



02/23/2023

Dear 2023 National Officer Safety and Wellness Award Program:

I am so excited to submit our agency's wellness program for consideration for the Destination Zero Award under the Officer Wellness category. I have worked in Law Enforcement for nearly three decades and heard countless excuses as to why an agency cannot develop and/or support a robust wellness initiative. I am hoping this submission shows agencies that creating a wellness program is possible for any size agency and with any size budget.

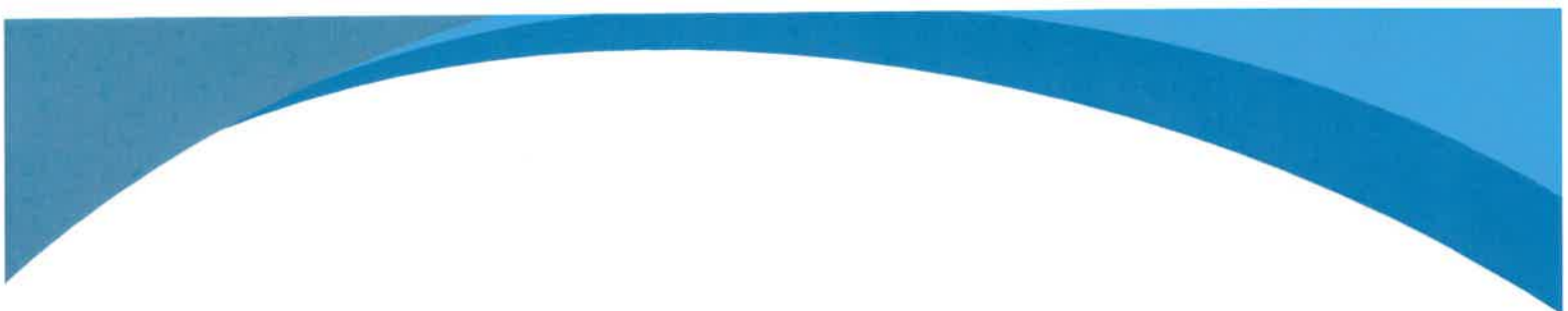
When I became Chief of the McHenry County Conservation District Police Department in 2019, officer wellness was one of my main areas of focus. I knew that healthier police officers are happier police officers and the impact of that was as important on the job as it was in the officer's personal life. I approached the team about how we could start a wellness program. Ideas were shared and we started this program with a few hundred dollars and limited buy in from the officers. The early adopters led the way and soon more and more people were excited about the program and its humble offerings. In a series of small steps, we have incorporated ideas from the officers and grown the program to what it is today. This submission shows that we have developed the program into a robust wellness initiative and changed the culture of our agency for the better.

The program we have today is used by 90% of our team members and the positive impact goes far beyond improved officer wellness. Our agency sees our officers enjoying their work, and the self-initiated productivity of the officers has increased dramatically. As a result, we have seen an increase in community engagement and a reduction in crime. Officers have come to me and reported sleeping better than ever and having more energy for their families. There is a different energy amongst the team members, and people are truly happy while they are at work. The details of the program are included in the submission packet.

