



## Destination Zero: Officer Wellness Award 2022 Application

### Introducing: The Colorado State Patrol



*Created to “... promote safety, protect human life and preserve the highways of this state by the courteous and strict enforcement of the laws and regulations of this state relating to highways and the traffic on such highways.”*

Since 1935, the Colorado State Patrol has strived in achieving our mission through development and implementation of strategies that are adaptive, innovative, and integrated into our belief in the Core Values of Honor, Duty, and Respect.

From our modest beginnings as a “Courtesy Patrol,” charged with enforcing vehicle laws and providing protection to the governor, the CSP has transformed and diversified into a multitude of public safety specialties. In addition to expertise in traffic safety, we also provide services for commercial motor vehicle enforcement, hazardous materials routing and rule making, specialized enforcement, aviation, homeland security, communications, immigration enforcement, investigative services, dignitary protection, infrastructure protection, criminal interdiction, research and development, legislative advisement, education, and more.

From the most recent approved fiscal budget, our total employee count is 1,169 members. The following table offers detail on categories of members.

Troopers, Corporals and Sergeants	Port of Entry	Communications Program	Commissioned Officers	Other Members
662	118	138	34	217



## Destination Zero: Officer Wellness Award 2022 Application

### Summary of Wellness Program Accomplishments

INNOVATION	IMPLEMENTATION	ENGAGEMENT	PARTICIPATION RATE/SUCCESS	DATA
<p><b>Creativity</b></p> <ul style="list-style-type: none"> <li>• <u>Human First Symposium</u> Partnership with the CSP Women’s Resource Network and Academy</li> <li>• <u>Education Centered</u> Director is a professional educator</li> </ul>	<p><b>Process</b></p> <ul style="list-style-type: none"> <li>• <u>Formally Integrated</u> Human Resources; Professional Standards; and, Member Training</li> </ul> <p><b>Member Buy-In</b></p> <ul style="list-style-type: none"> <li>• <u>Substantial Participation</u> In Wellness Surveys and Services Use</li> </ul>	<p><b>Promotion to Employees</b></p> <ul style="list-style-type: none"> <li>• <u>Peers, Liaisons and Chaplains</u> together, they train and work, for confidential support to Members</li> <li>• <u>Frequent, Fast Communication</u> Patrol-on-Point Agency articles and Quarterly Manager Briefs</li> </ul>	<p><b>Participation / Incentives</b></p> <ul style="list-style-type: none"> <li>• <u>Peace Officer Mental Health</u> Four grant fund programs that provide counseling and therapy</li> <li>• <u>Relationship Retreats</u> Weekend and 1-Day events for Members and Partners</li> </ul>	<p><b>History of Program</b></p> <ul style="list-style-type: none"> <li>• <u>Launch and Ramp 2019</u> Foundation established with Rapid Assessment; Service to Members</li> <li>• <u>Wellness V2 Year 2022</u> Total Patrol Wellness in Strategic Direction</li> </ul>
<p><b>Originality</b></p> <ul style="list-style-type: none"> <li>• <u>Online Resources</u> Wellness App and Website Available to Members &amp; Loved Ones</li> <li>• <u>All Member</u> Inclusive of Loved Ones</li> </ul>	<p><b>Top-down Leadership</b></p> <ul style="list-style-type: none"> <li>• <u>Executive Priority Focus</u> Chief and CSP Executives champion the Wellness Program Vision + Availability</li> <li>• <u>Accessibility</u> Used by Chief to the Cadet</li> </ul>	<p><b>Design/Use of Original Material</b></p> <ul style="list-style-type: none"> <li>• <u>Define + Refine 7 Dimensions</u> <i>Emotional; Intellectual; Financial; Spiritual; Social; Environmental; Physical.</i> Brief <i>Peers- Outside the Blue Box</i></li> </ul>	<p><b>Agency Define Success</b></p> <ul style="list-style-type: none"> <li>• <u>Supporting Our Members</u> Success from Access. App and Survey Measures: use; impact; benefit; what to improve</li> </ul>	<p><b>Enhancement Modification</b></p> <ul style="list-style-type: none"> <li>• <u>Evolve Strategically</u> Wellness V2 in Agency Strategic Efforts: Adapt and Expand our Wellness Culture</li> </ul>



## Destination Zero: Officer Wellness Award 2022 Application

The Summary of Accomplishments (page two) guides a narrative of the Colorado State Patrol (CSP) Wellness journey, lessons learned, outcomes, and success stories. We have been humbled by both the benefit and the enormity of launching and expanding a dedicated program fostering the culture of “Whole Person, Human First Wellness.”

