

# SAN BERNARDINO POLICE

## **EXECUTIVE SUMMARY**

### WELLNESS

#### Introduction

Within a short three years the San Bernardino Police Department experienced some unfortunate events that brought the need for a Wellness Unit to be comprised. First, we lost an officer to an off-duty traffic collision. We lost another to an on-duty traffic collision as a result of a DUI driver. We had another officer critically wounded during an encounter with an armed subject. Our department personnel respond to numerous critical incidents daily. Two of which caught the eyes of the nation. One being a terrorist attack that left 14 people mortally wounded and another 22 injured to include an SBPD officer. The second was an active incident at an elementary school within the City. There three people were mortally wounded with another person injured.

These critical incidents to include the fact that the department was working with a reduced workforce, suffering from a municipal bankruptcy, and a high crime rate resulted with mental scarring for those proudly serving the community of San Bernardino. Something needed to be done to protect those serving and to provide the best possible foundation for our SBPD family to survive and thrive.

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## Overview

In January of 2017 Chief Jarrod Burguan implemented a Wellness Program headed by Wellness Coordinator, Sergeant Chris Gray. The approach Sergeant Gray went with was focusing on employee wellness both for sworn and professional (civilian) staff. This approach left no one out thus giving over 400 employees the same possibilities in reaching a sustainable level of wellness for both the individual

and the department to thrive. The driving program were the six wheel chart. These were most common areas that stress to one degree or these components and

### WELLNESS MODEL



and the department to principles for the components listed in the selected as they are the give just about everyone another. Focusing on bringing different

avenues of approach to light will help alleviate stress. Much research goes into identifying these different avenues. By providing people with available options it's our hope that our family of employees doesn't have to experience that feeling of hopelessness that leads to depression. It's our goal to make sure everyone feels appreciated and thought of. Lastly, a key component to our success has been and is showing employees compassion and that we care. This is done by listening to people, hearing what they say, and taking the time to recontact them at a predetermined later date to find out how they are doing with whatever event they were experiencing.

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## Project Narrative

Within the Wellness Quarterly Newsletters pertinent information is discussed and relates specifically to the wellness model presented on the previous page. A snapshot of the newsletter is seen here. The newsletter is intended as a regular form of contact between the Wellness

**FAMILY TIME: (Camping & Hike)**

If you have wanting to get away but do not necessarily have much time we have scheduled a two night local camping trip up to Big Bear for the last weekend in September. Thanks to several key people this type of camping trip has been an absolute blast in years past! For this trip we have honed in on the Hanna Flat Campground. This campground has over 80 campsites. About half of the sites are able to be reserved. If we can get enough interest we can lock up a portion of these sites that will accommodate a 28' camper trailer. This is a dry campground with no hook ups. However, there are public restrooms. Each campsite has its own picnic table and camp fire ring. The campground is surrounded by huge Ponderosa and Jeffrey Pine trees. For those of us tent camping we can get eight people to each site. The elevation is at 7,000 feet which means the temperatures will be around 70 during the day with lows at night around 30.





I was up there last weekend and the drive up to the campground is totally doable in a sedan. There is also overflow parking. Some of the activities we have planned is a cornhole tournament, an educational presentation on map and compass reading, and a hike. There is a trail that leads directly out of the campground for several miles up to Gray's peak. We will plan the hike accordingly so it's fun for all. For those who might prefer to stay in a hotel like atmosphere there is the Quail Cove Lakeside Lodge and the Inn at Fawnskin. The town of Fawnskin is about three miles from the campground. This is a easy, fun and quick getaway to be able to spend time with friends and family. If this is something you are interested in please click on the link. The link will ask you a few basic questions that I created such as how many people you are bringing and how many tents you are bringing or if you are bringing a camper trailer/RV. After you click "submit" I get an email that tallies everyone's up to streamline the process. This is made easy however if you would rather send me an email, text, or call that is fine too. We will need to know by Monday, September 10<sup>th</sup> at the absolute latest. There is no cost to you for the sites. For those of us tent camping we will need to bring the chairs, sleeping bags, extra blankets, food, and water. The check in is Friday Sept. 28 and check out is Sunday Sept. 30<sup>th</sup>.

