

January 15, 2020

Destination Zero
National Law Enforcement Officers Memorial Fund
444 E Street NW
Washington, DC 20001

To Whom It May Concern:

I am pleased to write this letter in conjunction with the Grand Junction Police Department's submission for recognition regarding officer safety and wellness through Destination Zero. I have been the Chief of Police of the Grand Junction Police Department since June of 2018, and in my short time here I have been impressed with the culture and commitment to officer safety and wellness. I have added my support and encouragement to enhance officer safety and wellness throughout the organization, with the intent of setting the gold standard for other law enforcement agencies throughout not only the state of Colorado, but also within the nation. Simply put, officer safety and wellness are our highest of priorities.

We understand that officers need to be well both physically and mentally in order to perform their jobs to the best of their ability in order to go home to their loved ones at the end of every shift. We recognize the impact of wellness and have a wellness committee tasked with implementing new wellness challenges, activities, and support systems that can benefit each of our employees. We were able to secure funding to remodel and update our workout facilities and now have an incredible on-site gym for all staff. We take mental health very seriously in that we maintain an active peer support program and coordinate opportunities for officers to meet with counselors throughout the year, and last year we sought and received a state grant to allow for mental health checkups for our sworn personnel. Understanding that the need for mental wellness extends to all employees, however, we utilized our own general revenue budget to allow for the same services to be extended to all our non-sworn personnel as well. Employee wellness and retention is even written into our strategic plan initiatives.

As soon as we discovered Destination Zero and learned what the program was all about, we knew this was something that we wanted to participate in. I believe that we have created a climate supporting the principles upon which Destination Zero is based, and I'd ask for your consideration of our organization for our current and future efforts to ensure we have happy, healthy employees.

Sincerely,



Doug Shoemaker,
Chief of Police
Grand Junction Police Department



National Law Enforcement Officers MEMORIAL FUND

RESPECT. HONOR. REMEMBER.

Destination Zero Award Nomination Form

AGENCY INFORMATION

Name of agency: Grand Junction Police Department

Award Category (check one)

- General Officer Safety
- Officer Traffic Safety
- Officer Wellness
- Comprehensive Safety

Agency contact name: Capri Wright

Contact email: capriw@gjcity.org Contact phone number: 970-549-5118

Please include the following items with your nomination

- Department Release Form
- An executive summary which provides a brief overview of the approaches the agency has assumed, and the innovative practices, programs and partnerships that have been established
- A project narrative which details the elements and initiatives of the agency's program.
Items for possible inclusion in the narrative:
 - A description of the agency characteristics
 - A description of the program and its implementation (including marketing material)
 - A before-and-after comparison of change(s) due to the program
 - What makes this program unique compared to other initiatives?
 - What challenges had to be overcome to implement this program?
 - What impact has the program had on the staff within the agency?
 - Is there evidence of success (quantitative or qualitative)?
 - Can the program be replicated by other agencies?
- Any appropriate supporting documentation or attachments.



National Law Enforcement Officers MEMORIAL FUND

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AGENCY LEADERSHIP ENDORSEMENT

By agency representative signature on this form, the agency acknowledges that all information contained herein and in attached documents is true and correct.

AGENCY ACKNOWLEDGMENT

By agency representative signature on this form, the submitting agency acknowledges and affirms that it is not currently under investigation by the Department of Justice or currently serving under a consent decree or other sanctions imposed by the Department of Justice.

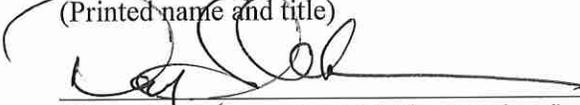
AGENCY RELEASE

By agency representative signature on this form, the submitting agency agrees to the release of all submitted materials into the public domain via website or other means of transmission.