### Creativity



Our Wellness Director, Mr. Chris Covey, draws upon his significant experience in education, as well as experience in counseling in private practice in areas of psychology, educational programming, organizational development, and functional nutrition. Drawing upon these areas, and in consultation with peer contemporaries, Mr. Covey designed a creative program in partnership with the executive leadership team at the Colorado State Patrol (CSP) to focus on our wellness culture in a highly creative posture: Considering our members as a Whole Person. And with empathy for members as “Human First.”

### Process

“Our Team” is the simplest and most effective manner to describe the “process” of delivering officer and member wellness at the CSP. The delivery of wellness services is centered in an integrated team approach, inclusive of our chief, chief of staff, and



## Destination Zero: Officer Wellness Award 2022 Application

lieutenant colonels that collaborate directly with our core wellness team, human resources, specialty areas, and regional commands. The CSP Wellness Program Office is constructed to most effectively serve members, and is outlined as follows:

### Wellness Leadership Team

- Director of Wellness (*Civilian Program Director*)
  - Wellness and Fitness Coordinator (*Sworn Peace Officer*)
    - ✓ Fitness Programs, including gymnasium and fitness room facilities and memberships offerings, are the first cornerstone that we continue to anchor to in the CSP Wellness Program
  - Wellness Peer Support Coordinator (*Sworn Peace Officer*)
    - ✓ Peer support is a second cornerstone, providing empathy and awareness from colleagues that have shared experiences and stories of hope and resilience

### Peer Support Team

The purpose of the Peer Support Team is to provide **CONFIDENTIAL** support to members experiencing personal and/or work related stress, and also during and following traumatic incidents while on or off duty.

- **Cadre of 44 CSP members, representing peace officers, Port of Entry (POE) officers, communications officers, professional staff, and chaplains**
- The Peer Support Team maintains an on-call schedule
- The Peer Support Team trains regularly under the clinical guidance of a licensed professional psychologist contracted to the CSP Wellness Program
- The Peer Support Steering Committee advises the Wellness Program Office



## Destination Zero: Officer Wellness Award 2022 Application

### Chaplains

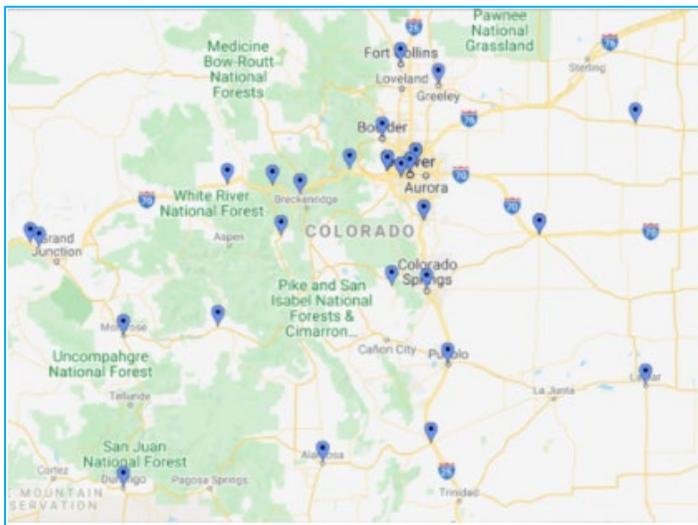


## 2021 Chaplain Roster

- Cadre of 12 Chaplains, coordinate with the wellness team members, guided by a chief and deputy chief chaplain
- Chaplain services are available for members statewide

***Remember:** Chaplains are more than religious people, we can also be guides on your Spiritual and life journey!*

### Wellness Liaisons



#### **The Role of the Wellness Liaison**

- Focus on member wellbeing. A Liaison is not only passionate about wellness but is passionate about communicating it across the organization
- Liaisons empower every CSP member to better themselves by not only supporting them in their journey but by being alongside them

- **The Wellness Liaisons are a cadre of 32 CSP members** from most professional disciplines represented throughout the organization
- Qualities of persons required to serve as a Wellness Liaison include:
  - *Highly motivated in the arena of wellness/ willing to help others.*
  - *Open to continuing education with a desire to learn*

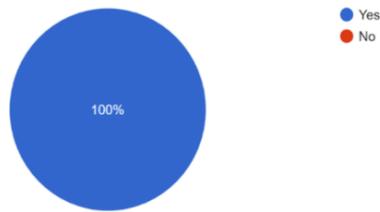


## Destination Zero: Officer Wellness Award 2022 Application

- *Open to discussion with individual members*
- *Organized so as to track their own programs*
- *Open to self-improvement*

### Member Buy-In

Would you recommend this type of event to a work colleague or loved one?