[http://ccpurl.com/dFr\\_Rj](http://ccpurl.com/dFr_Rj)

**WORKPLACE:**

First Class Vending Inc. has presented their, "Well Within Reach Vending Program" to our agency. Beginning next week we should see a change in the downstairs breakroom. About half of the options will change to healthier ones. They will be clearly labeled with a green color coded banner in the front. Some of the healthier options will include Granola Bars and Nutri-Gran Bars. The healthy options will be some of their best-selling products which mean we will be getting some of the more popular brands.

the food "candy" dispensing machine  
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**FIRST CLASS VENDING**

"We are dedicated to ensuring that our vending machines have healthier products and our customers have the choices to lead a healthy lifestyle."

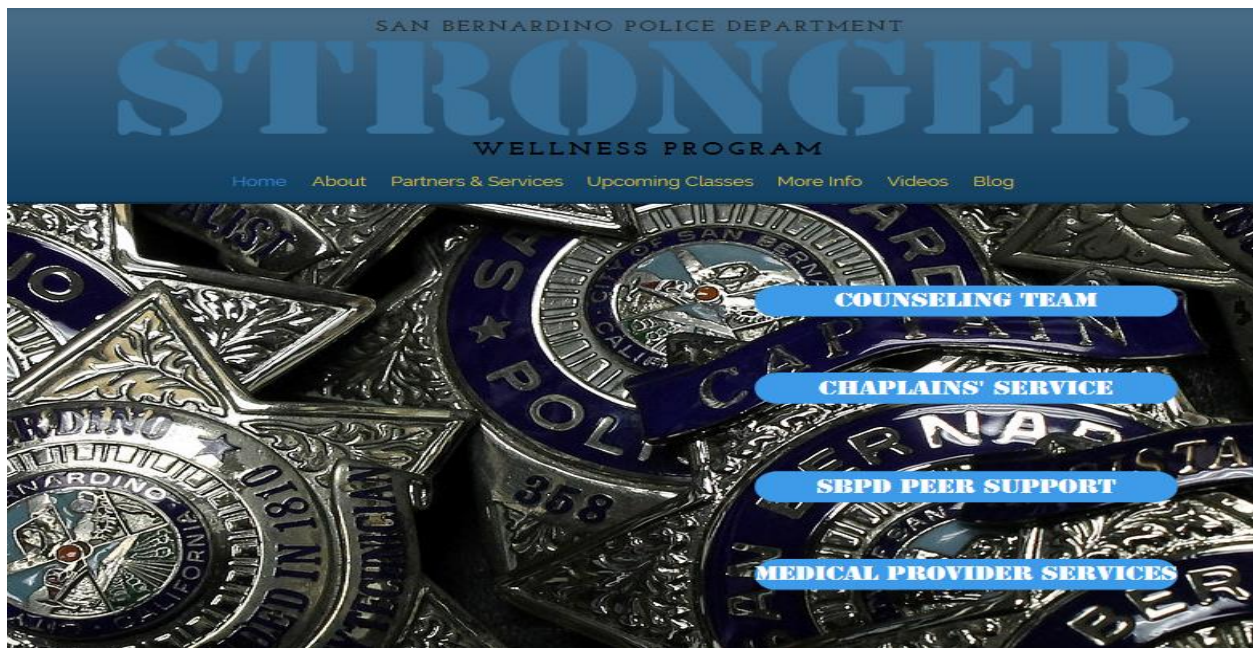
By making small steps in our everyday diet will make a big impact on our overall health.

Coordinator and the rest of the department. Like other departments our patrol division is designed with several shifts. However, we also have two completely different working schedules. We have a 4-10 schedule as well as a 3-12 schedule. The staff working on one may not have much if any

contact with those working the other. This is why it's so important to have a medium to be able to relate to all. Seen in this snippet was the camping trip orchestrated for the purposes of allowing employees to interact outside of work.

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In addition to the quarterly newsletter a second form of media was used and that has proven to be quite a success. The wellness website and it can be found via <https://www.sbpdstronger.org/>. Employees can go to this website and find many resources that are available to them. Not always do all individuals feel comfortable to reach out to another person such as a coworker. With the addition of the website employees can be a bit more anonymous but still get the resources they need.



