

DESTINATION ZERO AWARD SUBMISSION FORM

AGENCY INFORMATION

Name of agency: **Orange County Sheriff's Office**

Award Category (If submitting for more than one category, a separate submission form must accompany each submission.)

- | | |
|--|--|
| <input type="checkbox"/> General Officer Safety | <input checked="" type="checkbox"/> Comprehensive Safety |
| <input type="checkbox"/> Officer Traffic Safety | <input checked="" type="checkbox"/> Comprehensive Wellness |
| <input checked="" type="checkbox"/> Officer Wellness | |

Agency contact name: **Valerie Reed**

Contact Email: **Valerie.Reed@ocsofl.com**

Contact phone number: **407-254-7193**

Please include the following items in your submission:

- Department Release Form
- Executive summary that provides a brief overview of the agency approach including innovative practices, programs, and established partnerships
- Narrative that details the elements and initiatives of the program. Examples of items to include:
 - Description of the agency characteristics
 - Description of the program and its implementation (including marketing material)
 - Before-and-after comparison of change(s) due to the program
 - Qualities that make this program unique compared to other initiatives
 - Challenges that were overcome to implement the program
 - Impact of the program on staff within the agency
 - Quantitative evidence of success
 - Steps other agencies can take to replicate the program
- Appropriate supporting documentation or attachments

AGENCY LEADERSHIP ENDORSEMENT

Signature of the agency representative on this form acknowledges that all information contained herein and in attached documents and/or submission is true and correct.

Major Reginald O. Hosey, Division Commander

Signature of Agency Head



2/28/2023

Date

AGENCY PROGRAMS CHECKLIST

OFFICER SAFETY

- Tourniquets
- Quick Clot
- Sucking Chest Wound Patches
- Ballistic Vests (Mandatory Wear Policy)
- Ballistic Shields
- Ballistic Helmets
- High Visibility Vests
- Shotguns
- Patrol Rifles
- Tasers
- Body Cameras
- Trauma/Fist Aid Kit
- Regular Firearms Qualification
- Narcan
- PPE Kits
- Gas Masks
- Active Shooter Training
- Less Lethal Defense/Weapons
- Crisis Intervention Training
- Thermal Imaging Cameras
- Armored Vehicles
- De-Escalation of Force Training
- Drones (UAVs)
- Tactical Robots

TRAFFIC SAFETY

- Below 100 Training/Crash Reduction Training
- EVOC Training
- GPS
- In-Car Cameras
- Supervisor Monitoring of Speeds
- Officers Held Accountable for Speeding
- Officers Rewarded for Safe Driving
- High Visibility Vests

- Traffic Safety Posters
- Mandatory Seat Belt Policy
- Pursuit Policy Training
- Battery Powered LED Flares
- LED Officer Safety Lighting
- _____
- _____

OFFICER WELLNESS

- Peer to Peer Support Program
- Department Psychologist
- Workout Program
- Department Gym
- Department Paid Gym Dues
- Incentive for Working Out
- Annual Physical Fitness Test
- Suicide Prevention Training
- Mental Health Training
- Financial Wellness Program
- Employee Assistance Program
- Yoga
- Fitness Instructor
- Hepatitis/Flu Vaccinations
- Spousal Wellness Program
- Department Chaplains
- Emotional Support Dog
- Employee Assistance – Applies to
- Families/Retirees
- Smart Phone Wellness Apps CISM/
- Psychological First Aid
- Mandatory Debriefings
- After Action Report for Critical Events
- PCIS (Post Critical Incident Seminars)
- Military Support Program
- _____
- _____
- _____

ORANGE COUNTY, FLORIDA SHERIFF'S OFFICE
DESTINATION ZERO 2023 SUBMISSION
OFFICER WELLNESS



Orange County is the fifth largest county in the State of Florida with a population of approximately 1.4 million citizens. The county has a total of 903 square miles.

The Orange County Sheriff's Office is a full-service law enforcement agency with 2,253 total employees under the leadership of Sheriff John W. Mina. A total of 1,620 agency members are sworn officers.

Sheriff John W. Mina has dedicated his life to public safety. He spent nearly 28 years with the Orlando Police Department, where he rose through the ranks and was appointed Chief of Police in 2014.

In November 2018, Orange County voters chose John Mina as the 29th elected Sheriff. He has lived in Orange County for 30 years and cares deeply about this community. Sheriff Mina's law enforcement career has been built on strong leadership by example and the ability to effect positive change.

As Sheriff, his priorities are to make Orange County an ever better and safer place to live, work and visit, build greater connections and trust throughout the community and ensure that Deputies have the best training and equipment available so they can be safe while protecting others.

Community engagement, trust and transparency have been the hallmarks of Sheriff Mina's leadership style and he is a trusted face of law enforcement in Central Florida.

The Orange County Sheriff's Office Values are: Reduce Crime, Trust & Transparency, Dignity & Respect, Community, Integrity, and Safety & Wellness. The OCSO Wellness Program focuses on five main areas: Physical Fitness, Mental Wellness, Financial Wellness, Nutrition, and Healthy Relationships.

Physical Wellness

The Sheriff's Office has provided 15 locations around the county with fitness equipment. These gyms/fitness spaces are available for our employees to use for training and exercise. They are open 24 hours a day, 7 days a week so that all employees have access to a gym. Our largest gym in Central Operations is 4800 square feet with a cardio floor, weight floor, a functional fitness area, a group fitness studio, and a mat room. We also have additional gyms/fitness spaces at five sector substations, the Communications Center, the Range, Aviation Hanger, LEVO, K9 Office, Marine, SWAT Facility, the Courthouse, and our Special Operations Building.



The K9 Unit appreciated their new cable machine

Unique to OCSO, employees are allotted 90 minutes per week of paid, on duty exercise. This 90 minute/week paid exercise time is available to sworn and civilian employees. OCSO values health and wellness and recognizes that healthier employees are happier, more productive and safer. The General Order discussing this policy is listed in our supporting documents. Employees can use this 90 minute of paid, on duty exercise in three, 30 minute increments. This allows them the benefit of space out workouts while still managing their daily workload.



One of our more recent large upgrades was a \$15,000 renovation to our Sector 4 gym in April of 2021.



Every year updates are made to all of our facilities, some recent highlights are below:



The OCSO Central Operations Gym received a flooring upgrade in December 2022.

The new dumbbells added to all of our gyms allow for more exercise options as the one-piece, solid cast and steel 8 sided head will not roll or come lose!



Central Operations has two new Star Trac treadmills that have quick start buttons allowing for efficient interval training.



The new Stair Master is a great way to practice for our annual American Lung Association Air Climb event.

This revolving stair case is a fun way to get that heartrate up!



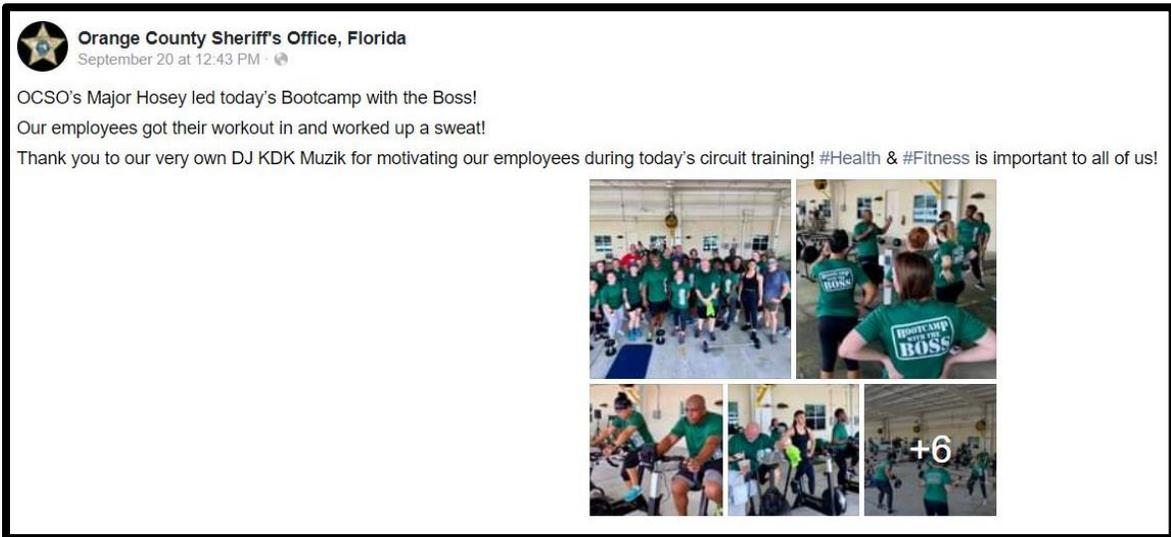
Group Fitness

The agency offers free, weekly Group Fitness Classes (around 15-20 classes per week) and free Personal Training lead by certified instructors/trainers. Group Fitness formats include: CrossFit, Cycle, Zumba, Circuit Training, Core, Yoga, and more. As a registered CrossFit affiliate, the agency is able to provide employees with the Comp Train Fitness Program for free and host CrossFit events. Additionally, CrossFit certified employees lead weekly workout sessions. In the event that offices cannot make it to the gym, Wellness staff also travel to offices and bring stretch breaks and at-your-desk workouts to workstations. Special attention has been provided to specific groups to include leading 15 minute stretch breaks during Latent Print and Crime Scene Investigator squad meetings and group fitness classes for recruits going through the academy. Exercise bands are provided to employees at their work stations so they can easily participate in movement during their breaks.



Sheriff Mina kicked off a special program that was started this past year, "Bootcamp with the Boss." He participated in the first group workout and since then, we have had many members of our General Staff (Lieutenants and above) assist in leading a group workout. The goal of this program is for our staff to work out as a team alongside of agency leaders. The workout will

highlight the interest of the General Staff Member who is participating. It is a great way to connect with others and have our leadership demonstrate their commitment to Wellness! These specialty workouts happen about once per quarter.



In addition to large Group Fitness Classes, our Wellness staff also offers Small Group Classes for 2-6 participants. This is an ideal service for people who like to exercise with the friends they feel comfortable with and/or for people who have similar goals, interests, and/or schedules. For



example, our Fleet Management team had a group of people who had similar goals and similar time constraints, so everyone worked together to come up with a private “Fleet Small Group Training Class.”

Virtual Fitness

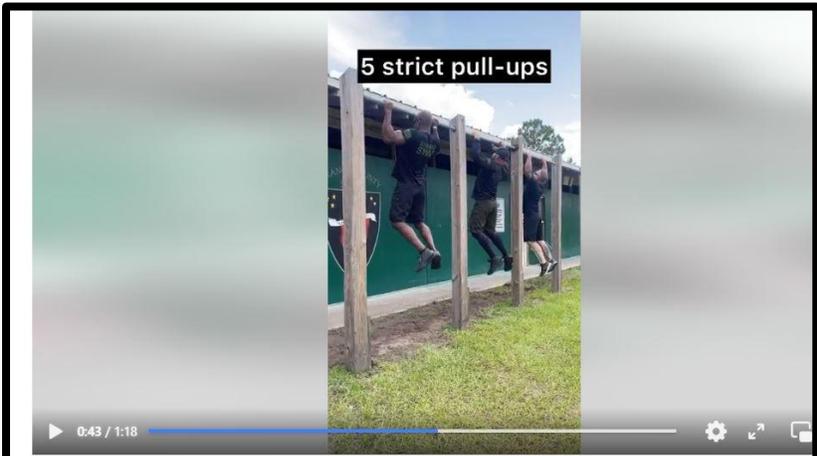
In the event that a person couldn't leave their work station to come to the gym, or they were unable to come together as a group during the pandemic, virtual workouts were made available to them through OCSO Wellness Staff. This Stretching video pictured below is on our portal, and



is designed for people to do while at their work station or in their own space. The portal can be accessed from home if they use their agency computer. If employees prefer working out at home and are on our insurance plan, we encourage them to access one of the 200 free virtual workouts Cigna has provided that can be accessed anywhere from their mycigna.com portal. Virtual workouts became popular during the pandemic. Even though our employees are back in our gyms, Wellness recognizes the importance of keeping this option available to employees who prefer this option.

Goal Driven Fitness

Our Wellness staff also is able to offer one on one training sessions, providing exercise programs that fit their goals. Whether employees are preparing for the Law Enforcement Policy Academy, preparing for their fitness for duty physical tests, preparing for the SWAT Physical Test, or simply interested in making lifestyle changes to become healthier, the Wellness Team can provide personalized workouts to fit the goal.



Ever wonder what it takes to make the SWAT Team? Here's a look at the physical fitness test every OCSO SWAT deputy must pass. 4 rounds ...

Orange County Sheriff's Office, Florida Following
September 2 · 🌐

[Overview](#) [Comments](#)

4 rounds of the following:

- 400-meter run under a 20-lb. sandbag
- 5 strict pull-ups
- 10 hand-release push-ups
- 15 unassisted sit-ups

All 4 rounds must be completed within 14 minutes and 30 seconds.