*Feedback from after-event participant survey*

“The entire day had an overall positive vibe. While struggles were addressed, it was the message of gratefulness that resonated with me the most. This is a newer type of training for CSP. I think the fact that it was not law enforcement-centric was also appealing to other CDPS personnel.”

- Buy-in has been tremendous. Namely from listening, learning, and caring, demonstrated by leadership support and dedication from the Wellness Program members and volunteers. **Over 90% of members utilize CSP Wellness services**
- Through member surveys and one-on-one interactions of peer support, wellness liaisons, and chaplains with our members: we know wellness is “bought-in” and is being drawn upon by a significant percentage of CSP staff

***Highlight** everyday experiences and practices that make us all human beings – before during, and after the roles we put on for our daily work....*

### Promotion to Employees

- Wellness program promotion to all members has been highly effective through direct partnership with the CSP Strategic Communications Director
- **The CSP Intranet page available to all members prominently features wellness program links and resources**
- Benefits, resources, and required learning (cadet, in-service, civilian, and other) is promoted through the Strategic Communications weekly email news brief to all members: “Patrol On Point;” through the learning management system (PowerDMS) and other communication events and channels



## Destination Zero: Officer Wellness Award 2022 Application

# Colorado State Patrol

### Important Links

- [CDPS Intranet](#)
- [Victim Services](#)
- [Power DMS](#)
- [HR](#)
- [Employee Self Service Portal \(...\)](#)
- [CSP Administrative Support](#)



**News & Outreach**



**CSP Wellness**

## Participation



Responding to Relationships  
Marriage Series and Retreat



Responding to Relationships  
Marriage Series and Retreat



Unbreakable: Free Relationship  
Event hosted by the Aurora Police  
Spouses Association

- Wellness program participation is significant. With special events and seminars, all available slots for attendance are utilized by CSP members
- In 2020, CSP partnered with Oklahoma State University's Department of Clinical Nutrition to conduct a first-ever nutrition study of a law enforcement population to link diet, health patterns, and mental health. **This study expands understanding of whole person fitness, combining diet and nutrition considerations with exercise factors**



## Destination Zero: Officer Wellness Award 2022 Application

### History



The wellness program essentially began with the appointment of the Wellness Director in June 2019.

In an energetic and rapid fashion, Director Covey began outreach with leadership, members, chaplains, stakeholders, and local communities to gather insight on needs and priorities.

The first major wellness program event was the “Human First Symposium” in November 2019. Widely attended and well received!

“The greatest impact of the Human First Symposium was the strength of the Clint’s spouse, Joanie. Her story of adversity, commitment and strength resonated with me.”

“It was refreshing to humanize individual feelings, and learn how to address stress and self care.”

### Originality

- The CSP Wellness Program is considered by numerous peer agencies as one of the most creative and innovative in the country. Primarily through unique combinations of clinical supervision, whole-person wellness integration, and availability to members, their loved ones, as well as CSP retirees
- The coordination and integration with complementary member organizations are typically not a comprehensive approach in most wellness programs



## Destination Zero: Officer Wellness Award 2022 Application

- **All Members of the Colorado State Patrol**, over 670 POST Sworn Peace Officers, over 100 Port of Entry Officers, Communications Officers, Professional and Other Civilian Staff **are required to complete mandatory wellness curricula as part of annual in-service training, or as part of academy training**
- Complementary member organizations that partner with the CSP Wellness Program include:
  - **The Colorado State Patrol Association**: The Association has served its members since 1936, by providing benefits and protective features that cannot be supplied by the Colorado State Patrol. The Association is a 501 (c) 5 non-profit public service organization that focuses on providing its members with an improved quality of life.
  - **The Colorado State Patrol Family Foundation**: Founded in 1980, the foundation provides support and resources to members of the Colorado State Patrol and their families in times of crisis.

### Top-Down Leadership

- The CSP executive team is deeply engaged and supportive of the CSP Wellness Program, with no less than monthly consideration by the chief and lieutenant colonel with the Wellness Director and other members of the wellness team
- Throughout 2022, a dedicated task force involving the wellness director, executive command, and senior staff are **building a forward vision and roadmap for the future of the CSP wellness culture**
- Leadership has encouraged and supports innovation in delivering contemporary and unique wellness services to members. Of recent benefit, was support and receipt for 3<sup>rd</sup> Party Mental Health services, supplemented by grant awards