The website is full of information ranging from the Peer Support Team to The Counseling Team International, with whom the City contracts and with whom the Wellness Sergeant routinely stays in touch. Both the newsletters and the wellness website were posted on the SBPD Intranet homepage. This makes the information even more readily available. This website is very user friendly and the analytics can be tracked with up to date results. This helps with curtailing future information to the likes and needs of the users.

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## 2018 Wellness Coordinator Responsibilities

- Of the 186 working days I contacted 166 employees. Direct contacts were done via phone or in person with employees. These contacts were as a result of various events to include: OIS, critical incident, admin leave, deaths, those off injured or sick, relationship issues, and newborns. This does not include the large numbers of individuals who stop my office to discuss other work or other family related things.
- Attend funerals, retirements, and made home visits.
- Facilitate catered dinners for fellow employees during times of need.
- Facilitate monetary donations through the POA to officers in need.
- Expanded the peer support team with five additional members bringing the total up from eight to thirteen.
- Hosted the “Basic Peer Support” course to train the newly added members.
- Sent five peer support members to the, “Wellness in the Workplace and at Leisure” course.
- Sent four peer support team members to the, “Advanced Peer Support” course for more training.
- Sent two peer support team members to the 3<sup>rd</sup> annual Peer Support Conference in San Diego.
- Host the annual SBPD Peer Support meeting.
- Develop the new police department sympathy cards.
- Draft and update the Wellness Policy
- Draft and update the Wellness Website.
- Coordinated with The Counseling Team to have our Wellness Website linked to theirs.
- Coordinated with IT to have the Wellness Website linked and featured on the SBPD Intranet homepage.
- Develop and publish quarterly Wellness Newsletters.
- Develop department training videos to include the AED video.
- Coordinate to have healthier choice food options put in the employee vending machines.
- Attend the Fallen Officer’s memorial.
- Vastly expanded the total number of Police Chaplains.

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- Meet with new hires to discuss the available possibilities that the Wellness Program provides.
- Coordinate with the Chaplains Service and The Counseling Team to have representatives attend patrol briefings for counseling regarding several different critical incidents and accidents involving small children.
- Assist with the Police Activities League where Officers worked together with at risk youth.
- Coordinate a trip to an indoor rock-climbing facility for employees and their families.
- Coordinate an employee two day camping trip in the mountains.
- Coordinate a police department "Tug of War" contest.
- Published employee achievements on big screen monitors throughout the station.
- Coordinate and facilitate the Police vs. Fire baseball game for National Night Out.
- Coordinate and facilitate the Police vs. Youth monthly Basketball games.
- Prepare the itinerary to host a basketball clinic for 25 youth ranging in age from 7-13.
- Coordinated with a private company, for the delivery of premade healthy meals for interested police employees. This was a huge success with between 100-200 meals delivered weekly.
- Coordinate with a fitness trainer and nutritionist for the department.

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## Conclusion

In order to establish a firm foundation for the program Sgt. Gray reached out to approximately five other law enforcement agencies who already had established wellness programs in order to gain knowledge on how to build ours. With that knowledge coupled with an original direction our wellness program was established and grew successfully. Sgt. Gray's position is a full-time position with ancillary duties as the lead SWAT sergeant for a part time SWAT team. Having a full-time Wellness Coordinator was a top down decision straight from the Chief of Police Jarrod Burguan. Chief Burguan felt that it was imperative to implement the program based off the numerous critical incidents described in the opening paragraph under "Introduction". This was done to help provide mental and physical support to our employees.

Sgt. Gray coordinated with the City's Human Resources division in order to inquire what the Employee Assistance Program (EAP) already provides to include pre-existing contracts. From these meetings the services provided by The Counseling Team International (TCTI) was a top ally for the City which encompasses the police department. By establishing the wellness website, SBPDSTRONGER, the services provided by TCTI were better explained. This gives police department employees a better grasp of what types of counseling are available. Plus, employees can use these counseling services free of charge to the employee for up to ten visits.