Name of the agency: Grand Junction Police Department

Doug Shoemaker, Chief of Police

(Printed name and title)



(Signed endorsement of chief/agency head)

1-15-20
(Date)

Grand Junction Police Department

Grand Junction, Colorado

Comprehensive Safety Overview



The Grand Junction Police Department (GJPD) is led by Police Chief Doug Shoemaker. We have 217 employees which includes 124 sworn peace officers. GJPD serves 65,000 citizens in a 40 square mile area. At the Grand Junction Police Department, we police with honor and distinction. As our mission states; we are committed to enhancing community safety, reducing fear of crime, and elevating the quality of life through partnerships and innovative policing initiatives. Due to our geographic isolation (250 miles to Denver and 250 miles to Salt Lake City) GJPD provides a full range of high-quality policing services found in few departments our size including a motorcycle unit, K-9s, bomb squad, crime lab, university campus policing, SWAT team, drug task force, and other collateral assignments.



Officer Safety is a top priority for the Grand Junction Police Department. Over the years, we have been able to improve our focus on officer safety and bring in more programs to support this. Officer safety is addressed directly through equipment and training, and indirectly through mental health and wellness. In recent years, we have implemented a peer support program and revamped our department gym. We always focus on diverse safety training and do everything we can, from the top down, to support safety in every way possible.



Officer Safety

Officer Safety via Officer Tactics

The Grand Junction Police Department (GJPD) has sought to address officer safety by developing confidence and competence through sound patrol tactics training. The GJPD has a patrol tactics cadre who addresses this through briefing training, impromptu 'on duty' scenarios, and annual training. This patrol tactics cadre was officially established as a collateral duty within the agency in 2017. The cadre primarily consists of current and former SWAT personnel in the form of both officers and detectives. The cadre, and their training/teaching, evolve still to this day. These professionals instruct to personnel both within and outside the agency.

In the wake of large-scale events, the Patrol Tactics Cadre conducts debriefs that highlight lessons learned. For just one example, the week immediately following the brutal murder of five Dallas officers, Patrol Tactics Cadre provided all patrol officers with ambush/counter ambush training. Due to an increase in the number of officers dying from gun fire, Patrol Tactics Cadre began including medical training as well.

Impromptu scenarios are also facilitated by the Cadre when officers are on duty. Officers are 'dispatched' to a call for service, at a predesignated location, that has been converted into a safe training site. The officers are given simulations and safety gear, released into a scenario and, when trainings goals are satisfied, released back to their normal duties on patrol.

Another way the Cadre has sought to address safety is through the incorporation of the Rescue Team Task Force (RTTF) model as well as teaching all personnel on the principles of Tactical Combat Casualty Care (TCCC). Every new hire attends joint training with our partners at the Grand Junction Fire Department to ensure the RTTF model will be employed during an active shooter event. This model utilizes a contact team to locate the suspect while a rescue team follows to aid casualties.

Equally as important, every sworn employee (Officers, Detectives, and Command Staff) is given TCCC training annually, ranging from a hour long refresher to a five hour segment. During this class they address all phases of care, how to mitigate the loss of life through trauma management with basic interventions, and how to treat their own injuries. Each sworn employee is issued a trauma kit as well. Confidence and competence are both address through these trainings leading to an officer who has the tools necessary to keep citizens and themselves alive and well.

For example, in 2018 the aforementioned medical training was first provided to patrol officers. Two weeks after this training, a violent and unprovoked stabbing took place. Two unsuspecting citizens were attacked and viciously stabbed; one victim was stabbed over ten times. Officers, armed with TCCC training, addressed the victim's wounds effectively and prevented a loss of life thereby facilitating successful transport to paramedics. Today, these two victims are doing well and although they have to cope with scars and continuing physical pain, they are living full

lives. The application of knowledge and skill, combined with personal courage, resulted in the officers saving two lives.

Officer Safety *via* Equipment

All officers are equipped with body-worn cameras, high-visibility vests, Narcan, ballistic helmets, patrol rifles, and officer trauma kits including tourniquets, quick clot, and sucking chest wound patches. All officers have been trained how to use their equipment and trauma kits. Ballistic vests are provided to all officers and they are required to wear them, see the attached Soft Body Armor Policy. Supervisors also have ballistic shields and less-lethal weapons. As of 2019, all patrol vehicles are equipped with cell phone holders.

Officer Safety *via* Training

In-Service Training

GJPD holds annual in-service training that all sworn officers are required to attend. In-service training is three days long and covers many topics that relate to officer safety including mental health, driving, firearms, defensive tactics including lateral vascular neck restraint, CPR, and reality-based training. The schedule of our in-service training is attached for your reference.