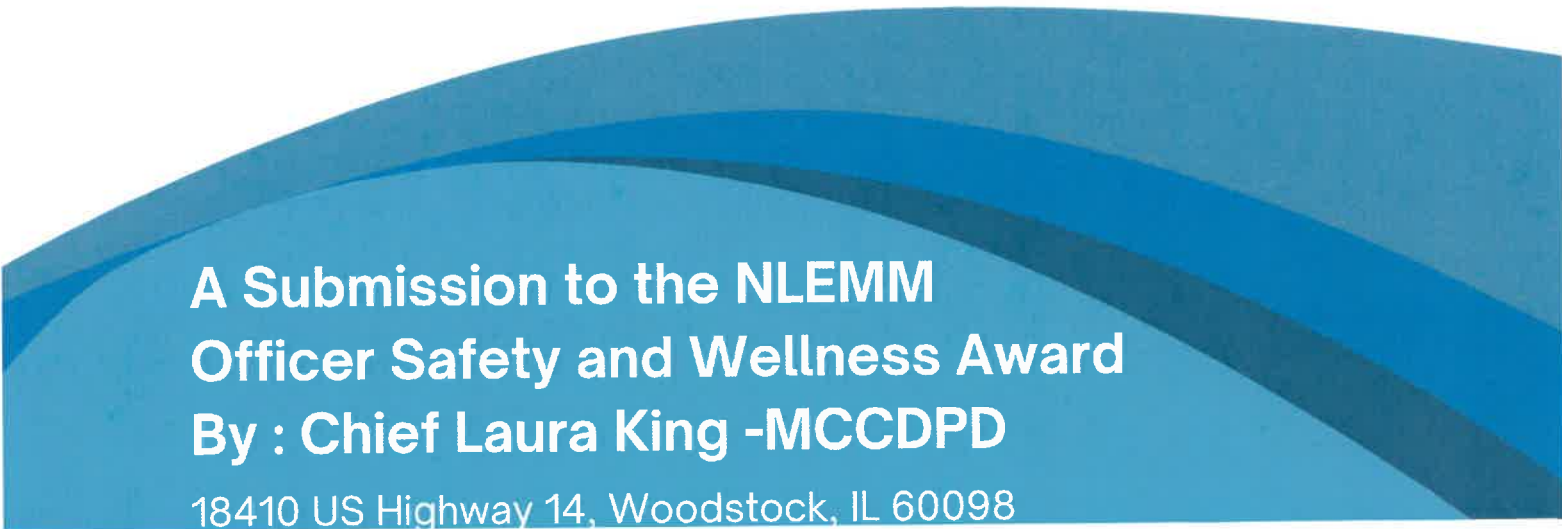
Thank you so much for considering our program for this prestigious award. I look forward to hearing your feedback on our efforts.

Sincerely,


Chief Laura LV King



**MCHENRY COUNTY
CONSERVATION
DISTRICT POLICE
DEPARTMENT
OFFICER WELLNESS
PROGRAM**



A Submission to the NLEMM
Officer Safety and Wellness Award
By : Chief Laura King -MCCDPD
18410 US Highway 14, Woodstock, IL 60098



Team Photo



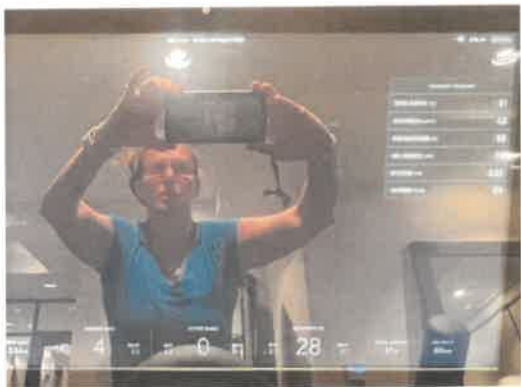
Police Summer Camp



Holiday Pop Up



Motor Unit as Public Relations



Chief King Sharing Workout Details



How a suburban police chief is using her Ph.D. in psychology to help fellow cops



McHenry County Conservation District Police Chief Laura King recently published a book to help fellow police officers and other first responders deal with the mental stresses of the job. The book brings together King's two areas of expertise -- law enforcement and psychology. (Brian Hill | Staff Photographer)



Chief King Teaching Suicide Awareness

Chief King in the Local News

Background and Introduction

The McHenry County Conservation District Police Department began a comprehensive wellness program in 2019. What is unique about our program is we are a small agency (11 sworn) and had very limited budgetary funds to support the creation of a program. We worked as a team to build a program that would be supported by the District and embraced by the officers. We wanted to remove the misconception that a robust officer wellness program needed to be expensive and complex and could only be accomplished by large agencies. We were striving to create a template other agencies with limited resources could use as a model for success.