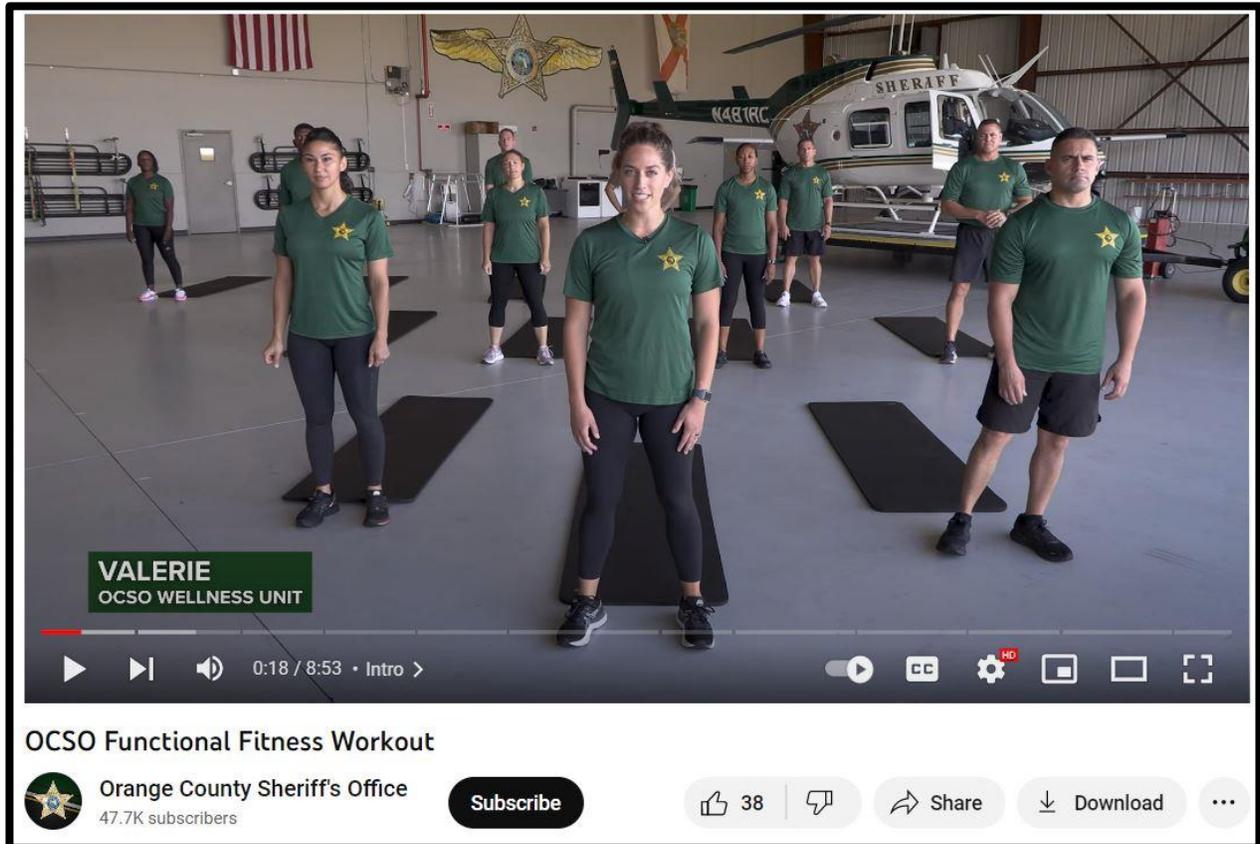
Each candidate going through the SWAT selection process gets one chance. If the 14:30 mark is reached before they complete the course, they're disqualified.

This is one of the many ways we ensure our #SWAT Team is ready to respond effectively to any and every emergency.

#ForceForFitness #BeastMode

New Recruits

Even before someone is hired, the agency seeks to assist those seeking a law enforcement career meet their fitness goals. The Human Resources team put together fitness training videos so potential recruits can start preparing for success during the functional workouts they will be doing in the police academy.



To address both safety and efficiency within the academy, Wellness staff present information to newly hired Recruits on safe biomechanics. That presentation is included in the supporting documents. Once they graduate from the academy, they receive additional wellness teaching during Basic Recruit Training. Physical training, mental wellness, and financial wellness are all discussed during Basic Recruit Training.

Mid-year in 2022 we completed the construction on an obstacle course that is designed to set a minimum fitness standard for our sworn population. Deputies will begin to be introduced to the course early 2023.

Wellness Challenges/Events

Wellness Challenges are a great way to keep agency employees engaged in wellness programming throughout the year. Most of the challenges offer incentives, but they are also a great way to build community. In February employees participate in a step challenge. Teams are made of 3-12 people, who log their steps each day for the month of February and compete against other teams/divisions. In February 2022, a total of 25 teams with 195 participants logged steps. Participants can view their ranking online or from a large visual in the gym. Teams can get very competitive. Employees are often seen taking walks around the agency buildings during their breaks, climbing the steps at the Court House or running on treadmills at lunch time throughout the month of February. The 2023 Step Challenge just kicked off this year and 34 teams with 244 participants are signed up.



Our top three teams in 2022 were:

Sole Mates, averaging 21,411 steps per person per day

Crunch Steppers, averaging 14,619 steps per person per day

Paper Pushers, averaging 14,215 steps per person per

In April, the agency engages in a Going Green(er) challenge that was inspired by Earth Day. Different areas of Wellness were tied into the “Green” theme. Digital pictures were sent into the Wellness unit of employees and family members participating in a variety of “green” activities!

- April 5-9: **“Save Green”** with daily challenges surrounding financial wellness
- April 12-16: **“Go Green”** with daily challenges surrounding physical activity (outside) and stress management
- April 19-23: **“Love Green”** with daily challenges surrounding healthy relationships
- April 26-30: **“Eat Green”** with daily challenges surrounding nutrition

In October, employees go “Pink,” to spread awareness on Breast Cancer. Sheriff Mina approves pink shirts under uniforms. Employees wear pink and attend different wellness events such as group fitness classes, lunch and learns, and participate in the “Making Strides Against Breast Cancer 5K Walk.”

Community and Wellness are some of Sheriff Mina’s top priorities, so if there is an opportunity to connect with the community during a Wellness event, Sheriff Mina certainly leads by example.



OCSO has participated in:

- K9s United Run/Walk to benefit the K9s United organization, which is dedicated to providing the necessary equipment and training to K9 law enforcement officers, as well as memorializing those who give the ultimate sacrifice.
- Blue United Run to honor the fallen officers who made the ultimate sacrifice, remember the survivors, help the injured, and provide resources to those needing assistance.
- Simply IOA Corporate 5k where businesses and non-profit organizations participate in this friendly competition to benefit Track Shack Youth Foundation and Second Harvest Food Bank of Central Florida.

In effort to bring Fitness outside of our walls, we have worked with the Orange County Government to provide free access to our employees to the Orange County Recreation Centers. All employees, retirees, and spouses have access to eight additional recreation centers around the county.

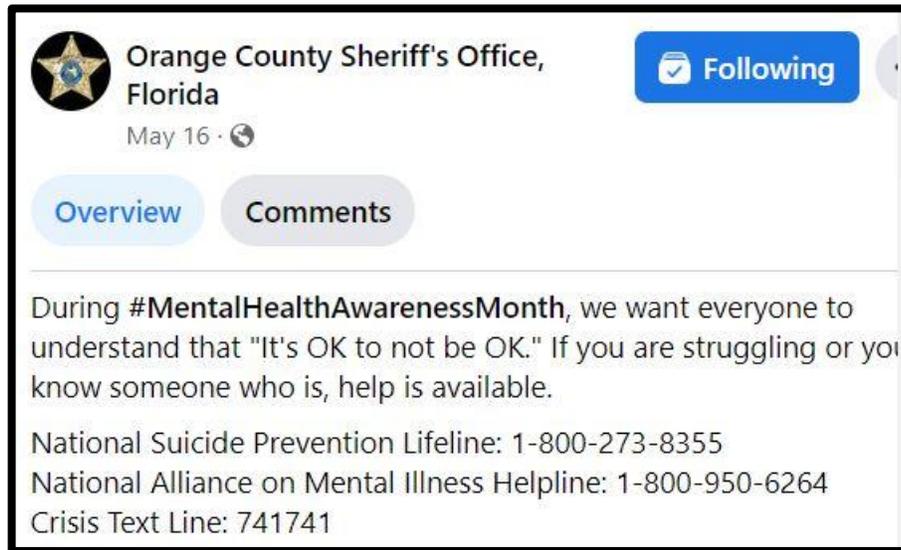


Mental/Emotional Wellness

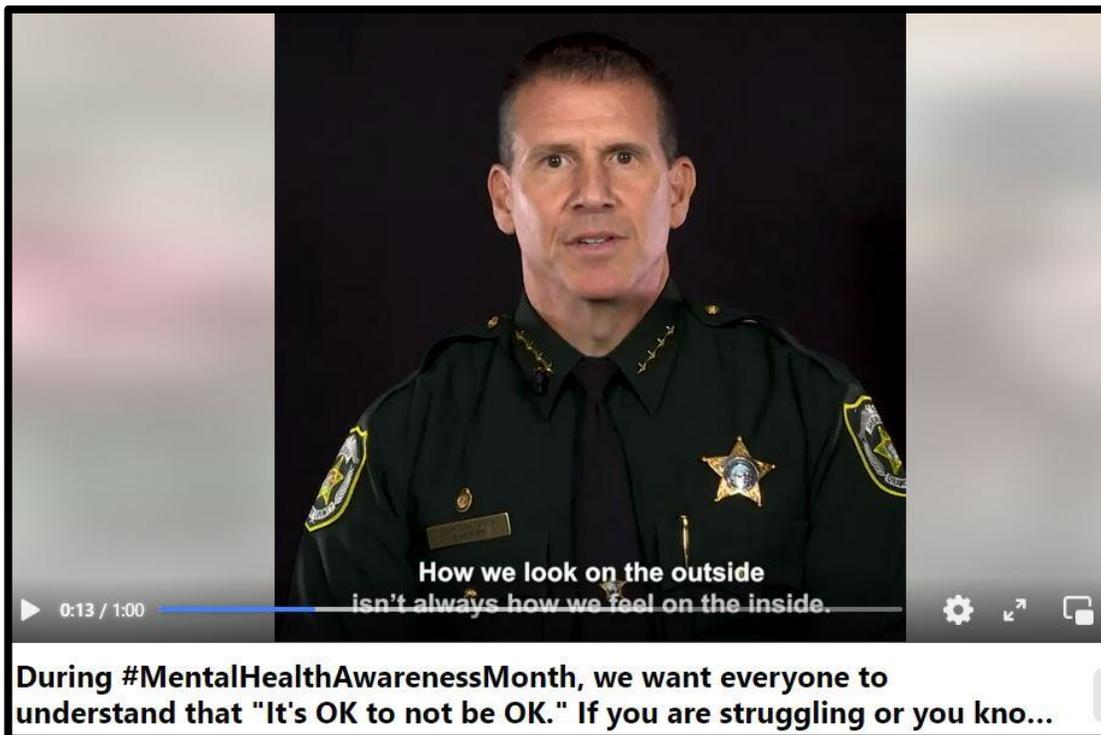
Sheriff Mina plays an active role in raising awareness about the importance of mental health and providing resources to support our employees. The agency has a Mental Health Committee which researches and promotes mental health support programs and initiatives. The agency works to raise awareness during yearly scheduled trainings as well as written communications to employees. Supervisors and managers have received training on behaviors that may indicate an employee may need assistance and the resources available for them.

All new hires receive the book "Emotional Survival for Law Enforcement, A Guide for Officers and their Families" by Kevin Gilmartin. A short introduction to his concepts are provided at Family Orientation for spouses and loved ones of the new hires. This book is also reviewed at annual sworn block training so concepts are reinforced and prioritized.

During Mental Health Awareness Month Sheriff Mina communicated his "Its OK not to be OK" campaign.



A screenshot of a Facebook post from the Orange County Sheriff's Office, Florida. The post is dated May 16 and is public. It features a profile picture of a star with a blue center. The text of the post reads: "During #MentalHealthAwarenessMonth, we want everyone to understand that 'It's OK to not be OK.' If you are struggling or you know someone who is, help is available. National Suicide Prevention Lifeline: 1-800-273-8355 National Alliance on Mental Illness Helpline: 1-800-950-6264 Crisis Text Line: 741741". There are buttons for "Overview" and "Comments" below the text.



A video player showing a man in a dark police uniform with a star on his chest. The video has a progress bar at the bottom showing 0:13 / 1:00. The text overlaid on the video reads: "How we look on the outside isn't always how we feel on the inside." Below the video player, there is a caption: "During #MentalHealthAwarenessMonth, we want everyone to understand that 'It's OK to not be OK.' If you are struggling or you know..."

Mental Health Resources

There are a variety of resources available to our employees that support mental health.

EAP

First, employees have access to our Employee Assistance Program (EAP) through Aetna. Aetna offers 6 free sessions per issue for employees and all members of the household. Aetna offers a list of providers who have experience working with first responders, which is made available to employees. These services are also offered to our retirees.

Additionally, employees have free mental health support through Cigna. In addition to using Aetna's resources, Cigna members can access free mental health support for up to 3 visits. Cigna also offers many mental health resources for covered employees and their covered spouses such as self-service tools like the Happify app and iPrevail, and Ginger (which is virtual mental healthcare). This is available to agency retirees who are Cigna members.

Other Resources

Supervisors, managers as well as employees have been educated on resources available outside of the agency such as UCF Restores. Through UCF Restores, our employees have access to a treatment clinic right across town that provides clinical services to veterans, active duty military, first responders, survivors of trauma, and community members experiencing posttraumatic stress disorder and trauma-related concerns. This comprehensive treatment program can include components of trauma management therapy, exposure therapy, group therapy, relaxation training, and programmed practice. At this time, due to funding UCF Restores is able to provide these treatment programs at no charge for the special populations listed above (including veterans, active duty military, first responders).

Critical Incident Stress Management Team

The agency's Critical Incident Stress Management Team also supports the mental and emotional wellness of our employees. The CISM Team is requested when there is a difficult incident and debriefing may be useful. They provide on scene support to help agency members cope with stress reactions. There is also off scene support. Defusing occurs within a few hours of a critical incident to educate and inform personnel about possible stress reactions and the need for proper care of themselves. A formal debriefing occurs within 72 hours after an incident. This is a confidential discussion and sharing of involvement, thoughts, and feelings resulting from the incident.

While the agency does not have a department psychologist on staff, it does partner with outside mental health professionals who are experienced working with law enforcement. One mental health provider serves as an active member of our CISM team. Her experience with the law enforcement culture gives her the ability to connect with our deputies and assist with their well-being.

Chaplains

The agency currently has 14 Chaplains to offer guidance, counseling and spiritual wellness to our employees as well as their family members, including spouse and dependents. The community also benefits from our Chaplain service as they are an active part of victim assistance and hostage negotiations.

Other Programs

The Mental Health First Aid and Youth Mental Health First Aid courses, offered locally by UCF Restores, are open to all employees, sworn and civilian and promoted throughout our agency. These 8 hour courses teach attendees to recognize the signs and symptoms of mental health issues and how to handle and guide those in need. These courses are invaluable for helping attendees, their fellow co-workers and members of our community, especially after the spike in mental health challenges brought on by COVID.