Active Shooter Training

We coordinate and participate in active shooter training annually. These trainings are very involved with role players as victims, street closures, the whole nine yards. We complete this training with other emergency responders, such as our fire department and county sheriff's office.



Authorities complete active shooter drill at Grand Junction High School



Firearms Training and Qualifications

Firearms training and qualifications is a very crucial part of an officer's training. GJPD has an off-site, outdoor shooting range that officers can access for training purposes. Training is mandatory at a minimum of three times per year. Shooting qualifications are required twice each year.



Dispatch

The Grand Junction Regional Communication Center (GJRCC) operates out of the Grand Junction Police Department, dispatching for multiple agencies. Officer safety is a top priority for the GJRCC, which they maintain from many different angles.



Training

Every new employee begins their journey training as a Call Taker. Training to become a Call Taker typically lasts an average of 3-4 months and consists of both classroom and on-the-job training.

The primary focus of this training is outlining how officer safety related questions shall be asked for most incidents. In addition, new employees are trained to instantly relay officer safety concerns to Dispatchers and Officers immediately. All new Call Takers and Dispatchers are trained and graded on officer safety related situations and interrogation prior to being released from training.

Researching addresses and person histories in our local database is an officer safety tool all Telecommunicators are trained on and expected to use. Relaying officer safety alerts that are attached to addresses or people is also mandated in policy.

Incident Dispatch Team

Members of the Incident Dispatch Team (IDT) respond on-scene when there are large incidents. Dispatchers support the Incident Commander, carrying out requests from units on scene, tracking units, and managing communications to allow the Incident Commander to focus completely on managing an incident safely.

IDT members also take part in yearly and regularly scheduled mass casualty incident drills and SWAT training. This better prepares them to anticipate the needs of units on scene to protect those involved as well as the general public.



Communications

Clear, concise, and accurate communications between Dispatchers and first responders is imperative to preserve officer safety. GJRCC utilizes plain speak communication which cuts down on the possibility of the information relayed being mistaken.

GJRCC's communication policy is consistent for all agencies dispatched through GJRCC. This continuity in communications practice ensures critical information is not missed between agencies.

Incident Debriefs

For large critical incidents, the responding agency, peer support, and involved Dispatchers meet to review the incident, provide emotional support and reassurance, and solidify the connection between those involved. This process meets the mental health needs of professionals in this industry when dealing with vicarious trauma and post-traumatic stress disorder.



Tactical Debriefs

Tactical debriefs include Dispatchers and first responders from all agencies that assisted with a critical incident. The purpose of the tactical debrief is to review the tactical aspect of the incident, highlight challenges that occurred, and provide solutions for those challenges. These reviews allow for changes in the response plan providing increased focus on officer safety when responding to larger, more dynamic, and high-risk situations.

Peer Support

Traditionally, emergency services personnel have turned to each other for support. Peer counseling is based upon the philosophy that often the best person to help is another person in the same career. Members of the Peer Support Program are not counselors or therapists, but specifically trained colleagues whose goal is to provide emotional and tangible support through times of personal and professional crisis.

Policies

Every policy written is carefully reviewed for officer safety elements. To preserve the highest level of officer safety, GJRCC has developed policies that require officer safety information to be included in any incident in progress or just occurred, status checks for responders, and notes minimum number of officers that shall be dispatched to high priority incidents. Additionally, policies are in place for officers taken hostage, officer down, and officers requesting emergent backup. Practicing these policies gives Dispatchers the confidence required in the heat of the moment to provide critical resources, information, and care to officers in extremely high-risk situations.

Schedule

Shift work always presents a challenge to maintain a healthy work-life balance. After a close review of attrition rates and causes, the schedule bidding process has been improved to provide newer employees more equal access to available shifts. This change has decreased attrition rates significantly and protected employee retention. This allows for more experienced employees with good foundational problem-solving skills to lend that experience to user agencies while dispatching. More experienced employees are able to better anticipate the needs and possible hazards responders may encounter and act accordingly.

