

The background of the slide is a close-up, slightly blurred image of the official seal of the San Diego County Sheriff's Department. The seal is circular and features a central emblem with a figure, surrounded by the text "SAN DIEGO COUNTY SHERIFF'S DEPT." in a circular arrangement. The colors are primarily blue, silver, and red.

The Wellness Unit

Sgt. Brayman
2024

Agenda



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

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.



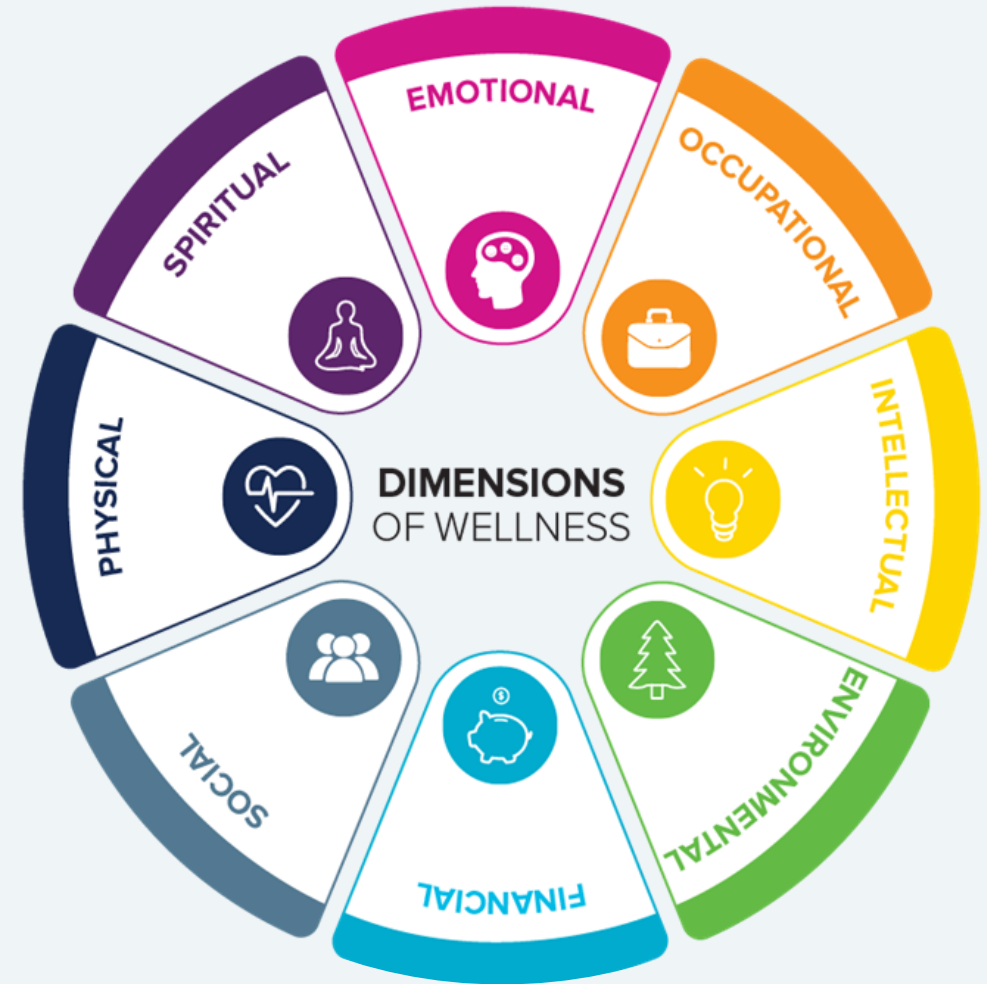


CONFIDENTIAL

- 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



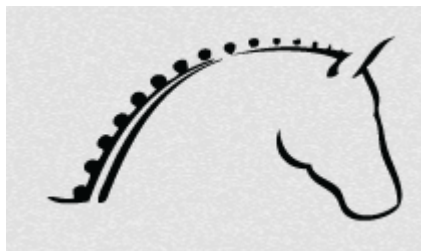
Follow up with light duty/medical leave

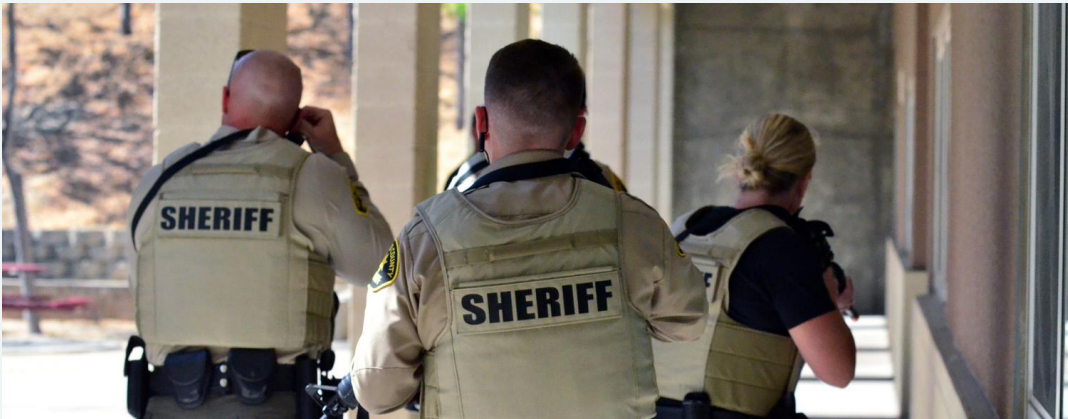


Identify changes in attitude of employees

Services

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