Within OCSO we offer Yoga Nidra group fitness classes at least once a month. This class includes deep slow stretching with poses that are held for an extended period of time to help with flexibility. Yoga Nidra is intended to induce full-body relaxation and a deep meditative state of consciousness. A variety of techniques, including guided imagery, are used for relaxation.

Nutrition

Knowing that irregular work patterns, shift work, long shifts and eating on the go can create poor nutritional habits, OCSO Wellness understands the importance nutritional education. Nutrition is a recognized wellness pillar at OCSO. The agency hosts several nutrition events throughout the year.

Registered Dietitian

Registered Dietitians at Advent Health are brought to the agency to provide one-on-one nutrition information to our employees. Employees have the opportunity to go over specific nutrition information with a registered dietitians and can ask specific questions geared towards their goals and situation. Popular subjects include: weight management, sports nutrition, vegetarian nutrition, and nutrition for healthy pregnancy.

Other Nutrition Opportunities

Advent Health also puts on Healthy Cooking Demonstrations for our employees. Chef Edwin comes to a variety of our locations during lunch time and prepares a meal for the attendees. While preparing the meal, he is educating the class on healthy food options and tips on how to prepare it.



The Wellness Coordinator presents on nutrition at the Valencia Police Academy, so new recruits can have a better understanding of how to properly fuel their bodies for physical training and defensive tactics. Micronutrients, macronutrients, meal preparation and timing are all discussed.

Additionally, the agency has provided classes and agency wide distributed tips on topics such as healthy eating on the go and meal prepping.

When hired agency members are provided a Tactical Lunch Box. It provides each new employee a cooler and the informational tools for health eating. The agency offers nutritional advice on eating and meal prep throughout different presentations throughout the course of the year.

When natural disaster strikes, like the 2022 Florida hurricanes, we had several employees working a food truck provide food to the Emergency Response Team for OCSO and surrounding agencies.

Financial

Financial Wellness is also an important pillar of the agency's wellness program. The agency strives to assist employees in living a healthy financial life through a variety of financial wellness initiatives.

Financial Education

One OCSO Sergeants heard about the Wellness program's emphasis on financial education. As an experienced Dave Ramsey course facilitator, she saw that Dave Ramsey's Financial Peace Course could be a very valuable to our employees. The Wellness program offered to facilitate our first Dave Ramsey Financial Peace Course in the spring of 2015 and these courses have continued with our most recent course that started in January 2023. In addition to offering these classes, all new hires receive the Dave Ramsey Complete Guide to Money book.

In addition to these courses, the agency hosts onsite trainings offered by Vanguard, our deferred compensation administrator. The agency also encourages employees to make use of web trainings, tools and resources offered on the Vanguard website.

The Florida Retirement System also provides website tools and virtual educational seminars. The agency has often hosted viewing sessions in one of the agency training rooms with a Benefit's staff member so that employees can view the sessions as a group and follow up with any questions that they may have concerning their benefits as members of the Florida Retirement System. Benefits staff members can provide information on pension and investment retirement eligibility.

Other Financial Wellness

Deferred Compensation

The OCSO uses Vanguard as their deferred compensation administrator. In order to assist employees with retirement beyond what the Florida Retirement System offers, all eligible employees are automatically enrolled upon hire with a salary deferral of 3% of eligible earnings into a Vanguard 457(b) Deferred Compensation account.

Insurance Premium Credit

We have partnered with Cigna to offer our employees and their spouses a credit towards their health insurance premiums by completing three annual wellness activities. The purpose of the program is to encourage employees to build a relationship with a Primary Care Physician to help them stay physically well by completing preventative wellness services but also financially well by receiving lower insurance premiums and avoiding the higher costs of Urgent Care/walk-in clinic types of medical centers. Not only does this program aide in financial wellness, it also encourages physical wellness by motivating employees to stay current with annual checkups to maintain their numbers for diabetes, high blood pressure and cholesterol.

Educational Incentive

The Orange County Sheriff's Office offers an Educational Incentive Pay to all employees, sworn and non-sworn, as an incentive to pursue a higher level of education. Employees holding an Associate's Degree or its equivalent are eligible to receive \$360.00 per year and those employees holding a Bachelor's Degree or higher are eligible to receive \$960.00 per year. To further encourage continuing education for our employees, the agency also offers a tuition reimbursement program for those that meet the requirements.

SEAT

The Sheriff's Employee Assistance Trust, Inc. (SEAT) was founded in 1999 to aid law enforcement personnel in time of critical need. Our goal is threefold: Provide financial assistance to employees during a personal crisis; Give support to the families of slain officers; and recognize officers killed in the line of duty. All Orange County Sheriff's Office employees -- both sworn and civilian -- are

covered under the SEAT program. The SEAT program assists law enforcement personnel by providing financial assistance when needs arise due to death, disability, illness, injury, or circumstance. Assistance is granted when funding is not provided by state or federal law, Workers Compensation or other special trust funds established for this purpose. SEAT assistance may include the following: Unusual medical expenses, such as assisting with the cost of organ transplants or experimental treatments Training for law enforcement and civilian employees who are disabled Funeral expenses of eligible persons not covered by other sources

Healthy Relationships

The agency also understands that building and maintaining healthy relationships with family, friends, co-workers and the community is important for overall wellness. The agency participates in several initiatives that facilitate healthy relationships.

Co-Workers

The Women of OCSO Mentoring & Enrichment Network, or WOMENS group meets once a month to discuss items that will support the growth and development of the females of OCSO. The mission of W.O.M.E.N. is to bring together a diverse group of both Certified and Civilian Orange County Sheriff's Office women and to provide opportunities to help themselves and others grow personally and professionally. W.O.M.E.N. provides an environment where women can come

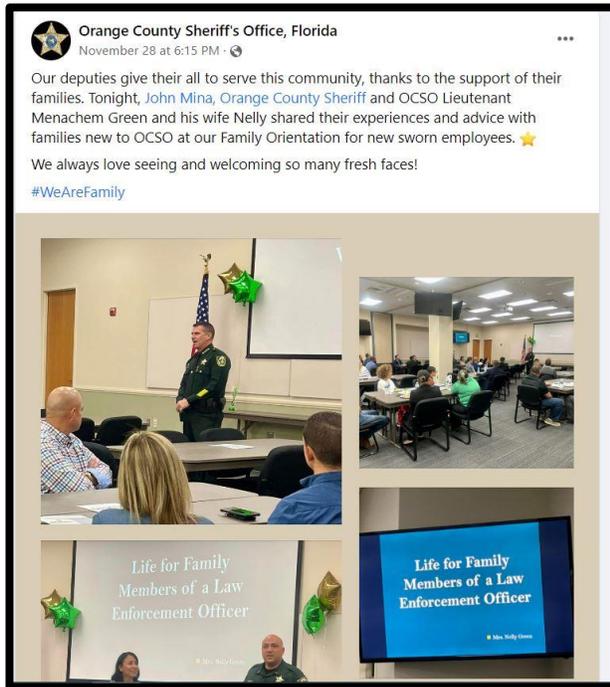


together to gain career development while being influenced and mentored by other successful, professional females who really care.

To build community within our work family, agency members decorate offices for the holidays and have competitions. In December, Human Resources hosts an office decorating contest where employees can place votes for the most festive door. This year's theme was holidays around the world.

In effort to connect with the families, we invite families to the New Hire Family Orientation Night. Families are invited to Central Operations to meet OCSO Leadership, learn about their benefits,

and discuss the unique dynamic of law enforcement families and how to navigate that successfully.

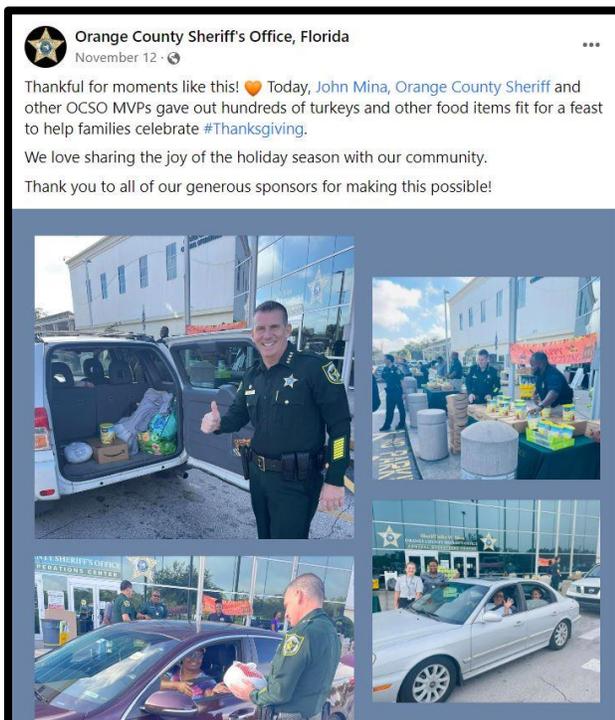


The Wellness staff is also launching a Spouse Night in March. This program is focused on providing agency spouses with wellness education similar to the information presented to agency members. It also provides them an opportunity to connect with other spouses.

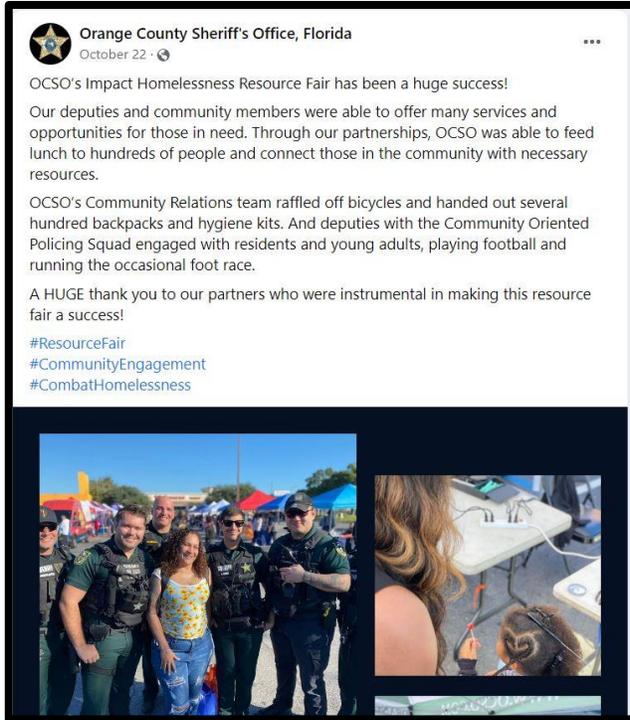
In 2021, a new Mamava Lactation Pod was added to our Communications Center and the laction room in our Central Operations Center was upgraded to a space that renovated with mothers in mind. We are continuing to explore new and improved options for expecting mothers.

Community

Employees are also able to engage with each other and with community members at all of the outstanding events OCSO's Community Relations team puts on. Examples of these events are:



Thanksgiving Turkey Giveaway, Homelessness Resource Fair, Back to school backpack give away and more.



The Orange County Sheriff's Office launches a campaign to support the United Way each year. In addition to encouraging pledges, agency members hold activities, breakfasts, bake sales, etc. to raise money. This year, OCSO raised approximately \$138,000 for the United Way Campaign. United Way fights for the health, education, and financial stability of every person in every community.

Additional Wellness Initiatives

As a part of 2022 Administration Block Training (mandatory training), all sworn employees were exposed to 1.75 hours of wellness education. All civilian employees were exposed to one hour of wellness education training. Wellness education is also implemented during the Communication Center New Employee Orientation for four hours and new sworn recruits for four hours.

Continuing wellness education is brought to our employees regularly with lunch and learns and special events, and weekly wellness tips on a variety of topics.

OCSO treats the Communications Center employees to massages multiple times a year in an effort to reduce stress as we recognize the difficulties of that job.

Health is an important component of Wellness. OCSO makes sure health opportunities are easily accessible for employees. At least once a year we bring a Mobile Mammogram Bus to the Central Operations parking lot, where they can do on-site breast cancer screenings for employees.



Additionally, mobile Skin Cancer Screenings were also brought to multiple agency locations several times a year. Every October, the agency hosts a large, multiple day Flu Shot events for employees and their families where Advent Health Nurses go to agency locations and make it accessible. The agency recognizes the importance of bringing health and wellness to our employees.

The agency also has an onsite Wellness Center, staffed by a full time Cigna Nurse

who has virtual access to Advent Health doctors using a health cart. The Wellness Center can assist employees with a variety of items including infections, bloodwork, minor wounds, muscle pains, and more. This center opened in November 2019 and can utilize the Cigna Telehealth Connection. This center is for all full time employees and their spouses.



OCSO also has an onsite Cigna Representative who meets with employees to review health insurance coverage and claim information. The OCSO Cigna Representative works in the Central Operations Building. Employees benefit from having this resource who is accessible and has in-depth knowledge of how their plan works.



OCSO is also very fortunate to have two comfort dogs with our Victim Advocates Unit. In addition to serving the community, these comfort dogs are there for OCSO employees as well! Regardless if the employee is coming from a tough call or just having an off day, the OCSO comfort dogs can provide a little comfort and maybe even a smile.

OFFICER SAFETY

The Orange County Sheriff's Office Mobile Video Systems Unit is responsible for implementing and overseeing all our mobile video options for the agency. This includes the Body Worn Camera program and the Driver Safety Program. Both of these initiatives have created a variety of mechanisms for enhancing not only the safety of our deputies but the community they serve as a whole. Using the latest technology and developing policies and procedures that ensure compliance by all agency employees was critical to their success. This unit has grown in size since its inception in 2015 and is an integral part of the operational capabilities of the agency. This unit manages a \$3.5 million-dollar-a-year program that includes ensuring all equipment is updated, supported, and working 24 hours daily.

In 2017, the Orange County Sheriff's Office signed a contract with Lytx and the Driver Safety Program. OCSO purchased 882 DriveCAM™ Event recorders. In 2022 the Lytx contract expanded to include fleet tracking and additional devices for expansion. Our current deployment plan for the year 2023 will incorporate 982 DriveCAM™ Event recorders. This will encompass all marked vehicles in the Sheriff's Office Fleet.