A meeting was had with department members introducing the concept of a comprehensive officer wellness program and asking for input on what that program would look like. We felt by hearing what officers wanted, we would be able to create a program that would meet the needs of the officers and create buy-in. A committee was created to guide the program building process. Core elements of the program were identified; physical fitness, stress management, nutrition, and mental health.

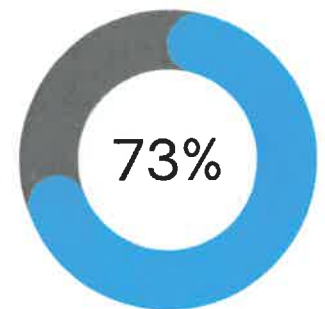
The agency already had several key elements in place. The agency provided a stipend to offset the costs associated with health club membership, offered an annual wellness fair, provided employees with flu shots and vaccines, and offered an employee assistance program.

We were looking to build on those already established components to create a greater level of engagement and begin on approaching wellness holistically. It was our desire to create a culture of wellness within our department. In 2020 we submitted our efforts for consideration for the 2021 National Officer Safety and Wellness Award and were named a finalist. This submission offers a recap of the program we initially built and shows the growth of the program since that submission, which is included at the end of this document.

Program Overview & 2021 Initiatives

The program started in 2020 with an incredibly limited budget but a "can do" attitude was held by department members. The first accomplishment was the Chief authorizing officers to work out on duty for an hour each shift. We worked on creating a space for workouts focused on functional fitness and added simple features such as floor mats, a pull-up bar, suspension straps and Plyo boxes to that space to create a workout area. This was created with less than a \$500 investment. Officers were also encouraged to run, hike and bike our many trails as part of their workout. With management leading by example and taking advantage of the workout option each day, we saw a 73% program usage rate approximately 9 months into the program. We added used equipment from a local high school guy including kettlebells and medicine balls purchased at a low price. The Chief was also able to negotiate a 10 hour shift for officers allowing them more frequent weekends off and adding to their work/life balance. A peer support program was also added to ensure officers had police specific resources to support their mental health. An active suicide awareness/prevention campaign were also undertaken utilizing resources from the BJA VALOR for Blue and SAFLEO programs. In addition to the attendance at the trainings, the VALOR App was downloaded on all department issues cell phones and officers being encouraged to use the daily checklists and training resources as continual reminders of the importance of being both mentally and physically prepared for the job. The end result was a 300% increase in productivity and a significant decrease in sick time usage. All these details were mentioned in our 2020 submission. The full 2020 submission is included at the end of this document.

In 2021, we looked for meaningful ways to expand the program. This was in the middle of the COVID-19 pandemic. We invested in the OURA ring as an early COVID detection device which had the added benefit of sleep, heart-rate and activity tracking. We also had a team member certified as a personal trainer, offering customized workouts for all interested department members, free of charge. A book on functional fitness was issued to the team as a conversation starter and encouragement to engage in fitness as an investment in each individual's personal health. The focus of this book was cardiovascular disease prevention through diet and exercise. It was our goal to help officers understand that fitness was more than a job requirement, it was something that could improve both their health and quality of life.



Percentage of team members engaged in the wellness initiative at the end of the first year.

2022 Program Additions and Improvements



Evaluate

In 2022, took a hard look at our existing program we really focused on employee engagement. We had previously had a 73% program engagement rate. While this is a strong level of participation, I was determined to understand the nearly 30% of the team that was not using the wellness program. I wanted a program that worked for everyone. I believed we could find a way to make the program something all employees would/could engage in. I need to understand the obstacles.



Listen

This involved personal discussions with all department members; hearing feedback about what they liked about the program and what they did not. After hearing many voices, it was learned that the program did not have enough options to meet the diverse needs of our team. Specifically team members wanted an indoor cardio option and some instructor-led workouts to help them navigate their fitness journey. Employees also wanted ways to track their progress. To know that their efforts were working.



