



# **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. Below the navigation, 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  
WEL  
EMPLOYEE

COMPASSION | DIVERSITY | FAIRNESS

F'S OFFICE  
ORTAL



KELLY A. MARTINEZ, SHERIFF

| LOYALTY | RESPECT | TRUST

**N**icheRMS

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

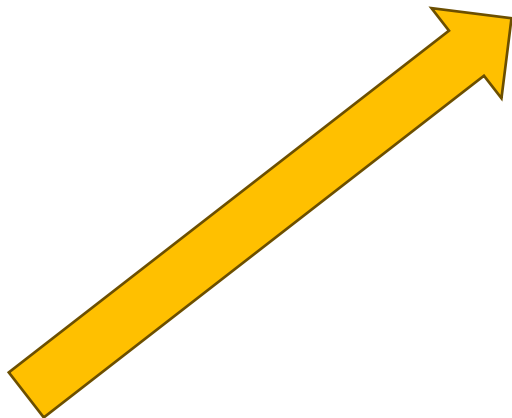
[Learn More](#)

- 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



Folders (5)

- BWC
- Employee Vaccinations
- HRB
- Kronos
- Personnel



es **Browse**

s (4)

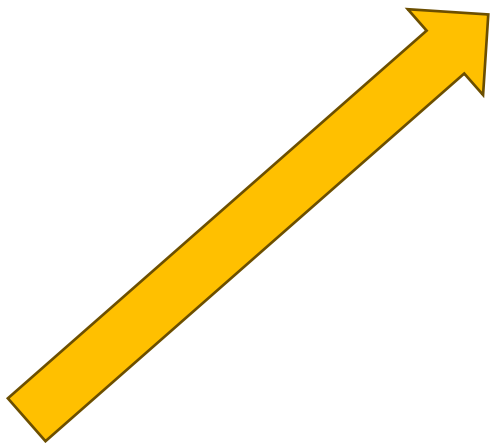
HRB Command



Personnel Reports



Position Reports

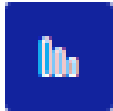




Favorites

**Browse**

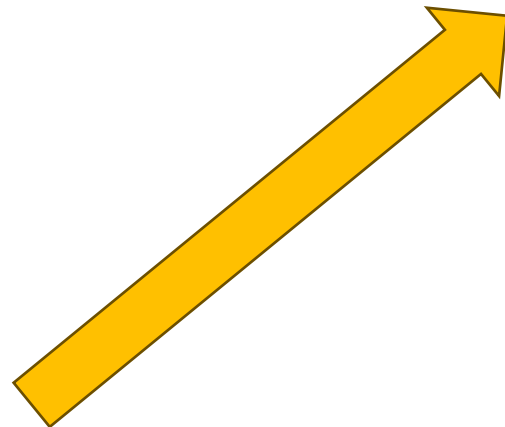
Power BI Reports (2)



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

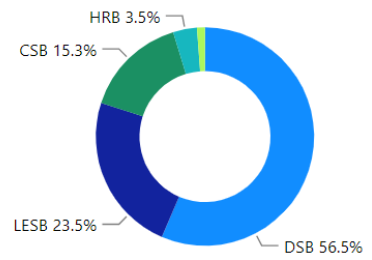
**Filtered Employees (TTD/FML/MIL)**

TTD	FML	MIL	Overall
60	17	8	85

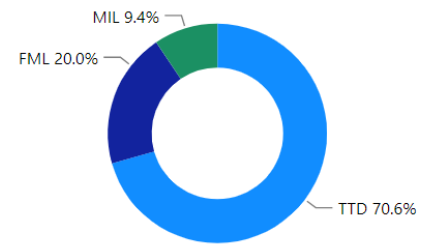
Bureau/Org	FML	MIL	TTD	Total
<b>DSB</b>	<b>8</b>	<b>6</b>	<b>34</b>	<b>48</b>
Medical Services Division	3	2	8	13
Detentions Processing Division	3		3	6
Las Colinas Detention Facility		2	4	6
Vista Detention Facility			6	6
East Mesa Reentry Facility			4	4
George Bailey Detention Facility	1	2	1	4
Reentry 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
<b>LESB</b>	<b>5</b>	<b>1</b>	<b>14</b>	<b>20</b>
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
<b>CSB</b>	<b>4</b>	<b>1</b>	<b>8</b>	<b>13</b>
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
Court Field Services	1			1
<b>Total</b>	<b>17</b>	<b>8</b>	<b>60</b>	<b>85</b>