DriveCAM™ Event recorders are placed in marked patrol vehicles and are triggered by g-force. The DriveCAM™ Event recorder is designed to capture 8 seconds before and 4 seconds after of video and audio inside and outside of the vehicle when activated by a DriveCAM™ event.



These recorded events provide data for statistical analysis that identify risky driving behaviors. It allows agency supervisors to coach our drivers on those identified indicators to improve driving, reduce risk, and save lives.

Below are highlights of our 2022 Lytx Annual review:

After over five years in the DriveCAM™ Program, Orange County Sheriff's Office has reduced the frequency and severity of risk by 72%

From a Risk perspective, the following trends have seen an improvement in the last 15 months:

- *Frequency has improved by 11%, and severity has been enhanced by 12% from February-April 2021 to February-April 2022*
- *Driver Unbelted in the Residential & Roadway areas has decreased by 9%*
- *Posted Speed Violations have decreased by 24%*
- *Traffic Violations have decreased by 18%*
- *Late Response has decreased by 23 %*

In 2015, the Orange County Sheriff's Office (OCSO) began a Body Worn Camera (BWC) program.

After an initial purchase of 150 BWCs for Uniform Patrol deputies, the program has grown exponentially to include 1,735 BWCs. Since the program's inception, the agency has been outfitting all Sworn agency personnel holding the rank of Lieutenant and below with a BWC. These additional personnel being equipped with a BWC only increases agency employees' awareness of how we interact with the community and ensures we are constantly being safe in the performance of our duties.



In 2020, a policy review and revision took place. Based on the assessment of agency practices, the Mobile Video Systems Unit created a training curriculum that expanded who was issued a BWC agency-wide. They began a two-year deployment to accomplish this expansion. Through instruction and excellent communication, the Mobile Video Systems Unit started to train other agency members, expanding how many personnel were issued a BWC, to improve citizen contact and transparency daily.

Other areas of the agency that now use the BWC include; Special Weapons and Tactics, Emergency Response Team, Auto Theft, Enforceable Writs, Motors, Mounted Patrol, Agricultural Crimes, Canine (K-9), Reserve Unit, Youth Services, Evening Traffic Unit, Night General Investigations, Felony, Gangs, Fugitive, SOSS, BRU, Marine Patrol and Perimeter Squad Courthouse. With the expansion of the personnel issued a BWC, the Mobile Video Systems Unit oversees and manages the evidence captured during citizen contact encounters. They provide onsite troubleshooting and support for all BWC users and managers and on-call representation during after-hour periods.

All the captured video footage from Lytx and BWC cameras is used to train new personnel to improve our practices. The ability to have agency-specific footage of the good and bad habits we exhibit allows us to make the needed corrections immediately to deputies driving behaviors or their interactions with the public.

These videos allow us to expose safety concerns, including driving and response to resistance incidents and prepare our personnel to better handle situations moving forward. The agency received 683 complaints against our agency personnel in 2022; of those, 563 did not rise to the level of a formal investigation, most of which were due to the Body Worn Camera footage available.

In addition to implementing and expanding BWCs, the Mobile Video System Unit has sought to use Axon and its programs further to improve the safety and wellness of our deputies. The Mobile Video System Unit worked directly with Axon to improve a product they offered, identified as Axon Performance. The direct consultation from the unit to Axon allowed the program to be improved from its initial deployment. This program, now implemented in our agency, and due to the consultation and feedback from the Mobile Video System Unit, has increased and optimized our body-worn camera use. This aspect of Axon has integrated several levels of supervision to provide increased coaching opportunities to improve overall safety and performance.



The audit process for reviewing videos has expanded to capture more personnel, thus providing a large sample of the operational behaviors of our personnel, increasing our ability to improve safety and citizen contacts. As a result of the rollout of this plan, our activation rate of BWC uses increased by an average of 12% agency-wide.

Axon Performance enhanced and simplified supervisor responsibility and streamlined the video review processes. Implementing this program for over 1000 personnel allowed supervisors more time with their personnel. It enabled supervisors to deliver tailored personnel training and feedback to ensure that squads and employees operate within agency guidelines and policies. In addition, it allowed supervisors to recognize positive behaviors and document commendations and compliments. MVSU also implemented Axon Capture programs to collect and store digital evidence. Employees could now collect photo, audio, and video evidence from citizens remotely and skip the step of returning to the station to upload their evidence. This saved them time in both their vehicles and the office. The goal of this implementation was to give them more time either at home or at work and lessen the burden of administrative responsibilities.

Axon provided the agency with another piece of equipment, allowing their BWC to be activated upon drawing their Firearm. The ability for the video to start immediately upon their draw and again provide an opportunity for the agency supervisor to review these videos, expose safety concerns and adjust the training specifically tailored to a specific person. This technology is yet another step in ensuring that the safety of our employees and the public remains at the forefront.

The Mobile Video System Unit continues to improve its processes daily. The focus of their unit remains the safety and well-being of our agency personnel, who have the daily job of interacting with the community in various situations that pose a risk to themselves and others.

Below 100 Training/Crash Reduction Training the Orange County Sheriff's Office, Law Enforcement Vehicle Operations (LEVO) section has incorporated Below 100 into our annual

training. Our agency stays on a two-year cycle for driver training, which trains half the agency in a year, completing the cycle with the remaining half in year 2.

We continue to review and identify crash trends through the use of DriveCam. This program has allowed our agency to identify training needs and provide coaching on an individual basis outside the required training at LEVO.

The agency's Emergency Vehicle Operations Course (EVOC) training is also on a two-year training cycle, focusing on skid recovery, vehicle maneuvering in tight spaces, and backup training. We also focus on emergency driving as well as stop-stick training. Their training is also connected to DriveCam. We can use captured driving behaviors to develop our curriculum to replicate real-world events and expose the training deficiencies in each event. This process makes the training realistic and provides applicable lessons to take away from the class and apply to their duties.

From the use of DriveCam, we have empowered our supervisor to monitor various risky driving behaviors, including speeding. This tool allows for an assessment of the use of speed by our deputies and provides coaching on ways to decrease the dangers associated with this specific risky driving behavior. Deputies are held accountable for speeding by utilizing Drive Cam.

The DriveCam program can also recognize safe driving behaviors, where a certificate can be created for safe driving behavior, then included in an agency members personnel file, documenting the behavior and providing a means of positive reinforcements of these types of driving behaviors.

The Orange County Sheriff's Office has an established policy for using seatbelts. General Order 9.1.1 states, "Personnel shall utilize the installed seat belts while operating or riding as a passenger in any agency vehicle." This policy has allowed agency personnel to be held accountable for incidents where they have not worn their seatbelt.

One of the advantages of our agency having DriveCam is we can capture moments when agency personnel is not wearing their seatbelts. We then can coach them on the risks of this behavior and hold them accountable through potential disciplinary consequences.

They have created a program that is an integral part of the success of this agency. The addition of the DriveCam program and the creative way they have trained our agency personnel allowed agency employees to get real-time, video-based feedback on safe and unsafe driving behaviors, which no doubt has saved lives. Although some of these statistics cannot be captured in a numerical value, the fact that we see fewer serious driving-related injuries is attributed to the program they developed and implemented.

Firearms training at the Orange County Sheriff's Office has exceeded the basic requirements of the Florida Department of Law Enforcement. During 2022, our agency has trained and qualified over 1,600 Deputies with agency-issued shotguns and handguns. These are the annual

qualification we do, coupled with additional firearms training throughout the year which focuses on specific skill shooting outside the normal qualifications to improve accuracy and tactics.



The Orange County Sheriff's Office uses the latest in Electronic Control Device Technology. All agency members are issued a Taser 7 for use while on duty. We conducted training on over 1,600 agency personnel, deploying these devices in scenario-based training evolutions to create a real-world application environment.

The Orange County Sheriff's Office proactively trains on Active Assailant response. During 2022, agency personnel were trained in the areas of solo officer response to ensure agency personnel were trained with the tactics needed to respond to a threat immediately before



another officer arrived on the scene. These tactics, furthermore, were specifically provided to all of our agency personnel assigned to a public school within unincorporated Orange County.

The Orange County Sheriff's Office completed a two-year cycle to train all agency personnel on de-escalation tactics. This training was delivered through simulator training, which has proven not only to be cost-efficient but allows for training evolutions to be conducted year-round without any weather impacts or climate issues that may arise.

With the rising need to get Law Enforcement Personnel training in crisis intervention, the Orange County Sheriff's Office not only created a unit specifically designed to deal with mental health-related issues in our community, but they created an in-house training program that resulted in the training of 266 personnel in Crisis Intervention Techniques (CIT). This is compared to the 33 that the local community college was able to train during the past year. This is a true example of proactive, creative thinking at our agency by ensuring our agency personnel are equipped with all the tools to keep ourselves and the community safe at all times.

Behavioral Response Unit (BRU):

The Behavioral Response Unit (BRU) is a groundbreaking new unit in the Orange County Sheriff's Office created to respond to citizens and visitors in Orange County who are in crisis and suffering from mental illness and substance abuse disorders. Each BRU team consists of a specially-trained deputy sheriff paired up with a mental health clinician. Last year, the Behavioral Response Unit responded to 1,740 calls for service and follow-up calls related to people in crisis. 83% of the subjects that BRU responded to were stabilized instead of being Baker Acted or arrested.

The BRU created the Central Florida Law Enforcement Mental Health Consortium, which involves numerous Central Florida law enforcement agencies, mental health facilities, community mental health advocates, the State Attorney's Office, the Public Defender's Office, the Department of Juvenile Justice, the Department of Children and Families, the Orange County Jail, Department of Veteran's Affairs, and the Florida Department of Law Enforcement. This is the first time these agencies have all come together to share information and ideas on working with community members with mental illness and substance abuse.

The BRU also conducted training for every OCSO patrol squad about the BRU and the Behavioral Information System (BIS), and how to respond to mental illness-related calls for service. The BIS was designed to provide a reporting mechanism for Uniform Patrol Deputies, as well as create a data base to monitor and track the progress of the program. The BRU squad continues to conduct squad-level training for patrol throughout the year. In addition, the BRU created the De-escalation and Mental Illness Awareness Refresher course, where patrol supervisors that observe areas for improvement in their deputy's response to mental illness-related calls can refer them for additional specialized training.

The BRU proposed and implemented an OCSO CIT class that will enable the Sheriff's Office to ensure every member of the Uniform Patrol will undergo 40 hours of CIT training to serve the citizens of Orange County better.

The Orange County Sheriff's Office BRU also recognized the value and need for Risk Protection Orders (RPO) to keep the citizens and visitors of Orange County safe. The Orange County Sheriff's Office averaged seven RPOs per year for the first three years since the law was enacted. Last year, the BRU and the OCSO Legal Services Section rewrote the agency policy on RPOs and provided training to all deputies likely to encounter the need for an RPO. In the first three months since providing training, we have completed over 30 Risk Protection Orders.

The BRU has become a valuable resource in patrol and a benefit to the citizens and visitors of Orange County. Since the implementation of the BRU, the culture of the Orange County Sheriff's Office has positively changed as a result of their efforts.

The Orange County Sheriff's Office has implemented the latest technology to assist all agency personnel with general safety. We have implemented programs that provide opportunities to observe risky behaviors that would have never been observed in the past.

The incorporation of DriveCam and BWC has opened the door to the window inside of what a deputy sees at the moment in time. This has created a training opportunity that never existed in the past, and we are to use those videos to train our personnel in safer, less risky behaviors in both driving and our citizen contacts. Furthermore, the development of our Behavioral Response Unit, in response to a critical need in our community, has proven that we, as an agency, take the safety of our agency personnel as well as the community extremely seriously and hold these values as paramount in the success and safety of us all.

ATTACHMENTS AND SUPPORTING DOCUMENTATION

Attachment 1

Success Stories

Back in July of 2021, I broke my ankle in three places and tore my rotator cuff. Since being cleared to walk again by my doctor, I have been working with Valerie to help me strengthen my ankle and improve the mobility in my arm. My walking has improved tremendously since working with her, and I have seen a lot of improvement in the mobility of my arm. Having access to such a wonderful trainer in my workplace has made it very easy for me to spend time on my recovery. Valerie is very knowledgeable and helpful – I really enjoy working with her. –Anne

I started with the Orange County Sheriff's Office in 2015. After about six months working in the Agency, I started taking the workout classes that were offered through the Wellness Center at the gym. I tried out all of the classes they offered from HIIT, Zumba, Spin class and Yoga, but the one I really fell in love with was CrossFit. The instructors for this class really showed you the correct form for the different types of the workouts and how to properly use all of the equipment. I took some time off from the gym due to starting a family, but once I came back from Maternity leave, I jumped right back into the gym. I began with taking the workout classes again that were offered and then eventually moved back into CrossFit. I think it is great that the Wellness Center offers classes and that they have instructors that are willing to work with you and help you get stronger, healthier, etc. I think it is very beneficial that we are given 1.5 hours a week for on-duty training. This allows you to go to the gym during your lunch break and not have to rush to get back to work. Ever since getting back into the gym, I noticed myself getting stronger and getting into shape. I can back squat 135 pounds and dead lift 135 pounds. When I first started CrossFit, I could only back squat the barbell (45 pounds) and dead lift 65 pounds. Also, I would barely be able to run 400 meters without having to walk, and now I can run a mile with no issues at all. I noticed my mental state is very good whether it is being focused at work or being focused at home with my family. The Wellness Center allows you to take a break from everyday stressful situations, lets you hang out with friends in the gym and the only thing you need to worry about in the moment is completing workouts. I really appreciate what the Wellness Center does for this Agency and the positive impact it has had on both my mental and physical health. I look forward to completing many more workouts in the gym. –Jamie



I just wanted to offer my appreciation for all of the programs and incentives we now have at OCSO. I personally have been taking advantage of the extra 30 minutes given for the 3 days a week that I work out in the gym. Prior to this incentive I wasn't able to exercise during my lunch due to the time constraint. This has had a two-fold benefit for me. I not only feel more energized at work after exercising, but being able to use the gym at work makes working out much more convenient. I am working out on a much more regular basis using the OCSO facilities, as opposed to finding the time to use my gym outside of work. Also, the quality of the equipment in the OCSO gym is comparable to, if not better than, many commercial gyms. (And it's free!)