The Chaplains program initially consisted of three Chaplains who routinely visited the police department and spoke with employees to inquire how they are doing. They also respond to the police department for any counseling for employees after critical incidents. The current number

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of Chaplains has expanded to 15. The vision is to have a more diverse Chaplain’s program to be able to provide for our diverse agency which is steadily growing. The Chaplains are also being used at times of crisis for the community when officers respond out to critical incidents. Therefore, they provide for the police department and the community.

In order to get buy-in from our people trust had to be first established; both trust that their information was going to be kept private and that the Wellness Program was here to stay. This process like any other process involving the building of trust takes time and as days grew into months it was noticeable that more people began to contact Sgt. Gray both directly and indirectly

for services that fell into his realm. Any information or changes to the program are highlighted in both the newsletter and on the website. Its imperative to keep employees up to date and informed. In addition to staying mentally healthy which is where the Counseling team, Chaplains Program, and peer support

**"If you are trying to lose weight, gain muscle or just eat healthy then this is for you. Meals are made specifically for you, you choose the protein, carb and the veggies."**

The selection of **proteins include:** Chicken Breast, Ground Turkey, Steak, Salmon or Cajun Shrimp.

**For veggies** choose: Broccoli, Asparagus, Spinach, Green Beans, Zucchini and Mushrooms.


**Carbs include:** black beans, brown rice, yams, white rice and lime cilantro brown rice.

Breakfast is also available!

Choices include egg whites scrambled with ground turkey, sautéed mushrooms, onions and bell peppers with a piece of turkey bacon and roasted garlic red potatoes. You may also choose the breakfast burrito filled with the same egg white filling and sides wrapped in a whole wheat tortilla.

[Click below to sign up for meal delivery](http://eepurl.com/dB_ffr)

[http://eepurl.com/dB\\_ffr](http://eepurl.com/dB_ffr)



**LEAN KREATIONS**

If you're trying to lose weight, gain muscle, or just eat healthy then this is for you. Meals are made specifically for you, you choose your protein, carbs, and veggies.

4 ounces of:  
 Chicken Breast, Ground Turkey, Steak, Salmon, Cajun Shrimp

**Carbs:**  
 Black beans, brown rice, yams, white rice, lime cilantro brown rice

**Veggies:**  
 Broccoli, asparagus, spinach, green beans, zucchini and mushrooms.

**BREAKFAST**  
 Egg white scrambled with turkey, sautéed mushrooms, onions, and bell peppers, turkey bacon, and garlic roasted red potatoes.  
 Whole wheat breakfast burrito with turkey bacon and garlic roasted red potatoes.

come into play we also strive to have a more physically healthy organization as well. The pre-



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made meal provider we use is a private company “Lean Kreations” who offer several different healthy meal options all for a price of five dollars each. As seen in the snippet from our newsletter the entrees for protein are chicken breasts, ground turkey, steak, salmon, or Cajun shrimp. The meals are paid for individually by employees and are delivered once a week to the police department. This success caused the need for another refrigerator to be bought! The Wellness Coordinator collects the meal forms and money later in the work week and receives the meals to be distributed early the following week.














In addition to the premade meals for a physically healthier organization, strives are being made to contract with a private company through funding via a grant. The application for the grant has already been submitted and we are awaiting approval for it. Currently, we have a rather elaborate gym housed at the police department which consists of machine exercises, free weights, treadmills, stationary bikes, and a mini cross fit area which is on the outdoor patio.

Lastly, our department is growing and changing and the Wellness Program will be molded accordingly to best suite the needs of all.

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Peer Support Group  
Meet The Team

 <i>Sylvia Hansen</i>	 <i>Merinda Rodriguez</i>	 <i>Anna Luna</i>
 <i>Junior Serna</i>	 <i>Patty Mathon</i>	 <i>Erick Martin</i>
 <i>Dan Han</i>	 <i>Doreen Reinke</i>	 <i>Jan Plummer</i>
 <i>Lee Dwyer</i>	 <i>Maria Woodall</i>	 <i>Shauna Gans</i>
		



[WWW.SBPDSTRONGER.ORG](http://WWW.SBPDSTRONGER.ORG)