PeopleSoft Data As Of  
**07/10/2024**

Count by Bureau



Count by Leave Category



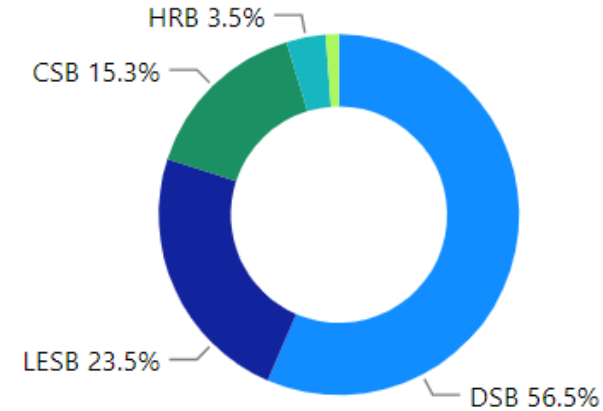
CATEGORY	FML	MIL	TTD	Total
<b>SWORN</b>	<b>7</b>	<b>6</b>	<b>35</b>	<b>48</b>
Dep Sheriff	7	2	14	23
Dep Sheriff - Detentions/CtSvc		4	16	20
Sheriff Sergeant			2	2
Sheriff Sergeant-Detentions			2	2
Sheriff Detentns Lieutenant			1	1
<b>NON-SWORN</b>	<b>10</b>	<b>2</b>	<b>24</b>	<b>36</b>
Sheriff Detentions 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
<b>CADET</b>			<b>1</b>	<b>1</b>
Dep Sheriff Cadet			1	1
<b>Total</b>	<b>17</b>	<b>8</b>	<b>60</b>	<b>85</b>

Bureau/Org	FML	MIL	TTD	Total
<b>DSB</b>	<b>8</b>	<b>6</b>	<b>34</b>	<b>48</b>
Medical Services Division	3	2	8	13
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Las Colinas Detention Facility		2	4	6
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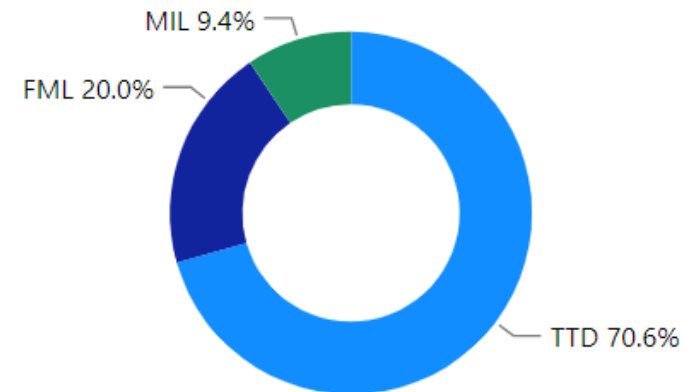
PeopleSoft Data As Of

07/10/2024

Count by Bureau



Count by Leave Category

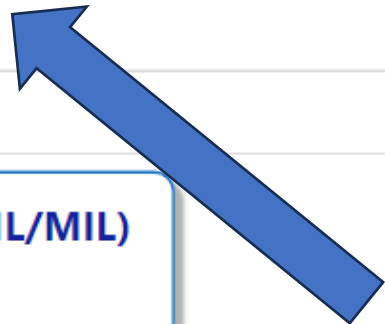




SAN DIEGO COUNTY  
**Sheriff's Department**

### Personnel Leave (TTD/FML/MIL) Summary Report

Total Employees (TTD/FML/MIL)			
TTD	FML	MIL	Overall
60	17	8	85







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

Total TTD  
Employees

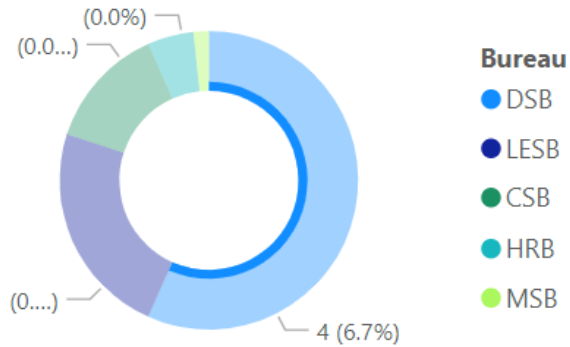
60

Filtered TTD  
Employees

4

PeopleSoft Data As Of  
**07/10/2024**

Count by Bureau



Count by Bureau/Org

Bureau/Org	Count
<b>DSB</b>	<b>34</b>
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
<b>Total</b>	<b>60</b>

Count by Job Classification

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

Bureau	Org	Photo	EmplID	Name	Classification	JobCode Years	Service Years	Reports To	TTD Start Date	TTD Days
DSB	Las Colinas Detention Facility		066307	[REDACTED]	Dep Sheriff - Detentions/CtSvc	7.00	7.40	Guzman, David	04/26/2024	75
			066304	[REDACTED]	Dep Sheriff - Detentions/CtSvc	7.70	8.40	Curran, Heidi	07/10/2024	0
			066305	[REDACTED]	Dep Sheriff - Detentions/CtSvc	7.00	11.80	Carranza, Enrique	06/07/2024	33
			11112	[REDACTED] N	Dep Sheriff - Detentions/CtSvc	0.40	0.80	Axelsson, Hakan	06/28/2024	12



# Questions?

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