I would also like to say how appreciative I am for all of the times Valerie has come to our unit to lead us in much needed stretching exercises. Our work requires

a lot of time sitting and leaning over to examine prints. Several of us, if not most of us, have back and neck issues stemming from years of doing this type of work. These exercises create a great way for us to keep limber and to slow the negative impact that is associated with this job.

Thanks so much for being such a strong proponent of keeping us all healthy and productive! I feel extremely fortunate to be working in an agency that does so much to encourage a healthy lifestyle.

—Robert

I have truly benefited from the Wellness Unit. I am so glad I don't have to go above and beyond to get to the gym first of all because it's right here where I work. I also love as a civilian the incentive of the 90 mins/week the Agency gives for working out in our gyms. Although I don't participate in all the activities offered I have especially enjoyed Yoga which I attribute to getting my shoulder back to normal so quickly after having surgery back in 2019 and I believe stronger. Sitting at my desk can really take a toll if I let it but Yoga also helps with my flexibility and just moving in ways I wouldn't normally move (nothing crazy). Not long ago I was having problems with my quad and went to PT for it and found many of the exercises I was given we do in Yoga once again a win because I no longer have the quad issue. Before the pandemic, I was walking regularly on the treadmill and doing weights but I haven't felt comfortable doing that just yet but I'll get there. I have also been fortunate enough to get to know some great people that I would otherwise never have met. -Toni

I started working for OCSO in August 2020. When I started working I had in the back of my mind for a while that I needed to start exercising and being overall healthy again. I wanted to take full advantage of the amazing gym at ops but between 10 hour work day, 2+ hours of commute a day, and children at home, I didn't see where I was going to find time to prioritize my health. When I found out we were allotted 90 minutes weekly to exercise, I knew there was no excuse. I started using the weights and getting stronger, the gym has an amazing selection of weights and machines. Then I dabbled in classes like Functional Fitness and Insanity. These classes are inclusive and fun. I took advantage of the offered nutritionist appointments to align my eating

habits with my fitness habits. Valerie is always very happy to answer all my questions and her enthusiasm for healthy living is contagious. Between the policies, facilities and amazing staff, I have managed to lose 45lbs in 6 months. It's been much more than just weight loss I've also gained a lot of strength and it has a ripple effect directly into my work as I am overall much happier, have more energy, and have clearer mental health. In my first year with OCSO I managed to attain the health and fitness goals I had been chasing for year. -Tanya



I have had a desire to work on my body and health for a long time. Far longer than before I started working for the Sheriff's Office. Thankfully, I am provided the opportunity by the Sheriff to spend time on my fitness and health as part of the Wellness Incentive. It was through this incentive that I met with Valerie, the Wellness Coordinator at the gym located at Central Ops.

Valerie has been an amazing coach and source of information on my journey to better fitness and health. It started off slow with just attending a couple of the classes offered at Central Ops, to me going to at least one every day of the week. I've also made changes to my diet that I never would have thought to do outside of some much needed direction.

The classes are led by some incredibly enthusiastic instructors. You can always expect high energy from Valerie, RJ and Erlene, as well as the time taken to help you learn proper ways to do your workouts from beginner to more advanced. They always give options to do the workout at whatever level you are while also helping you get stronger and better. It was also expressed to me early on in the conversations about my wellness that stretching, core training and balance are essential too. That's where Bree, Arzina, and Diane come in to give you multiple different ways to stretch in yoga. Each one is similar, yet different and you will always find new stretches and poses between all of them. I feel so much stronger thanks to the time I have dedicated to my body, both in intense classes and slower paced classes.

I overall feel better, inside and outside. I am still very much my own worst critic, but even I can see that the gym and hard work has been paying off. It's also nice when other people notice it and helps it feel more real.

I still have a long way to go and more changes to make, but seeing the progress I'm making, thanks to Valerie, Bree, RJ, Arzina, Diane and Erlene, will keep me going. And I cannot thank any of them enough for taking the time to help me, and others get to a healthier, better place in our lives. –Zack

Attachment 2

Training Lesson Plan



ORANGE COUNTY SHERIFF'S OFFICE

LESSON PLAN SUMMARY SHEET

Course Title: Wellness and Stress Management

Subject: Wellness

Prepared By: Valerie Reed

Date Prepared: 4/25/22

Length of Training: 2.5 hours

Training Aids & Equipment:

PowerPoint slides, Eye witness news clip from 1995, Youtube

Handout Material:

Potential Guest Presenters (pending availability):

Major Jeffrey F. Eifler

FBINA Session #276
Orange County Sheriff's Office
Operational Services Bureau
Criminal Investigations Division
407-254-7221 (office)
Jeff.Eifler@ocfl.net

Captain Chris Barrett

Uniform Patrol Division – Sector IV
chris.barrett@ocfl.net
407-836-3772 (o)
407-717-8101 (c)

Lt. Ed Appleby

Aviation
Silas.Appleby@ocfl.net

Agent Chris Heavey

Orange County Sheriff's Office
Special Operations Division
Narcotics – TIPS squad

Bomb Squad/Hazardous Devices Team
(407)955-1494 – Cell

It's OK to not be OK.

Watch: [Message From Sheriff Mina](#)

- UCF RESTORES is a treatment clinic that provides clinical services to veterans, active duty military, first responders, survivors of trauma, and community members experiencing posttraumatic stress disorder and trauma-related concerns. This comprehensive treatment program can include components of trauma management therapy, exposure therapy, group therapy, relaxation training, and programmed practice. At this time, there is no charge for taking part in this treatment program for the special populations listed above (including veterans, active duty military, first responders).
 - To learn more about the treatment options, faculty, and training programs, please visit their website <https://www.ucfrestores.org/>.
- [Cigna](#)
 - User name: rewards or password: savings
 - Cigna Life Assurance Program 1-800-538-3543
 - Free sessions
 - *offers additional support to Veterans: Anonymous Call: 855-244-6211
- [Aetna](#)
 - Log In ID: OC-SH password: OC-SH
 - 1-800-272-7252
 - Free sessions
- Copline: 1-800-267-5463
- National Alliance of Mental Illness: 1-800-950-6264
- National Suicide Prevention Lifeline: 988

Spouse Email List

Did you know we have an OCSO Spouse Email list where we can send important information, reminders, and support to spouses? If your spouse is interested in receiving more communication from OCSO, we invite them to [join the OCSO spouse email list here](#). This list will be used to share important information to keep your spouse in the loop as well as create a sense of community. Being in Law Enforcement presents unique challenges and being a spouse of someone in Law Enforcement also has unique challenges. OCSO is looking forward to additional spouse support starting with this email list.

Dave Ramsey's Complete Guide to Money book is distributed

References:

National Law Enforcement Memorial Foundation
Dave Ramsey's Complete Guide to Money
American Council on Exercise

Instructor Requirement: Attach copies of the PowerPoint handout material, references, tests and all relevant material on CD or Flash Drive.

Course Objectives

Introduce new hires to OCSO's Wellness Program. Educate new hires on how to improve and maintain wellness in the areas of financial, physical, mental, and relational. Apply the importance of Wellness to the job of a Deputy.

Student Performance Objectives and Evaluation Methodology

Students will leave this session with action items and resources to set themselves up for a healthy and well career.

Evaluation Method

Test Written Practical Verbal Q&A Discussion

Training Techniques

Conference:

Debate Panel Seminar Discussion Group

Field Experiences:

Field Trip Interview Operations Experiences Operations Observations

Presentations:

Lecture Lecture/Discussion Lecture/Demonstration

Problem Investigations:

Committee Inquiry

Simulations:

Case Interview Operations Experiences Practical

Other:

Specifics	Reminders/Notes
<p>Presenter: Valerie Reed, Wellness</p> <ul style="list-style-type: none"> • Welcome • Wellness at OCSO • Wellness Center Information • Motivate Me Wellness Incentive & log into mycigna.com <p>Presenter: Captain Jeff Eifler, Financial Wellness</p> <ul style="list-style-type: none"> • Dave Ramsey Baby Steps, Review Steps • Review Retirement Options with FRS, Vanguard • Compound Interest • Off Duty, live within your means <p>Presenter: Captain Chris Barrett, Physical Fitness</p> <ul style="list-style-type: none"> • Are you prepared physical fitness conversation • Review stats of LEO's killed in the line of duty, review scenarios • How do you prepare? • General Order for Physical Fitness • How Fitness applies to the job <p>Presenter: Lt. Ed Appleby, Life experience</p> <ul style="list-style-type: none"> • Shares life experience with his particular instance • Explain how his physical, mental, and spiritual wellness came into play and strengthened because of his experience • LEO's life depends on their wellness <p>Presenter: Agent Chris Heavey and/or Valerie Reed, Mental Wellness</p> <ul style="list-style-type: none"> • Videos on the struggles of LEO's mental wellness • Identify triggers and have healthy outlets • Have a support system • Resources available to support mental wellness (Its Ok to Not be Ok, Aetna, UCF Restores, Cigna, Copley, National Suicide Prevention) 	<p>Send email follow up with presenters contact information and a reminder of mental health resources.</p>

Attachment 3

Recruit New Hire Orientation



Wellness 2021

Wellness Program built on 5 Core beliefs

- Physical Activity (exercise)
- Emotional Fitness (stress management)
- Nutritional Support (what we eat)
- Financial Fitness
- Healthy Relationships (family, coworkers, community)

Physical Fitness

- What did you learn from PAT?

10 Fitness Domains Cont.

- **Cardiovascular/respiratory endurance** – the ability of body systems to gather, process, and deliver oxygen.
- **Stamina** – the ability of body systems to process, deliver, store, and utilize energy.
- **Strength** – the ability of a muscular unit, or combination of muscular units to apply force.
- **Flexibility** – the ability to maximize the range of motion at a given joint.
- **Power** – the ability of a muscular unit, or combination of muscular units, to apply maximum force in minimum time.
- **Speed** – the ability to minimize the time cycle of a repeated movement.
- **Coordination** – the ability to combine several distinct movement patterns into a singular distinct movements.
- **Agility** – the ability to minimize transition time from one movement pattern to another.
- **Balance** – the ability to control the placement of the body's center of gravity in relation to its support base.
- **Accuracy** – the ability to control movement in a given direction or at a given intensity.

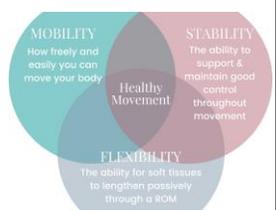
The Hopper

“Our specialty is not specializing.”

He or she who performs best at these randomly assigned physical tasks is the fittest.

Warm Ups

- Dynamic vs Static Stretching
- Mobility vs Flexibility



10 Fitness Domains

- Cardiovascular Endurance
- Stamina
- Strength
- Flexibility
- Power
- Speed
- Coordination
- Agility
- Balance
- Accuracy

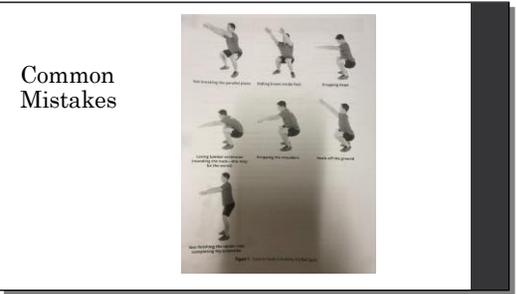
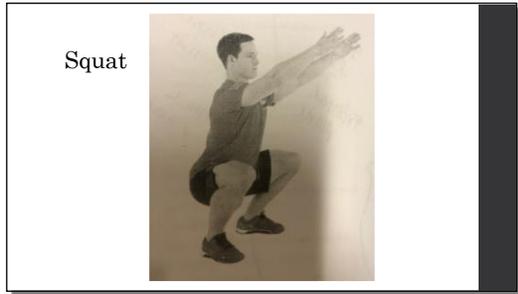
Academy Training

- Functional Training
- Compound movements
- Core
 - Powerful hip extension is needed for elite athletic performance
 - Running, jumping, throwing, punching all originate at the core



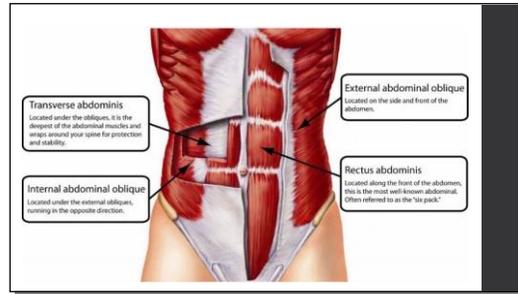
Fundamental Movements

- There are seven basic movements the human body can perform and all other exercises are merely variations of these seven: **Pull, Push, Squat, Lunge, Hinge, Rotation and Gait.**



Corrections

Faults	Causes	Therapies
Not going to parallel (not deep enough)	Weak hip extensors, hamstrings, quad dominance	Bottom to bottom, bar heels, box squatting
Rolling knees inside feet	Weak adductors, weak abdominals, cheat to squat	Push feet to outside of shoe, deliberately abduct femurs to stretch floor apart beneath feet
Dropping head	Lack of focus, weak upper back, lack of upper back control	Bar holds, overhead squats
Losing lumbar extension	Lack of focus, tight hamstrings, cheat for balance due to weak glute/ham	Bar holds, overhead squats
Dropping shoulders	Lack of focus, weak upper back, lack of upper back control, tight shoulders	Bar holds, overhead squats
Heels off ground	Cheat for balance due to weak glute/ham	Focus bar heels



Core Cont.

- Plank
- Brace
- Flutter kicks
- All core exerci
- ALL exercises
- Push ups



**WHEN LIFE
KNOCKS YOU
DOWN DO A
BURPEE**



Family Life While In the Academy

- Communication
- Recovery
- Balance



Any Questions?