Improve

One person in particular told me, "When you get the PD a Peloton, I will start using the work out on duty option". This was right at the end of the year and nearing the end of our budget cycle. I went to the budget and identified some unexpended funds and asked to move those funds to the wellness initiative for the team. That effort was approved and within 30 days, we had a Peloton in the workout area. This is not the only program improvement for 2022, but it was a turning point for our program.

A Success Story

Our agencies wellness program is an evolutionary effort. Each year we make efforts to offer additional support to our staff members and increase engagement with the program. The Peloton arrival created a lot of excitement with our small team. We started keeping an accountability calendar where staff members tracked the days they used the Peloton. I purchased \$10 gift cards for the team member who logged the most rides each month. An email announcing the monthly 1st, 2nd, and 3rd place finishers were sent to the agency with some words of encouragement. After the first 60 days, I evaluated the program and learned the person who told me he would start using the working on shift benefit when we got a Peloton was still not engaged. After a brief conversation, he made a commitment to start using the bike. We continued to engage in voluntary accountability tracking and monthly awards. A follow up with that employee three months after that conversation, I learned this team member has lost 17 pounds and reported feeling better than ever. While the Peloton is not the only component of our wellness program, it was a welcome addition and met a gap for both cardio equipment as well as a coach-led workout option. These gaps were not identified before having those personal conversations.

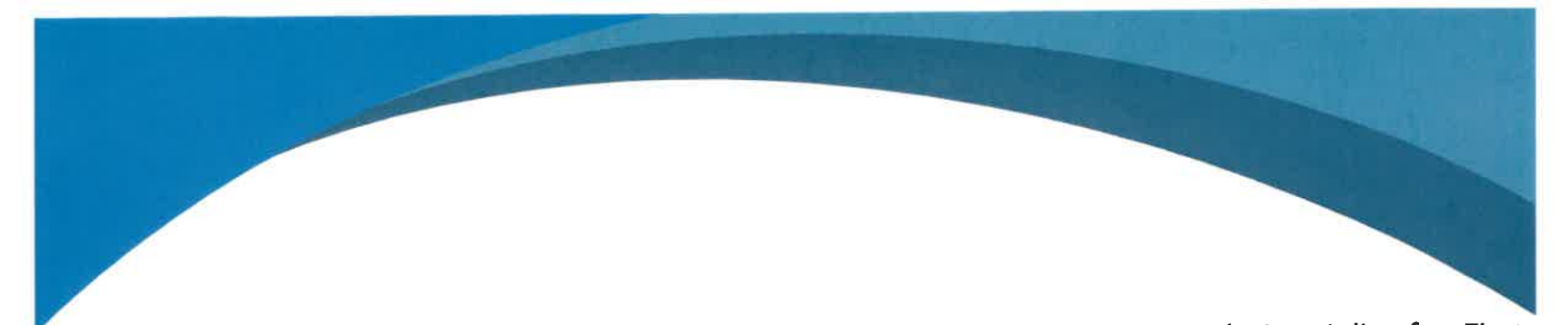
An expanded wellness screening program in the form of a health assessment was also offered by the District in 2022. This program made a comprehensive wellness evaluation available to all employees. This included bloodwork screening dates that were brought to several locations on campus for the convenience of employees. These screenings were offered free of charge to not only employees, but any family members covered by our medical insurance in addition to the already offered wellness benefits.

Along with a basic blood work screening, there was a comprehensive on-line health assessment in addition to optional tests and screenings available for an additional fee. Each participating employee was then given a comprehensive report on their state of wellness based on their bloodwork, vitals and the on-line report. Quarterly screenings were also made available, free of charge, at several convenient locations throughout the county. This allowed employees the opportunity to get regular blood work to track their numbers and hopefully identify any warning signs or areas of concern that might be present. While not all members of our team took advantage of this opportunity, 60 % of our employees did participate. This program coupled with the OURA ring issuance allowing employees to use biofeedback and bloodwork to self-monitor and be informed about their wellness. This built on the education from the book issued in 2021 and gave the officers a way to see the results of their efforts in their numbers.