Officer Traffic Safety

Below 100 Training

All new recruits receive Below 100 training in the academy. Below 100 training is also done periodically for all sworn officers. Our department has Below 100 posters clearly visible throughout the department including on each gate exiting the patrol parking lot.



Driving and Traffic Safety

High visibility vests are provided to every officer and required to be worn on traffic scenes. Officers are required to wear their seat belts and they will be disciplined appropriately if they are caught not doing so. Discipline will start with a verbal discussion and can escalate from there if deemed necessary by the supervisor. Driving courses are taught to all new recruits in the academy as well as during annual in-service training. Safety is a dimension on all officer's annual performance appraisals. Emergency vehicle operations training is done on an annual basis for all officers.



Officer Wellness

Peer Support Program

On average, our peer support team assists approximately 15 employees per month. Traditionally, emergency services personnel have turned to each other for support. Peer

counseling is based upon the philosophy that often the best person to help is another peer who can understand and relate to the issue if it is work related and they share the same career. Members of the peer support team are not counselors or therapists, but specifically trained colleagues whose goal is to provide emotional and tangible support through times of personal and professional crisis.

Issues discussed during peer support, on-scene support, and other peer interactions are considered confidential within the limits of C.R.S. 13-90-107(m) who may not testify without consent and other applicable Colorado Revised Statutes. The safeguarding of information acquired in such settings is deemed a primary obligation of peer support members. The only exceptions are in those unusual circumstances where a person is mentally ill and presents an imminent danger of suicide or homicide, a person is gravely disabled, alcohol or other substance intoxication or abuse where there is a clear and immediate danger to self or others, or information indicative of criminal conduct or egregious policy violations.

We recently added several peer support members to better serve our department. We assist co-workers during a myriad of situations, such as officer involved shootings, suicides, child abuse cases, and disturbing events that our 911 Telecommunicators and Officers handle, just to name a few. Annually, we provide a wellness check for all employees who wish to sign up and spend time with our team of police and public safety psychologists. This approach helps to establish a baseline of mental health for our employee that can be followed each year. In addition to annual wellness checks, this same team of psychologists assist with major incidents and assist during emergency de-briefings with our officers.

Officer Safety *via* Wellness Committee

In 2012 the Grand Junction Police Department recognized the necessity of establishing an officer-lead team to formulate ideas on how to positively impact the health of employees, both sworn and non-sworn. In response to recognizing this need, the GJPD Wellness Committee was developed. This team began with four officers, one sergeant, and no budget. Since the inception of the Wellness Committee, their ranks have grown to six officers, four non-sworn employees, one sergeant, and one commander. Its members are intertwined within all areas of the agency. The agency, through the Wellness Committee, has proactively attacked wellness through a myriad of techniques.

Since the foundation of the Committee, a top priority was physical health. The team recognized the long-lasting impacts of shift work, sleep interruption, cumulative stress and the effects of cortisol, sedentary work, and sports related injuries in the field. To address these concerns, a department gym was fashioned. In its early stages, the gym was comprised of donated equipment which was rather dated but it was a beginning.

In 2016 the Committee and agency sought to address health and wellness from a stronger position and as such, sent an officer to become certified through the National Strength and Conditioning Association as a Tactical Strength and Conditioning Facilitator (TSAC-F). The purpose of the TSAC-F certification is to train tactically minded professionals how to mitigate injury through appropriate fitness programming and coaching. At present, personalized fitness

programs have been disseminated to Officers, Sergeants, Commanders, Deputy Chiefs, Evidence Technicians, and Records personnel. Through the TSAC-F's work within the Wellness Committee, clinics have been hosted and articles have been disseminated.

From 2016 on, the Wellness Committee continued to strive for addressing wellness from a more global perspective. An intra-agency Wellness page was developed, and a bulletin board was crafted for information sharing. Cooperation with the City Wellness group has yielded access to prizes and monies for various fitness challenges. Additionally, the SWAT team's physical testing standards were redesigned, and physical training methods were rebuilt. The SWAT physical testing model developed by Grand Junction Police Department's TSAC-F personnel has been requested by other law enforcement agencies within our own state of Colorado and as far away as Hawaii and the East Coast.