Valerie Reed

Senior Wellness Analyst

407-713-9460

Valerie.Reed@ocfl.net

Communication Center Balance Presentation



Valerie Reed
Senior Wellness Analyst
407-713-9460
Valerie.Reed@ocfl.net

When you think of
Wellness

Wellness 2022

Wellness Program built on 5 Core beliefs

- ▶ Physical Activity (exercise)
- ▶ Emotional Fitness (stress management, mental wellness, sleep)
- ▶ Nutritional Support (what we eat)
- ▶ Financial Fitness
- ▶ Healthy Relationships (family, community, and each other)

Cigna!

- ▶ Motivate Me
- ▶ Cigna Wellness Center
- ▶ Cigna Rep!

Motivate Me

1. Primary Care Physician
2. Biometric Screening
3. Health Assessment on mycigna.com

▶ **You must complete all 3 items by July 31, 2023!**

Biweekly	Green Plan	Green w/Wellness Credit	Gold Plan	Gold Plan w/Wellness Credit
Employee Only	\$43.46	\$18.46	\$51.94	\$26.94
Employee + spouse	\$106.48	\$56.48	\$145.42	\$95.42
Employee + child(ren)	\$87.22	\$62.22	\$119.12	\$94.12
Family	\$150.04	\$100.04	\$204.92	\$154.92

Premium Credit Amounts

- ▶ \$25 bi-weekly for employee only and employee + child(ren)
 - \$650 per year in premium savings
- ▶ \$50 bi-weekly for employee + spouse and employee + family
 - \$1,300 per year in premium savings

Motivate Me

1. Primary Care Physician
2. Biometric Screening
3. Health Assessment on mycigna.com

▶ **You must complete all 3 items by July 31, 2023!**



Wellness Center at Central Operations

- ▶ Wellness Center at Central Operations opened November 2019
- ▶ Location: Ops, same hallway as Supply
- ▶ Staffed by a Cigna RN
- ▶ Can utilize Cigna Telehealth Connection
- ▶ Eligibility: All regular, full time employees of OCSO (no family members, no part time, no contracted employees, no retirees, no reserves at this time)

Wellness Center at Central Operations

- Offers a full range of onsite preventive care and health services such as:
 - Ear infection
 - Eye complaints
 - Flu
 - Minor Wounds
 - Sinus infection
 - Skin Rash
 - Sore Throat
 - Upper respiratory infections
 - Urinary tract infection
 - Muscle pains/strains
 - **Bloodwork**
 - Cholesterol Screenings
 - Health Coaching Appointments



Wellness Center at Central Operations

- Hours:
 - Monday/Wednesday/Friday 8am–5pm
 - Tuesday 7am–4pm
 - Thursday 9am–6pm
- Cost:
 - Green Plan: all visits are FREE (both preventive and sick/diagnostic)
 - Gold Plan: Preventive visits are FREE; Sick/diagnostic visits will cost \$25 per IRS guidelines*

*provided an extra \$100 in your HSA to cover 4 visits

Wellness Center at Central Operations

- Make an appointment
 - Online: <https://mychart.my-wellnesscenter.com/mychart/signupandschedule/embeddeddschedule?dept=111801001&vt=264>
 - ✖ On SharePoint, under HR, Benefits
 - OCSO@cigna.com
 - 407-254-7080



OCSO Wellness

Wellness Program built on 5 Core beliefs

- ▶ Physical Activity (exercise)
- ▶ Emotional Fitness (stress management)
- ▶ Nutritional Support (what we eat)
- ▶ Financial Fitness
- ▶ Healthy Relationships (family, coworkers, community)

Physical Activity (exercise)

Emotional Fitness (stress management)

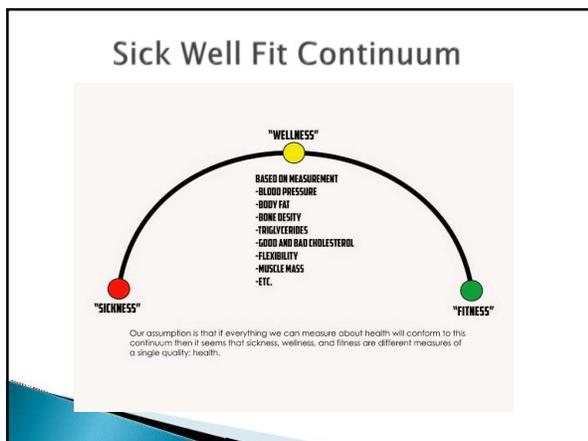
Nutritional Support (what we eat)

Financial Fitness

Healthy Relationships (family and community)



▶ Cardiovascular disease, cancer, high blood pressure, alcohol abuse, and stress are all conditions affecting millions of Americans. These conditions are not communicable illnesses from viruses or bacteria, but rather conditions related to poor **fitness**. Choices you make about your lifestyle affect these conditions.



CONTROL THE CONTROLLABLE

What you can do ...

- ▶ Start out easy and make simple lifestyle changes
- ▶ Walk more often for shorter amounts of time
- ▶ Find an activity that you enjoy and do it more
 - Find what you love- remember its not all about the "classic workout" its more about moving more and being active in general
 - Recreational activity counts
 - Fishing, hunting, gardening, housework, pick up sports game



- Walk before you run, literally
- Make it a priority - put in your schedule or plan it out like you would a meal
- Find a friend
- Change up your routine
- SET GOALS S.M.A.R.T.
 - Being physically active doesn't mean going to the gym all the time, it means being more active in your everyday routine.



How much activity do I need?

Moderate-intensity aerobic activity
Anything that gets your heart beating faster counts.

Muscle-strengthening activity
Do activities that make your muscles work harder than usual.

at least 150 minutes a week

AND

at least 2 days a week

Tight on time this week? Start with just 5 minutes. It all adds up!

What happens when you sit for too long

- Over 10,000 studies showing the negative effects of sitting at work, in the car and watching TV at night significantly impacts your cardio and metabolic function (and potentially posture)

- Inadequate physical activity lead to arthritis and heart failure

Types of Arthritis

Healthy Joint Osteoarthritis Rheumatoid Arthritis

© 2011 Essential Oils Books

- 2X more likely to have diabetes and heart disease when sitting and not being physically active

- We want to counteract the cellular degeneration that occurs while sitting
- How can you help this – do a short 2-5 minute walk/march in place for every hour you sit**
- Example exercises: desk push ups, chair squats, windmills, neck stretch, shoulder blade squeeze, performis figure 4 using desk, side lunge/ hip stretch, calf stretch, lunge stretch

Why aren't you being physically active / exercising?

Why try HIIT?

- ▶ It burns 6–15% more calories even AFTER you have stopped exercising.
- ▶ Reduction in visceral fat, or the disease promoting fat surrounding our internal organs.
- ▶ It decreases body fat modestly in normal weight individuals, but significantly decreases it in overweight and diabetic individuals.

Examples of branded HIIT



More Reasons to Exercise

- ▶ Decreases chronic inflammation.
- ▶ Decreases cancer risk.
- ▶ Decreases risk for heart disease and its risk factors.
- ▶ Improves bone structure, muscle and joint function.
- ▶ Improves your chances of living longer.

- ▶ Reduce the impairment of brain cells
- ▶ Encourage the release of endorphins
- ▶ Increased brain function with learning, memory, and mental performance
- ▶ Helps treat brain aging
- ▶ Reduces stress, depression, and anxiety

But most importantly it can help reduce STRESS

- ▶ Exercise performed as well or better than medications for treating mild depression and anxiety (mood improvement).
 - Release of endorphins “feel good hormones”
 - Release of norepinephrine which helps deal with stress more efficiently
 - similar to how anti depressants work, exercise release NE in the brain
 - Exercise reduces cortisol and adrenaline – the body’s stress hormones

you're only
ONE WORKOUT
away from a
GOOD MOOD

Aerobic exercise is the key to your head as much as it is to your heart

Resources

- ▶ OCSO Facilities
- ▶ Orlando Magic Rec Centers & WellWorks
- ▶ Cigna's Fitness On Demand and Active & Fit Program
- ▶ SugarWOD CompTrain Programming
- ▶ Cigna Nurse
- ▶ ME!

Barnett Recreation Center
4801 W. Colonial Drive, Orlando, FL 32808
Monday - Saturday 8 a.m. - 8 p.m. • Sunday 1 p.m. - 8 p.m.

Goldenrod Recreation Center
4863 N. Goldenrod Road, Winter Park, FL 32792
Monday - Saturday 8 a.m. - 8 p.m. • Sunday 1 p.m. - 8 p.m.

Meadow Woods Recreation Center
1751 Rhode Island Woods Circle, Orlando, FL 32824
Monday - Saturday 8 a.m. - 8 p.m. • Sunday 1 p.m. - 8 p.m.

Silver Star Recreation Center
2801 N. Apopka Vineland Rd., Orlando, FL 32818
Monday - Saturday 8 a.m. - 8 p.m. • Sunday 1 p.m. - 8 p.m.

South Econ Recreation Center
3850 South Econlochatchee Trail, Orlando, FL 32829
Monday - Saturday 8 a.m. - 8 p.m. • Sunday 1 p.m. - 8 p.m.

West Orange Recreation Center
309 S. West Crown Point Road, Winter Garden, FL 34787
Monday - Saturday 8 a.m. - 8 p.m. • Sunday 1 p.m. - 8 p.m.

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Resources

- ▶ WellWorks Express Sites - Employees only
- ▶ WellWorks Central
- ▶ WellWorks Express West
- ▶ WellWorks Express East
- ▶ Orange County Parks & Recreation and Orlando Magic Recreation Centers - Employees and Eligible Dependents
- ▶ (Separate membership card provided with appropriate paperwork)
- ▶ Barnett Park Fitness Center
- ▶ Renaissance Senior Center Ferrara Fitness Room (must be 55 years of age to join)
- ▶ Goldenrod Park 4863 N. Goldenrod Rd., Winter Park 32792, 407-254-9025
- ▶ Meadow Woods Park, 1751 Rhode Island Woods Cr., Orlando 32824, 407-254-9065
- ▶ Silver Star Community Park, 2801 N. Apopka-Vineland Rd., Orlando 32818, 407-254-9250
- ▶ South Econ Community Park, 3850 S. Econlochatchee Trail, Orlando 32829, 407-254-9092
- ▶ West Orange Recreation Center, 309 S. West Crown Point Rd., Winter Garden 34787, 407-254-9245
- ▶ All Magic Recreation Centers are open Monday - Saturday 8:00 AM - 8:00 PM; Sunday 1:00 PM - 8:00 PM

What is available to you?

- ▶ Free group exercise classes
- ▶ Free exercise planning
- ▶ Wellness Events - Step Challenge, education classes, Corporate 5k, etc.

Cigna Fitness Program

- ▶ **Active&Fit Direct**
 - **The customer can go to any gym in the network at any time for the same \$25 per month.** Meaning you pay \$25 per month for the membership but that price is locked in for you to attend qualifying facilities... It is essentially a special you qualify for. There is a minimum 3 month commitment and they can discontinue at any time.
 - Also a \$25 enrollment fee
 - Must provide a 30-day notice of cancellation
 - Examples of fitness centers included: LA Fitness, Planet Fitness, YouFit, some YMCA's

Active&Fit Direct through Cigna

How to enroll:

- Log into www.mycigna.com, hover over Wellness tab at top, click on Healthy Rewards - Discount Programs, then "Exercise and Physical Fitness" in the blue boxes in the middle of the page, then "Learn More" in the blue box under Low-cost Fitness Center Memberships

Cigna Virtual Classes

- ▶ Looking for quality workout options you can do from home?! Those on our Cigna Medical insurance have **access to 200 digital workouts at no cost** through Cigna. Fitness on demand!

- ▶ Log into my.cigna.com
- ▶ Click on Wellness, scroll down to the 'Exercise' box
- ▶ Scroll down to the bottom left of the page, Click Gym Memberships – \$25/month Start Saving
- ▶ Go to Digital Workouts towards the bottom (click Enroll Now)
- ▶ 200 on-demand workouts videos, Click 'Try It Out- Free'
- ▶ From there you will need to create user name
- ▶ You will have access to 200 free virtual workouts!
 - **You have access to the 200 virtual workouts regardless if you sign up for Active & Fit or not.**
 - If you sign up for Active & Fit you receive a discounted gym membership and 2,500+ on demand virtual workouts.

Wellworks Facilities

- ▶ **The Central (1850 E. Michigan St.) and West (Public Works) Wellworks facilities will be open starting April 2021**
- ▶ Hours of operation are 5 a.m. to 8 p.m. Monday thru Friday
- ▶ The East Wellworks facilities is currently under construction and will reopen at a later date
- ▶ There is signage throughout the facility indicating required safety measures
- ▶ The facility will not be staffed during operating hours and will be sanitized at the end of each day
- ▶ Maximum capacity for the Central location is 20 people at a time and for the West facility it's 5 people at a time
- ▶ Badge access will automatically be restored for those who had access previously
- ▶ If you do not currently have access, you'll need to complete the [Wellworks Membership Application](#)

Physical Activity (exercise)

Emotional Fitness (stress management)

Nutritional Support (what we eat)

Financial Fitness

Healthy Relationships (family and community)



Stress

- ▶ Yes, it can be healthy
 - Keeps us moving forward and achieving our goals in life
- ▶ Yes, it can be very unhealthy
 - Chronic stress can cause a variety of health conditions and disease

Why Stress Matters

Long-term stress is linked to:

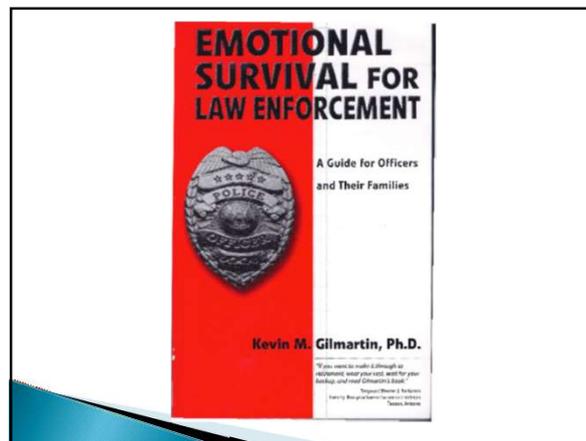
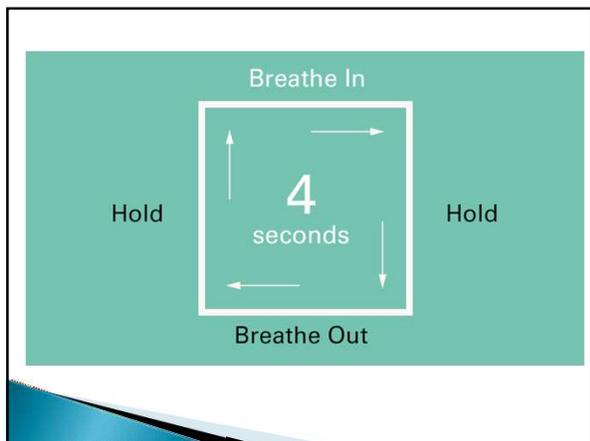
- increase in cardiovascular disease
- impairment of immune system
- digestive problems
- tension headaches
- insomnia and fatigue
- injuries
- depression and other psychological problems

How to De-Stress

Free, practical methods to reduce your stress:

- ▶ Start your day with positive intention/ positive statement
- ▶ Move, not just exercise
- ▶ When a stressful thought fires up, you have the power to cancel it out with a positive one; gratitude
- ▶ Find something you enjoy – and do it more often
- ▶ Meditation – LOTS of science behind this
 - You Tube videos
 - Breathe in as slowly as possible while thinking, "I am." Then exhale just as slowly, and think, "calm and happy" or a phrase that works for you.