*Chris Covey, Director of Wellness (2 min. read)*



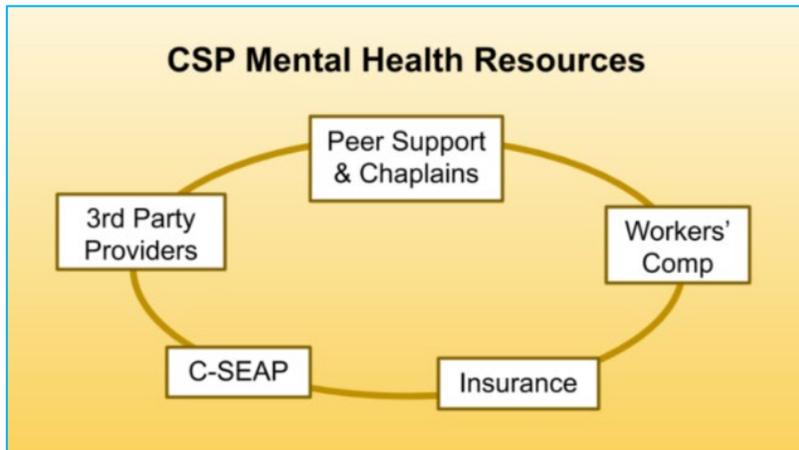
### **Peace Officer Mental Health (POMH) Grant Programs**

CSP Wellness is thrilled to announce the launch of FOUR new programs to support our Troopers' mental health in 2022 and beyond! The first three are available immediately, and the fourth is anticipated to open in February. We will be providing additional details of each



## Destination Zero: Officer Wellness Award 2022 Application

### Design and Use of Original Material



The CSP Wellness Program specifically designed mental health resources to complement the other dimensions in the “**7 Dimensions of Wellness**”

This design includes original learning and presentation materials and resources.

A contemporary briefing that has received significant interest within the CSP and by partner organizations (most recently, including National Railroad Safety Security) is the “**Outside of the (Blue) Box**” presentation developed by Director Chris Covey.



# Outside of the (Blue) Box

*Building a Dynamic and Responsive Law Enforcement Approach to Wellness*

SPPPOS Conference 2021





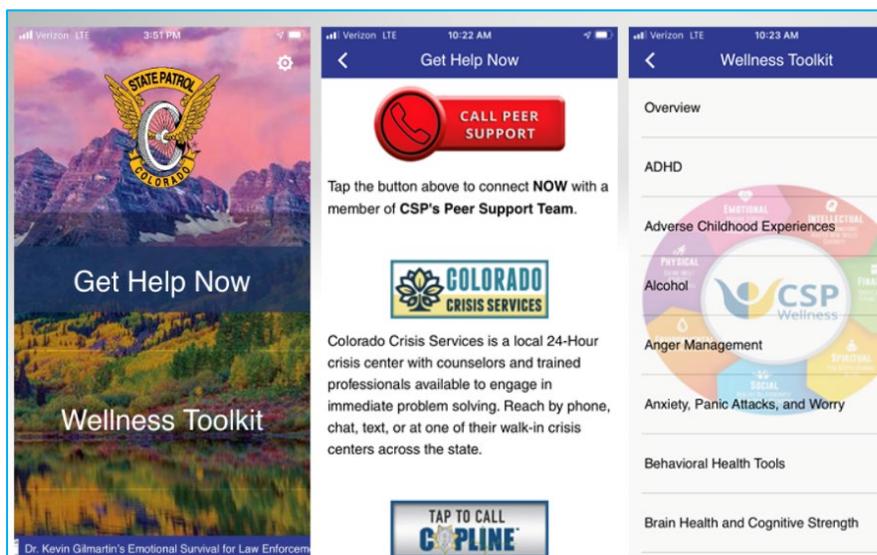
## Destination Zero: Officer Wellness Award 2022 Application

### Agency Defined Success

- CSP Wellness Program success is defined by our Mission, Values, and Mission: *Ensure a safe and secure environment for all persons by utilizing the strengths of our members to provide professional law enforcement services that reflect our Core Values of Honor, Duty and Respect*
- Success is also defined by asking and responding to our most relevant concerns:

- *Who are our Wellness stakeholders?*
- *What are the Wellness needs and priorities RIGHT NOW?*
- *What are the immediate and long-term challenges to implementing Wellness support?*
- *What legal considerations are required?*
- *How will funding be secured to make Wellness programming sustainable?*
- *How can technology be leveraged to support Wellness?*
- *How is Wellness operational?*
- *How do environmental concerns impact Wellness and Wellness programming?*
- *How can leadership promote Wellness and communicate their support?*

### Enhancement and Modification



The CSP “**Wellness V2**” program vision and roadmap over the course of 2022 will chart a course for program growth.

Highly utilized and popular services, such as the CSP Wellness App is continually expanded and revised.