

Destination Zero 2018 – RESULTS/SUCCESS OF THE PROGRAM

Public Safety Resilience Program

The Police Department Behavioral Health Specialist was hired in January 2016. As of that time, the staff has provided over 2,182 behavioral health services to Department members. These services include auricular acupuncture sessions, consultations, client meetings, crisis response, training, and referrals. They have responded to employees within 24 hours from first receipt of a call in 99% of the cases and responded to emergency situations within 1 hour 100% of the time. They have consistently received a 100% approval rating from clients. Having this resource in place for officers has already proven to be valuable and we will continue to grow this program.

Chaplain Program

The Police Department currently has 8 active chaplains. The team liaison officer fosters an environment of cooperation, maintaining an open line of communication, assisting with on-call coverage, and sharing of training and ideas. Chaplains are active with employees and can typically be seen walking through the stations, bringing detectives homemade muffins, participating in ride-alongs, and taking part in other Department events. Many times throughout the previous year, chaplains were on ride-alongs with officers when calls came in where a chaplain was needed to include a detective suicide and a homicide. Last year, Chaplains designed and conducted a “Couples Seminar” for staff. Spouses were invited to attend and topics of discussion included communication, stress during the holidays, developing and maintaining trust, and the characteristics of a healthy family. Because the chaplains take such an interest in staff and have spent time building rapport with officers, they are trusted and valued confidants.

Peer Support Team

Since 2014, the team has responded to approximately 20 call-outs involving a variety of issues including officer line of duty deaths, officer suicides, and other emotionally charged events. Just recently, team members were deployed to the scene of an officer-involved shooting involving several members of the Department. The team was able to quickly determine needs on the scene and at the station and was able to offer immediate support to those involved. On average, the team receives about 3 referrals per month. These referrals typically come from a supervisor or co-worker who is concerned about an employee, whether they are having a hard time at work or at home. The number of officers who reach out to team members for assistance themselves is on the rise, as the Department has made a concerted effort to advertise such resources to staff and normalize the use of such resources.

Peer Fitness Advisor Team

The Peer Fitness Advisor Team continues to grow as the County’s wellness initiatives are implemented. Peer Fitness Advisors in the past year have assisted squads with wellness and stress management training, provided fitness/nutrition training to the Department’s Explorer Post, coordinated a Department-wide fitness challenge, provided nutrition training to all sworn staff, and are in the process

of planning numerous other events for the year such as a Fitness for Tactical Performance in-service class, as well as a Yoga for Performance in-service class. They conduct applicant physical testing and actively participate in the Department's Pre-Hire Physical Training Program. One of the Peer Fitness Advisor's is also a certified yoga instructor and so brings that training free to staff each week.

Total Money Makeover Sharing Group

This County-wide email-based group has grown to over 1,000 members. To date, the members of that group have paid off over \$7 million in debt. The County now provides financial educational materials to employees through this group. The group founder also provides financial training to each of the Police Department and Department of Fire and Rescue recruit classes and participates each year in the County's Employee Wellness Fair.

Physical Readiness Policy

The Physical Readiness Policy was approved in the summer of 2017. Each patrol squad now participates in the program and there have been numerous success stories captured. Three sworn officers have lost over 60 pounds each, all crediting their success to the support they receive at work. They mentioned that they feel better capable of handling their workload and other every-day stressors now that they are more physically fit. All staff, both sworn and civilian, were provided with an exercise band to keep at their desk or in their vehicle. They were provided with exercises and stretches to do with the band in an effort to decrease injuries surrounding sprains and strains. Units and squads continue to reach out for group training. The Wellness & Resiliency Unit also conducts in-service training at the academy on topics such as Fitness for Tactical Performance and looks to bring more offerings in 2019 focusing on yoga and mindfulness for tactical performance.

Athletic Training/Work Hardening Program

During 2018, the Athletic Trainer has provided care for numerous employees. Of those he treated, the majority of his treatment was geared toward addressing muscular sprains/strains. For the patients, he has provided a myriad of different treatments. One employee with whom he worked was a recruit with a severe knee injury who had to be recycled to the next session. With guidance from the Athletic Trainer, the recruit was able to recover from surgery, get himself physically ready for the next academy class, and successfully graduate. The trainer has also provided department-wide in-service training on common injuries and prevention methods. He has been instrumental in creating awareness of the importance of proper recovery, foam rolling, and stretching in injury prevention.

While there is numerical data for some of the implemented programs, we feel that the larger impact is one that cannot be fully illustrated here. The impact we most appreciate comes from relationship-building and showing employees that they are valued. Employees who feel valued will also be more engaged in the Department and in our community.