	7.00	7.40	Guzman, David	04/26/2024	75
			062384	[REDACTED]	Dep Sheriff - Detentions/CtSvc	7.70	8.40	Curran, Heidi	07/10/2024	0
			050625	[REDACTED]	Dep Sheriff - Detentions/CtSvc	7.00	11.80	Carranza, Enrique	06/07/2024	33
			[REDACTED]	[REDACTED] N	Dep Sheriff - Detentions/CtSvc	0.40	0.80	Axelsson, Hakan	06/28/2024	12



Questions?

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