In 2019, the Chief of Police spearheaded an initiative to creatively reallocate \$40,000 in salary savings. These monies were given to the Wellness Committee and the team was charged with a new challenge; the re-creation of a small outdated gym into a state of the art, functional fitness minded facility. This project included the replacement of flooring, reconstruction of walls, relocation of electrical, a redesigning layout, and the purchase, placement, and assembly of equipment. The Committee conducted



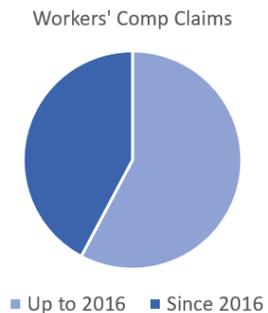
surveys to include all personnel in the process and give employees a voice in the development of the new gym; everything from the equipment to the inspirational quote that now resides on one of the gyms walls. The Committee was able to truly evolve the culture of the agency through this process and the agency now boasts a wonderful facility capable of allowing up to eight officers to work out at the same time.

After the rebuilding of the gym, the Wellness Committee hosted a grand re-opening to truly re-brand the idea of wellness in the agency. The grand re-opening included supplement sponsors, prize give-a-ways, meal prep ideas, equipment demonstrations, and free access to strength and conditioning coaches.

In order to continue evolving what can be interpreted as a simple ‘gym’ and turning it into a living, breathing focal point, the agency approved the growth of a Tactical Strength and Conditioning (TSAC) cadre. The agency approved an increase from one TSAC-F trained officer to two, with the potential for a third TSAC-F in the coming years. The establishment of this cadre truly speaks to the stance of the agency and the determination of the Wellness Committee. We seek to treat our professionals with the same resources given to professional athletes through fitness programming and injury mitigation. Truly, the most exciting result is to see that use of the agency fitness facility has skyrocketed and the utilization of TSAC-F certified officers is consistent.

The Wellness Committee also makes strides to periodically team up with other groups within the agency to continue tackling the mission of improving health from a comprehensive standpoint. The Wellness Committee has taken part in coordinating officer participation, through a combined effort with the recruiting team, in events such as the Colorado Tough Mudder mud run, the Copper Triangle bike race, and the Bataan Memorial Death March. The Wellness Committee has also worked with the Peer Support team to provide the agency with short term, inclusive fitness challenges though out the years that can suit all fitness levels as well as inspirational messages and stories.

Up to 2016 we averaged 26 workers’ comp claims per year. Since heavily implementing our wellness committee in 2016 we have averaged only 19 claims per year; a reduction of 3.6%.



City Wellness Benefits

As employees of the City of Grand Junction (the City), GJPD employees are eligible for City benefits, including the following:

Sage Health & Wellness Center

The City of Grand Junction opened the Sage Health & Wellness Center in April of 2019. Management and staff of Sage is provided by Marathon Health and includes a physician assistant or nurse practitioner, medical assistant, and a behavioral health counselor. Preventative care, sick care, health coaching, and chronic condition coaching are all provided. See the attached flyer for a representative list of services the center provides to our officers.



Sage Health & Wellness: The vision of the City of Grand Junction is to have a thriving wellness culture that supports the wellbeing of our employees and their families.

Wellness Program

The City’s wellness program is vast and includes the following:

- Biometric Screenings
- Health Risk Assessments
- Online Well-Being Plan
- Personalized Digital Coaching

- Online Tools & Education
- Back Pain Management Program
- Initiatives and discounts on physical activity, healthy eating habits, financial wellness, tobacco cessation, emotional wellness, medical self-care, and gym memberships.
- Health rewards paid as a \$25 monthly discount towards health insurance to employees who participate in annual biometric screenings and health risk assessments. In 2019, 63% of employees participated altogether and 66% participation within sworn staff.

Financial Wellness

The City offers free training classes to employees and their spouses that teach the Dave Ramsey's Financial Peace Government course. Please see the attached advertising flyer that was distributed to employees.

Short-Term and Long-Term Disability with Pay

Leave due to short- or long-term disability may be paid between 60-75% of the employee's salary.