[Yale Happiness Class](#)



Emotional Survival

Dr. Kevin Gilmartin

- ▶ Law Enforcement for 26 years
- ▶ Fellow Officers with significant negative life-changing events
- ▶ Better understanding of the biological processes that happen in the work and life of law enforcement

Emotional Survival for Law Enforcement

- ▶ **HYPERVIGILANCE**

“The necessary manner of viewing the world from a threat-based perspective and having the mindset to see events unfolding as potentially dangerous”

Emotional Survival for Law Enforcement

On Duty
 Alive, Alert, Energetic, Involved, Humorous

Every action has an equal and opposite reaction

Emotional Survival for Law Enforcement

On Duty
 Alive, Alert, Energetic, Involved, Humorous

Tired, Detached, Isolated, Apathetic
 Off Duty

How to become an Emotional Survivor

- ▶ Survivors practice aggressive personal time management and goal setting
- ▶ Survivors practice physical fitness
- ▶ Survivors control their financial well being
- ▶ Survivors have multiple roles in their lives

What to do when you find yourself stressed....

- ▶ Exercise, get more sleep, eat right, and attend classes etc.
- ▶ When it's a little bit more than that...
 - Aetna – Employee Assistance Program
 - 1-800-272-7252
 - Mylifevalues.com OC-SH (UN & PW)
 - 6 free sessions per household member per issue
 - Cigna – Life Assistance Program
 - 1-800-538-3543
 - www.Cignabehavioral.com/CGI
 - User name: rewards Password: savings
 - 3 free sessions per household member per issue

More Resources

- ▶ UCF RESTORES is a treatment clinic that provides clinical services to veterans, active duty military, first responders, survivors of trauma, and community members experiencing posttraumatic stress disorder and trauma-related concerns. This comprehensive treatment program can include components of trauma management therapy, exposure therapy, group therapy, relaxation training, and programmed practice. At this time, there is no charge for taking part in this treatment program for the special populations listed above (including veterans, active duty military, first responders).
 - To learn more about the treatment options, faculty, and training programs, please visit their website <https://www.ucfrestores.org/>.
- ▶ Cigna
 - User name: rewards or password: savings
 - Cigna Life Assurance Program 1-800-538-3543
 - Free sessions
 - *offers additional support to Veterans: Anonymous Call: 855-244-6211
- ▶ Aetna
 - Log In ID: OC-SH password: OC-SH
 - 1-800-272-7252
 - Free sessions
 - Copline: 1-800-267-5463
 - National Alliance of Mental Illness: 1-800-950-6264
 - National Suicide Prevention Lifeline: 1-800-273-8255

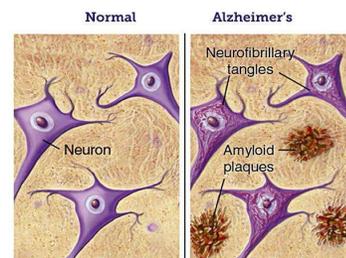
Sleep

- ▶ We spend about 1/3 of our entire lives sleeping – or trying to sleep. For most people that equates to 26 years of sleep!
- ▶ According to a recent survey from the National Sleep Foundation, over 60% of Americans suffer from poor sleep quality.
- ▶ Restoration, where the metabolic activity of the cells works to repair tissue damage and keep our bodies in homeostasis is one of the primary reasons for sleep.

Sleep

- ▶ The brain does not turn off when we fall asleep. A different set of cells (glial cells) are busy at work washing over the brain, cleansing brain tissue of toxic amyloid proteins which are connected to dementia and Alzheimer's.

Normal vs. Alzheimer's Diseased Brain



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BrightFocus®
Foundation
Care in Hand. Cure in Sight.

Sleep Myths

MYTH: Missing just an hour or two of sleep doesn't make much of a difference.

REALITY: Missing even 90 minutes of sleep for just one night can reduce your daytime alertness, impair your memory, thinking ability and safety for you and others AND suppress your immune system. More missed sleep compounds everything.

Sleep Myths

MYTH: Chronic and loud snoring is not a big deal.

REALITY: Snoring is indeed common and harmless for most people, but chronic snoring could be a symptom of sleep apnea



Sleep

- ▶ Helps our brain process new information
- ▶ Gives our cardiovascular system a break
- ▶ Repair muscles and tissues, decreases inflammation: Glial cells act as vacuum cleaners to destroy waste products and provide insulation (myelin) to neurons in the central nervous system
- ▶ Decreases irritability
- ▶ Weight control
- ▶ Decreases vigilance & daytime mental performance
- ▶ Reduces the effectiveness of the immune system & increases susceptibility to infection
- ▶ Produces higher levels of cortisol, the stress hormone
- ▶ Decreases accuracy
- ▶ Chronic sleep deprivation has been linked to early dementia
- ▶ Sleep Deprivation increases weight gain
- ▶ More likely to chose fattier foods
- ▶ Deteriorated sleep and health after retirement



Why we need sleep

What happens when we are sleep deprived

Study from the 1990's indicated that alertness related accidents were costing the US \$40 billion

Strategies – Before & During shift

- ▶ Light therapy
- ▶ Caffeine – before 6 hours prior to end
- ▶ Exercise break
- ▶ Music
- ▶ Windows
- ▶ Nap prior to shift if you had trouble sleeping when you arrived home the night before
- ▶ Balanced breakfast



Strategies – After shift

- ▶ Wear dark sunglasses on your way home if going home during daylight hours
- ▶ Calming music
- ▶ Exercise limited to within 30 minutes of getting home (if going to sleep right away)
- ▶ Avoid heavy meals

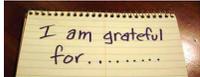
Strategies – Once you are home

- ▶ Cool your home – 60–75 degrees
- ▶ Hot shower
- ▶ Ear plugs
- ▶ Light eliminating curtains
- ▶ Remove electronic devices from your room
- ▶ Reduce exposure to blue light
- ▶ Pets (increased body heat, movement)




Strategies – Once you are home

- ▶ Find a soothing pre sleep routine – helps reduce cortisol which is associated with increasing alertness
- ▶ Sleep when you are truly tired – if after 20 minutes you can't fall asleep, revert back to above said soothing activity
- ▶ Stay consistent with your sleep schedule



Strategies – When you wake up

- ▶ **Instead of hitting snooze a bunch of times, you can lengthen the quantity and improve the quality of your sleep if you get up when it's truly time to get up (move your alarm clock maybe).**

**PURPOSE
IS AN INCREDIBLE
ALARM CLOCK**

How much?

- ▶ Adults need 7+ hours per night
- BUT**
- ▶ Don't over sleep – it can cause:
 - Cognitive impairment
 - Depression
 - Increased inflammation (CRP levels), pain, and impaired fertility
 - Higher risk of: obesity, diabetes, heart disease, stroke, all-cause mortality
- ▶ Sleeping in on the weekends for a little extra is okay

- Physical Activity (exercise)
- Emotional Fitness (stress management)
- Nutritional Support (what we eat)**
- Financial Fitness
- Healthy Relationships (family and community)



Nutrition

- ▶ Nutrient Density & Blood Sugar Stabilization
- ▶ Food as Medicine
- ▶ Eating Out – build a meal
- ▶ Meal Planning is HUGE

Eating During a Long Shift – Blood Sugar Stabilization

- ▶ Fiber – legumes, veggies, whole grains – oats, quinoa, fruits
- ▶ Good Fats – avocados, nuts, nut butters, olive oil on salads
- ▶ Protein – lean meats, low fat dairy like cheese sticks

Food as Medicine

- ▶ Spice Study
 - Black pepper, basil, cayenne, chamomile, chives, cilantro, cinnamon, Cloves, garlic ginger, parsley, nutmeg, rosemary, tumeric
- ▶ Anti-inflammatory
- ▶ Other benefits of using spices
 - Flavor

Substitutes

- ▶ Herbs and spices > Salt (subs)
- ▶ Mustard instead of mayo
- ▶ Coconut Oil
- ▶ Greek yogurt instead of sour cream
- ▶ Guacamole, salsa, and Hummus for sandwiches
- ▶ Dark chocolate over milk chocolate
- ▶ Cauliflower – mashed instead of potatoes and grated instead of rice (or at least half and half)
- ▶ Applesauce in baking
- ▶ Turkey sausage instead of pork sausage

Build a meal

- ▶ [Chick-fil-a](#)
- ▶ [Chipotle](#)
- ▶ [Tijuana Flats](#)
- ▶ [Perkins](#)

Be aware of Sodium and sugar content.



Step 1



Step 2



Tips for Planning and Prepping

1. Ask your family (or yourself) what you like to eat
2. Create and look for recipes
3. KEEP IT SIMPLE; DON'T OVER COMPLICATE IT
4. Try to pick theme nights
5. Make a shopping list
6. Check the sales before you go
7. Plan for leftovers
8. Keep your pantry stocked
9. **Prep Components, Not Meals**
10. **Record/make note of how much you are eating**
11. **Be realistic with eating out**

Sheet pan suppers

- ▶ <https://dreamingindiy.com/the-best-sheet-pan-suppers-recipes-easy-and-quick-family-lunch-and-simple-dinner-meal-ideas-using-only-one-baking-sheet-pan/>



Hydration



HOW HYDRATED ARE YOU?

Your pee tells all!

You can tell if you're drinking enough water if your urine is colorless or a very pale yellow. (If it's a bright or dark yellow, that could mean you're lacking H2O.)



Good job, you're in the clear



Drink up, pup.

Work Smarter, Not harder

Lunch

Add Food | Quick Tools

Dinner

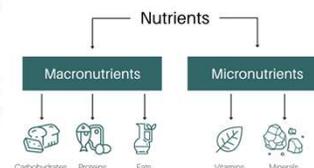
Organic - Spring Mix Salad, 3 cups	30	5	0	3	75	2	+
Public Brand Flank Steak - Flank Steak, 6 oz	330	0	12	52	0	0	-
Mushrooms, white, raw, 0.5 cup, pieces or slices	8	1	0	1	2	1	-
Onions, Red - Raw, 2 ounce	24	6	0	1	0	2	-
Peppers, sweet, green, raw, 0.5 cup, chopped	15	3	0	1	2	2	-
Broccoli, raw, 0.5 cup chopped	15	3	0	1	15	1	-
Carrots, raw, 0.5 cup chopped	26	6	0	1	44	3	-
Blue Cheese - Cheese, 0.25 cup	100	1	8	6	395	0	-
Maria's - Establinic Vinaigrette, 2 Tbsp	50	3	5	0	210	2	-
Add Food Quick Tools	588	28	25	66	743	13	



Snacks

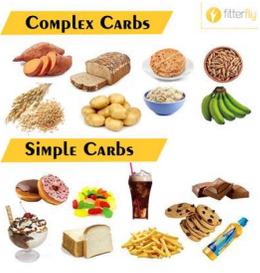
Nutrition 101

- ▶ Water
- ▶ Micronutrient:
 - Vitamins
 - Minerals
- ▶ Macronutrient
 - Carbohydrates
 - Fat
 - Protein



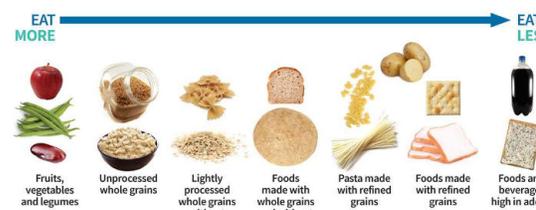
Carbohydrates

- ▶ Carbohydrates are the number one energy source for the body
 - Complex
 - Simple



Complex Carbs

Simple Carbs



EAT MORE → **EAT LESS**

Carbohydrate choice continuum

*Choose 100% whole grains.

Fat

- ▶ Unsaturated Fatty Acids
- ▶ Saturated Fatty Acids
- ▶ Trans Fatty Acids

What is Good Fat?