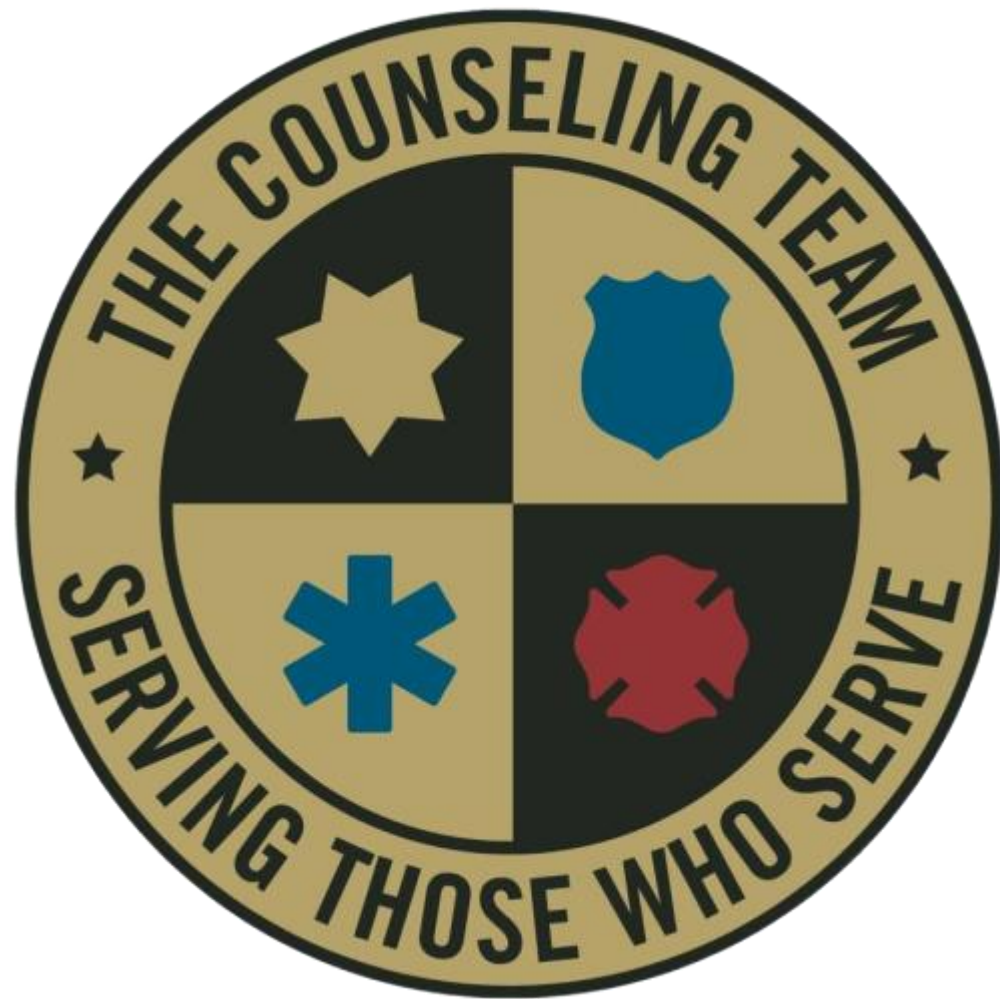
Callouts

- 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

Peer Support

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





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

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



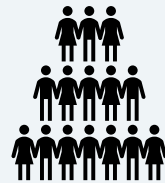




Scenario



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



Physical Wellness



Professional support staff development



Stress reduction and resilience training



Meal prep program



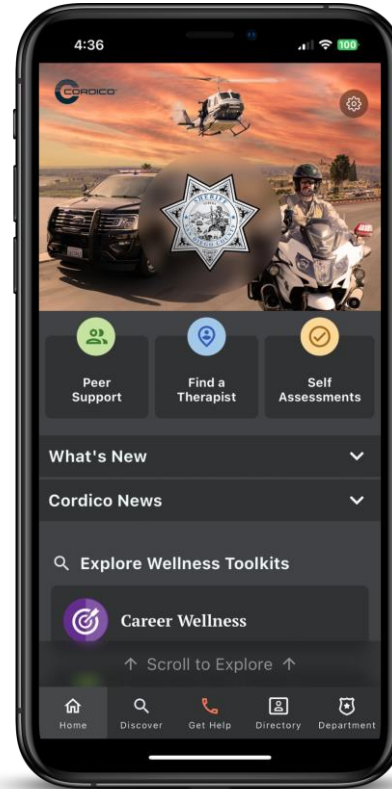
Pet Therapy



Educational Seminars



- Scan the QR code with your phone camera
- Download the app
- Enter the credentials:



DOWNLOAD NOW!



***Everyone shares the same username and password to ensure confidentiality.**

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