TeleHealth

Employees can access 24/7 health care online via Teledoc, Health Advocate, or eDocAmerica.

Employee Assistance Program (EAP)

Through TRIAD EAP the City provides EAP benefits that include six annual in-person counseling sessions in addition to legal, financial, and work/life advice and support. See the attached flyer for details on the program.

Employee Assistance Foundation (EAF)

Employees can receive financial help from the EAF during times of death, illness, financial hardship or another catastrophe.

PTO Donation

Employees can donate excess PTO hours to the PTO bank and in turn, employees in need of PTO can request to receive hours from the bank.

In Conclusion

At the Grand Junction Police Department, officer safety is our number one priority. We train vigorously and strive to have the best equipment and technology to help us do our jobs safely. Employees of GJPD have numerous options to receive support; mentally, physically, and in many other ways. GJPD management supports safety initiatives from the top down and employee buy in is high and continuing to rise. Employees are encouraged to think outside the box and new ideas are supported. We are innovative and forward thinking with safety initiatives. We hope to set the bar high and encourage other agencies to do the same.



	SECTION:	OPERATIONS	OPR-272
	CHAPTER:	UNIFORMS AND EQUIPMENT	
	DIRECTIVE:	SOFT BODY ARMOR	

272.01 SUMMARY

This Directive establishes procedures for using Soft Body Armor, or protective vests.

272.02 PROVISION, REPLACEMENT, AND USE

PROVISION – The Department shall purchase Department-approved soft body armor for all Officers and P.S.T.s.

REPLACEMENT – The Department will replace soft body armor at the manufacturer’s suggested replacement date, which is typically five years after purchase.

USE – Whenever an employee’s primary responsibility is a uniform patrol assignment, soft body armor shall be worn. Personnel whose primary duties are administrative are exempt from wearing vests while in uniform.

272.03 DEPARTMENT LIABILITY

The Department is not liable for:

- An employee’s failure to use soft body armor.
- An employee’s misuse of soft body armor.

272.04 PRE-PLANNED, HIGH-RISK SITUATIONS

Every sworn employee who will be participating in a pre-planned, high-risk situation or training must wear soft body armor. Examples of such situations are:

- Search warrant and arrest warrant executions.
- Narcotics raids.
- Hostage or barricaded subject.
- Civil disorder.
- Riot control.
- Any situation or circumstance that a Supervisor determines to be high-risk.
- Authorized Firearms Training (including Instructors).





**GRAND JUNCTION POLICE DEPARTMENT
2020 SWORN IN-SERVICE
JAN 13- Feb 1**

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
0700-0800 <i>Chiefs Hour Konzak</i>	0700-0730 <i>Records 0730-0800</i>	0700-1200 <i>ACT Instructor Cadre Konzak</i>	0700-0800 <i>Chiefs Hour</i>	0700-0730 <i>Records 0730-0800 Lab</i>	0700-1200 <i>ACT Instructor Cadre Konzak</i>
0800-1100 <i>CPR Susan Habliston</i>	0800-1000 <i>TASER Konzak</i>	To include LVNR	0800-1100 <i>CPR Susan Habliston</i>	0800-1000 <i>TASER Konzak</i>	To include LVNR
1100-1200 <i>Mental Health Training Gregory</i>	1000-1200 <i>SFST Review Konzak Trng Rm</i>		1100-1200 <i>Mental Health Training Gregory</i>	1000-1200 <i>SFST Review Konzak</i>	

LUNCH

1300-1700 <i>DRIVING Driving Cadre CLETC (1300-1700)</i>	1300-1700 <i>Firearms Instructor Cadre</i>	1300-1800 <i>RBT/PATROL TACTICS Training Active shooter/threat incorporated</i>	1300-1700 <i>DRIVING Instructor Cadre CLETC</i>	1300-1700 <i>Firearms Instructor Cadre</i>	1300-1800 <i>RBT/PATROL TACTICS Training Active shooter/threat</i>
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Equipment needed

DRIVING	ACT	FIREARMS	INSTRUCTORS
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Portions of training will be held out doors - Dress appropriately

Sage Health and Wellness Center

Eligibility and Cost

Services are available to all City employees, retirees, and dependents age two and older covered by a City health plan.