GOOD FAT MONOUNSATURATED FATS & OMEGA-3'S	NOT AS GOOD FAT SATURATED FATS	REALLY BAD FAT TRANS FATS
 <p>Avocados, salmon, almonds, walnuts, flax seed, olive oil, etc., can help lower triglyceride levels and decrease inflammation.</p>	 <p>Saturated fats like full-fat dairy products, and fatty animal proteins, might increase the risk of heart disease, high cholesterol and some cancers, including colon.</p>	 <p>Fried foods, packaged chips, candy, etc., decrease good cholesterol, increase bad cholesterol and inflammation, and increase risk of heart disease and cancer.</p>

Protein

- ▶ Amino acids are the building blocks for protein
- ▶ Your body uses amino acids to build and repair muscles and bones to make hormones and enzymes
- ▶ Carries oxygen throughout your body in your blood
- ▶ Meats, Poultry, Seafood, Dairy, Beans and Legumes



How Much

- ▶ Estimate Energy Requirements
 - Equation (Pg. 136)
 - Basal Metabolic Rate
- ▶ Macro Breakdown
 - DO WHAT WORKS BEST FOR YOU
 - Carbohydrates: 45 to 65 percent
 - Protein: 10 to 35 percent
 - Fat: 20 to 35 percent



MUSCLE-BUILDING MACROS

30% PROTEIN, 40% CARBOHYDRATES, 30% FAT

- Physical Activity (exercise)
- Emotional Fitness (stress management)
- Nutritional Support (what we eat)
- Financial Fitness**
- Healthy Relationships (family and community)



Dave Ramsey's 7 Baby Steps to Financial Freedom

- 1 BABY STEP ONE**
Save \$1,000 for a Starter Emergency Fund
- 2 BABY STEP TWO**
Pay Off All Non-Mortgage Debt Using the Debt Snowball
- 3 BABY STEP THREE**
3-6 Months Living Expenses in an Emergency Fund
- 4 BABY STEP FOUR**
15% of your income into retirement savings
- 5 BABY STEP FIVE**
Save for Your Children's College Fund
- 6 BABY STEP SIX**
Pay Off The House Early
- 7 BABY STEP SEVEN**
Build Wealth and Give

WWW.LIVINGTHATDEBTFREELIFE.COM

Florida Prepaid College

- ▶ For those with children, I wanted to inform you that **Florida Prepaid College Fund** is now in open enrollment.
- ▶ Florida Prepaid offers two types of plans:
 - ▶ **Prepaid Plans:** Purchase a guaranteed plan with fixed payment options to lock in future college costs for less.
 - ▶ **Savings Plans:** Invest for tomorrow's education expenses, contributing what you can when you can.

	Prepaid Plans	Savings Plan
	Purchase a guaranteed plan with fixed payment options to lock in future college costs for less.	Invest for tomorrow's education expenses, contributing what you can, when you can.
Guaranteed by the State of Florida	✓	—
Age requirement (newborn - 11th grade)	✓	—
Tax-free growth	✓	✓
Florida residency required for purchase	✓	✓
Use plan value nationwide	✓	✓
Gift contributions accepted	✓	✓
Transfer or cancel at any time	✓	✓
Use with scholarships	✓	✓

Physical Activity (exercise)

Emotional Fitness (stress management)

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Healthy Relationships (family and community)



Family & Community

- ▶ Spouse email list
- ▶ Family Night
- ▶ Family First
- ▶ Community Engagement
- ▶ In the works: Peer to Peer



Coming Up!

- ▶ September 2021 → Corporate 5k
- ▶ October 2021 → Breast Cancer Awareness Walk
- ▶ November 2021 → Florida Run
- ▶ January 2022 → Disney Races?!
- ▶ February 2022 → Air Climb



What will you do differently?

If nothing else:

- ▶ Be ACTIVE
- ▶ Get enough, and good quality SLEEP
- ▶ Plan meals and bring snacks. Incorporate veggies and fruits. Be aware if you eat out.
- ▶ Find something you enjoy and do it more often

Questions?



Valerie Reed
Senior Wellness Analyst
407-254-7193
407-713-9460



Why HIIT Works

High-intensity workouts require more energy from the anaerobic pathways and can generate a **greater EPOC effect, leading to extended post-exercise energy expenditure.**

Heavy weight training and HIIT workouts appear to be superior to steady-state running or lower-intensity circuit training in creating EPOC.

Why try HIIT?

- It burns 6-15% more calories even AFTER you have stopped exercising.
- Reduction in visceral fat, or the disease promoting fat surrounding our internal organs.
- It decreases body fat modestly in normal weight individuals, but significantly decreases it in overweight and diabetic individuals.

Examples of Branded HIIT



So Let's Get Started

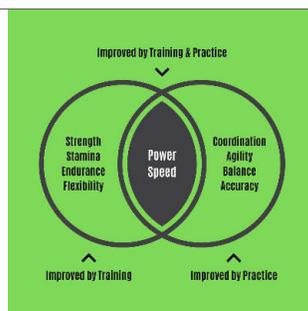
- Movement/Wellness First, Training/Fitness Second
- Set goals for small changes, build on small wins
- Something is better than nothing, it all adds up



10 General Physical Skills

- Cardio
- Stamina
- Strength
- Flexibility
- Power
- Speed
- Coordination
- Accuracy
- Agility
- Balance

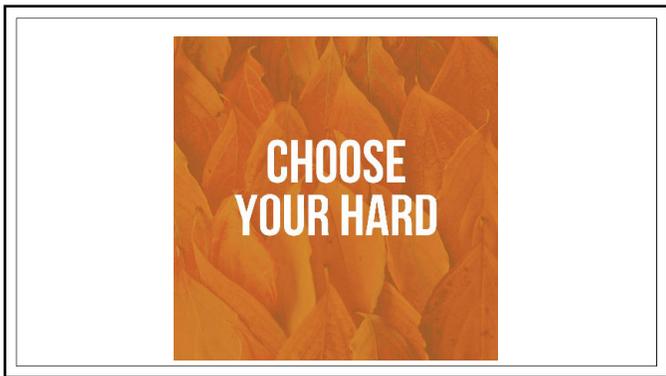
Skills needed while on the job



Resources

- OCSO Facilities
- Orlando Magic Rec Centers & WellWorks
- Cigna's Fitness On Demand and Active & Fit Program
- SugarWOD CompTrain Programming
- Cigna Nurse
- ME!

- Barnett Recreation Center**
4801 W. Colonial Drive, Orlando, FL 32808
Monday - Saturday 8 a.m. - 8 p.m. • Sunday 1 p.m. - 8 p.m.
- Goldenrod Recreation Center**
4863 N. Goldenrod Road, Winter Park, FL 32792
Monday - Saturday 8 a.m. - 8 p.m. • Sunday 1 p.m. - 8 p.m.
- Meadow Woods Recreation Center**
1751 Rhode Island Woods Circle, Orlando, FL 32824
Monday - Saturday 8 a.m. - 8 p.m. • Sunday 1 p.m. - 8 p.m.
- Silver Star Recreation Center**
2801 N. Apopka Vineland Rd., Orlando, FL 32818
Monday - Saturday 8 a.m. - 8 p.m. • Sunday 1 p.m. - 8 p.m.
- South Econ Recreation Center**
3850 South Econlockhatchee Trail, Orlando, FL 32829
Monday - Saturday 8 a.m. - 8 p.m. • Sunday 1 p.m. - 8 p.m.
- West Orange Recreation Center**
309 S. West Crown Point Road, Winter Garden, FL 34787
Monday - Saturday 8 a.m. - 8 p.m. • Sunday 1 p.m. - 8 p.m.



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ORANGE COUNTY SHERIFF'S OFFICE**GENERAL ORDER**

Effective Date: May 1, 2019	<input checked="" type="checkbox"/> Amends - GO 4.7.3 (May 7, 2010)	Number: 4.7.3
Distribution: All Personnel	Review Month: October	Reviewing Authority: HRD / Employee Services
Subject: Physical Fitness		
CALEA Standards:		
CFA Standards:		

This order consists of the following:

1. Purpose
2. Policy
3. Definitions
4. Procedures

1. **Purpose**

The purpose of this policy is to confirm all employees and applicants are physically able to perform the essential functions of their job. All employees are encouraged to maintain physical fitness. Proper physical conditioning is intended to minimize injuries, increase productivity, reduce sick time usage, reduce health cost expenditures, and project a positive and professional image by agency employees.

2. **Policy**

It is the policy of the agency to confirm all personnel are capable of performing assigned duties. Physical fitness, medical or psychological examinations may be requested by supervisory or management personnel to determine fitness for duty should there be any reason to believe an employee is either incapable of performing required job functions or may be at risk due to physical, medical, or psychological reasons. Additionally, the Sheriff recognizes the additional requirements of certain specialty units and may order certain fitness examinations be conducted for personnel seeking assignment to these areas. Employees shall understand that these types of evaluations are not considered to be covered under the psychologist/patient privilege and are subject to disclosure to the employee's chain of command and others consistent with FS Chapters [90](#) and [119](#).

- A. All sworn and non-sworn applicants shall meet agency established physical fitness standards necessary to perform the essential functions of their job.
- B. All sworn and non-sworn employees are expected to maintain a level of fitness necessary to perform the essential functions of their jobs and meet the established agency physical fitness standards, on file in the Wellness Unit.

3. **Definitions**

- A. Immediate Family - is defined as husband, wife, son, and daughter.
- B. Physical Fitness - dynamic health and body efficiency. Fitness is having the energy to carry out daily job requirements effectively with reserve energy to meet emergencies.

C. Wellness Unit – a trained program coordinator with specialized fitness training.

4. Procedures

A. Wellness Unit Organization

1. Wellness will be coordinated through the Human Resources Division.
2. Personnel assigned to the Wellness Unit will be responsible for:
 - a. Maintaining all Wellness records and documentation.
 - b. Working with agency employees to develop overall wellness and physical fitness programs to enhance their quality of life.
 - c. Developing and providing instruction for agency physical fitness group activities and wellness programs to enhance the physical conditioning and overall wellness of agency employees.
 - d. Teaching Wellness related courses during agency block training and where requested by specific agency components.
 - e. Coordinating with the agency's Training Section to evaluate physical fitness standards needs.
 - f. Inspecting, monitoring, and verifying the maintenance and upkeep of all agency wellness and gym equipment.
 - g. Providing individual fitness education and goal setting and ongoing fitness support and evaluation.

B. Gym Facilities

1. The Sheriff provides properly equipped physical fitness facilities. These facilities are located at the locations listed below. All personnel may use these facilities provided they complete the facility sign-in sheet or the provided online log-in. Regulations governing the use of the facilities are posted at each location and personnel are required to read these regulations before using the agency fitness facilities for the first time. Required equipment orientation may be necessary at certain locations as described by a Wellness Unit member.
 - a. Central Operations Center
 - b. Sector 1, 2, 3, 4, and 6
 - c. Narcotics (restricted facility – employees only)
 - d. Court Services
 - e. Communications (restricted facility - employees only)
 - f. Range (restricted facility – employees only)
 - g. Aviation (restricted facility – employees only)
2. Personnel assigned to the Wellness Unit will be responsible for overseeing inspection and maintenance of the gyms and equipment located within agency facilities.
3. Personnel assigned to the Wellness Unit shall coordinate the purchase of new equipment and all repairs.
4. Immediate family members of agency personnel are authorized to use the gym facilities if accompanied by the agency employee. No person under

fourteen (14) years of age may utilize the gym. Guests between the ages of fourteen (14) and eighteen (18) must have parental supervision while using any agency facility. Agency employees may bring one non-family member guest per visit.

5. The Sheriff may authorize personnel from other agencies to utilize the facilities. A written request will be forwarded to the Sheriff via personnel assigned to the Wellness Unit by the requesting outside agency member. The Wellness Unit shall maintain a list of other agencies authorized to use the agency gym facilities. Outside agency members shall only use the facilities during designated and/or posted non-peak hours by agency members.
6. Appropriate athletic/workout clothing and footwear will be worn at all times while using a facility.
7. In the event of an injury to any individual utilizing a gym facility, a supervisor shall be notified immediately and report the issue to a Wellness Unit member. If the injured person is an agency member, the supervisor shall report the information to the Workers' Compensation carrier.
8. Lack of compliance to these rules may result in loss of fitness facility privileges.

C. Fitness Programs

1. In order to encourage employees to successfully meet agency established physical fitness standards, employees will be allowed to use on-duty time to utilize agency fitness facilities. The following will apply:
 - a. Permission for physical fitness training during on-duty hours is contingent upon supervisor's approval based on current workload and operational needs.
 - b. Time allowed for on-duty physical fitness training shall be limited to one and one half (1.5) hours per week. Employees may combine their lunch time with training time. At no point will an on-duty training session exceed a combined time of 60 minutes. If operational needs preclude an employee from training during regular assigned hours, there will be no entitlement with regard to the time.
 - c. Employees may train at the start or the end of shift, but cannot leave or come in late in lieu of training.
 - d. Employees may only use Orange County Sheriff's Office facilities or other locations approved by the Wellness Unit. Employees must sign-in at all locations. Sworn units must notify dispatch and supervisors of their location.
 - e. Individuals unaccustomed to physical exertion should train within their limits to prevent injury. If employees are unfamiliar with equipment or need assistance establishing a safe regimen, they may contact any member of the Wellness Unit or other certified employees.
 - f. Employees may substitute physical fitness training time to attend educational sessions sponsored by the Wellness Unit.

- g. Lack of compliance may result in loss of on-duty physical fitness training time, fitness facility privileges, may be subject to further discipline in accordance with [GO 5.1.0](#).
 - h. All time used for physical fitness training and educational events must be logged in Lawson using the designated pay code.
2. With approval from their supervisor, agency employees who have a fitness certification approved by the Wellness Unit, will be permitted to use on-duty time to teach, coach, or conduct physical fitness classes specific to their certification. The maximum amount of hours per month will be eight (8). Locations for physical fitness classes are permitted only at the locations listed in 4B.

D. Physicals

All employees and volunteers who drive agency vehicles, all sworn and reserve deputies, and any designated non-sworn employee based on job functions as determined by Risk Management shall have a complete agency paid physical examination at the agency designated medical facility every two (2) years, unless a different evaluation schedule is determined by the Occupational Physicians. It is the responsibility of the employee's supervisor to confirm the employee has completed their physical. Employees who utilize a respirator in the performance of their duties shall have an evaluation as required by applicable safety standards. The elements of the occupational physical examinations will be reviewed as appropriate by the Director of Human Resources or designee. The agency Occupational Physicians shall conduct the physical examination based on the requirements in the job description and the physical fitness standards adopted by the Sheriff's Office. All required physical evaluations will be performed by agency-designated physicians. Employees may not substitute an evaluation by their private physician in lieu of taking the agency required physical.

The following procedure will be followed when scheduling or canceling an appointment:

1. Agency members should call Advent Health at 407-914-2926 to schedule all agency physicals.
2. All sworn agency members and certain designated non-sworn agency members will be required to have an agency paid stress EKG test as a part of each agency physical.
3. The agency physician may refer any participant to be further examined by a specialist.