Preventive services, such as health assessments and health coaching, are provided at no cost to all eligible members. Sick visits are available free of charge to those not on a high deductible health plan. Members on a high deductible health plan will be required to pay a \$25 fee.

Privacy

The care you receive by Marathon Health is confidential and protected by state and federal law.

The following is a representative list of services available:



Prevention

Health Screenings

- Annual Exams
- Blood pressure
- Body mass index
- Cholesterol
- Glucose

Health Coaching

- Nutrition
- Physical activity
- Tobacco cessation
- Stress management
- Weight loss

Chronic Condition Coaching

- Arthritis
- Asthma
- COPD
- Depression
- Diabetes
- Heart health
- Low back pain
- Sleep apnea
- Educational offerings



Sick Visits

- Bronchitis
- Common Cold
- Constipation
- Cough
- Diarrhea
- Eye infections
- Headache
- Joint pain
- Nausea and vomiting
- Nosebleed
- Sinus infections
- Skin infections
- Strep throat



Lab Services

Blood work and lab tests processed at the center include hemoglobin A1C, lipid panel, glucose, rapid strep, mono, urinalysis, oxygen saturation, and pregnancy. Additional lab tests can also be drawn and sent to an outside lab for processing.



Behavioral Health Counseling

- Anxiety
- Depression
- Eating disorders
- Grief
- PTSD
- Relationship issues
- Self-image
- Stress
- Substance abuse

Sage Health and Wellness Center

2525 N 8th St.
Ste. 102
Grand Junction, CO 81501
970-628-0012

Mon/Thu 7am - 3:30pm
Tue 9:30am - 6pm
Fri 7am - 1pm
my.marathon-health.com

Join us for a
**FREE CLASS
PREVIEW!**

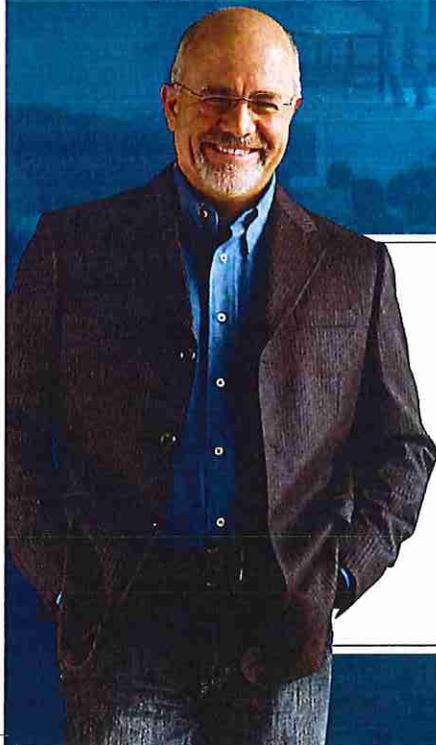
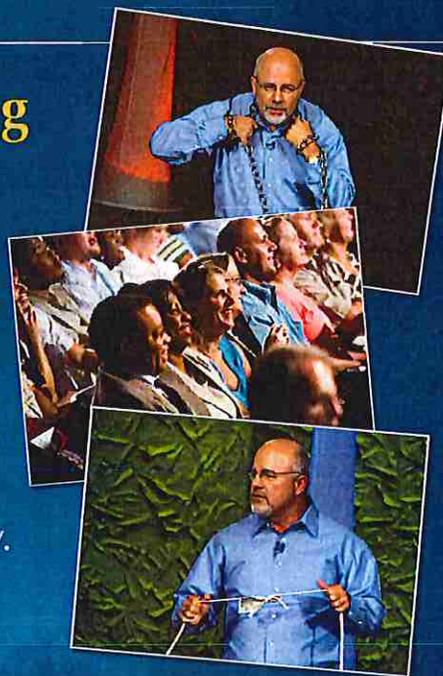
Dave Ramsey's

Financial *Peace*

GOVERNMENT

During This Life-Changing Course, You Will Learn:

- To put together a monthly spending plan that really works!
- The step-by-step process for getting out of debt for good!
- How to set financial goals and really communicate about money.
- *And Much More!*



Find out more at daveramsey.com/government

* They ask that you bring your spouse, partner, significant other or family member to ALL classes.

CLASS DATES: Jan 16, 23, 30 Feb 6, 13, 20, 27,
Mar 5, 12, 19, 26 & Apr 2

TIME/LOCATION: 5:30pm- 7:30pm City Hall Auditorium

CONTACT: Beth McGrath or call HR at 244-1512



EMPLOYEE ASSISTANCE PROGRAM

Triad EAP provides solutions for today's employee.

Whether you are facing challenging life problems or you want to take your personal or professional life to the next level, Triad has the resources to help.



HOW WE CAN HELP:

- Balance work and home life
- Enhance relationships and communication
- Conquer stress
- Work through grief, loss and trauma
- Feel and sleep better
- Calm anxiety
- Defeat depression
- Trounce addictions
- Improve workplace relations
- Sharpen your parenting skills
- Access resources for child and elder care
- Tackle legal or financial challenges

WHAT IS AN EAP?

We are all human. We all experience personal problems that profoundly impact us and our families from time to time. Divorce, the death of a loved one, parenting dilemmas, and attempts to overcome an addiction are just a few of the issues that can bring us to our knees. And the problems don't need to be situational: what about stress, anxiety, or depression? These problems follow us to work and effect how we perform our job and get along with coworkers.

WHO CAN USE THE EAP?

Services are available to the employee, your spouse or significant other, and dependents 26 and under.

COUNSELORS

Triad EAP's network counselors are highly qualified, credentialed professionals with expertise in various areas. Our counselors have master's level degrees in psychology, counseling and/or social work; current liability insurance coverage; and active licensure.

CONFIDENTIALITY

Triad is bound by strict privacy standards. The only information your employer sees is statistical and demographic information – no names or identifying information are given. Confidentiality does not extend to cases of child or elder abuse; if you are a threat to yourself or others; or if you are under a court order. (For more information, see Section 12-43-218 of the Colorado Regulatory Statute.)



EMPLOYEE ASSISTANCE PROGRAM

Work/Life EAP services:

HOW MUCH DOES IT COST?

Triad EAP is a prepaid service offered by your employer; you have a limited number of free counseling sessions. EAP is short-term solution-based counseling. For help beyond the scope of the EAP; your counselor may suggest another resource. You would be responsible for any fees for resources used outside the EAP.

HOW DO I GET STARTED?

The first step is to find a counselor within the EAP network. Go to www.triadeap.com and enter your username and password found below. Click on the Provider Search button to discover counselors in your area. Once you've chosen a counselor, call us from 8 a.m. to 6 p.m. (MST) Monday through Friday.

WHAT IF I'M IN CRISIS?

In case of mental health emergency, call anytime 24-hours a day, seven days a week and talk to our on-call therapist at the number below.

WORK/LIFE BENEFITS

Work/Life benefits are your personal concierge by providing resources and referrals to local care providers for a variety of needs such as child care, elder care, adoption services, pet sitting, and other daily living issues such as home maintenance, travel needs, volunteer opportunities, and more.

LEGAL AND FINANCIAL SUPPORT

- Free 30-minute consultation with attorneys on civil or criminal matters with discounted fees for most ongoing legal services
- Free consultation with financial specialists regarding budgeting, credit concerns, financial planning and help with identity theft and recovery

ONLINE RESOURCES

Monthly webinars cover a variety of work-life topics, with archived webinars available. Articles and tip sheets on legal and financial issues, downloadable legal forms and a variety of financial calculators. There is also a free online Will Builder.



City of Grand Junction full and part time employees, spouses, and dependent family up to 26 years old can access:

- Up to 6 free counseling sessions per year per incident
- Financial experts for advice on a range of financial issues
- Legal help by phone or with a local attorney; includes a free ½ hour consult and discounted rates if further help is requested for many issues
- On-line counselor profiles and thousands of legal/financial articles and tools:

Go to: www.triadeap.com

Username: **gj**

Password: **eap**

Please call Triad EAP before contacting a counselor:

Phone: 970-242-9536

Toll free: 1-877-679-1100