Peer support is an important resource for law enforcement. Being a small agency, we needed a peer support solution that would work for the unique needs of our agency and be realistic for our limited budget. In 2022, we continued to use our peer support network, "We Never Walk Alone" (WNWA). This is a state-wide program that costs agencies \$2 per month per officer to participate. The program has more than 310 trained peer support officers from more than 60 agencies in Illinois. The program also has a network of 110 vetted mental health professionals from across the nation in the event the officer wants to seek out clinical support. This puts a network of culturally competent clinicians at their fingertips and makes it easy to find resources and help all in one place. The WNWA app was put on all agency issued phones to ensure officers had quick and easy access to the program and all its resources. The program has a phone app and offers support via phone or text in addition to the option to meet in person. The services provided by "We Never Walk Alone" (WNWA) are not only for officers; they extend to family members, telecommunicators and retiree's as well as active members of the agency. The website offers a variety of self-evaluation tests officers can access at any time to help them navigate their experience. There are also external resources in the areas of nutrition, fitness, sleep, resiliency, mental health and more. There are educational resources on different types of therapies and support available to users. As part of our commitment to the program we trained 20% of our department as peer support officers who have profiles on the WNWA app and website and are available to help our team members, as well as people seeking peer support from other member agencies. The program is confidential, secure and 100% anonymous for people seeking support.

We also offer an unlimited Employee Assistance Program (EAP) and wellbeing resource called LifeWorks. This program is available by phone, online and by mobile app. This app was also downloaded to the officer's phones. In addition to unlimited counseling for officers and immediate family members, the program also offers a personalized wellbeing newsfeed the officer can set up to address their areas of interest. The program is confidential and free of cost to the employees and their family members. There is no limit to the sessions or frequency of use, but if the service provider identifies a serious, long-term situation that requires on-going care, they will encourage the employee to seek a care provider through our employer provided healthcare plan. The EAP is available 24/7, 365 days a year and addresses issues such as family issues, marital concerns, financial struggles and legal matters, stress, depression and other issues affecting the employees personal or professional life.

Officers were also offered the opportunity to attend first responder readiness retreats offered by both local and national providers. These were three day retreats, offered free of charge, that brought first responders together to focus on mental wellness and self care. While no officers opted to participate, we believe knowing this type of option is available enhances our program and shows the officers that we are truly invested in their wellness.



In 2022, one of our team members also was trained as a NCI Nutrition Coach Specialist for First Responders. This program focuses on nutrition and how nutrition can either support wellness in an individual or create challenges in achieving wellness. This certification allows the coach to work with individuals to achieve personal goals. The goals may be weight-loss, muscle-gain or even every day energy levels. Nutrition coaching is designed to educate and empower each individual to learn about nutrition and how to use nutrition to support their personal goals. This coaching is available to all department members free of charge as a part of our wellness initiative. We continue to offer personal training free of charge to all police department employees as well. A member of the team is a certified as a personal trainer and is offering individualized workout plans for all members of the agency interested in improving their fitness.

We also joined a county wide co-responder program giving our agency and all team members access to a police psychologist. This program has a team of mental health professionals with one of the team members assigned to meet the needs of our agency. The police psychologists are there to help member agencies better serve the needs of crime victims, and normalize help seeking behaviors. They show the police the importance of people getting the support they need and how mental health intervention can be an effective tool for people in crisis. We have had our police counselor do ride-alongs, join us for department meetings and participate in trainings to help build a relationship between her and the officers. If a police team member is in need or crisis, this is another mental health resource they can use for support. These services, like all other aspects of our program are offered to the officers free of charge.

We know one of the founding concepts of mental health and resiliency is determined by a persons sense of coherence. In attempt to ensure agency members are connected to their "why" and have autonomy over their career path, department members are also able to work with a career coach. This individual provides an introductory leadership assessment and analysis for each interested employee, then optional monthly coaching calls for interested team members. The Chief and all agency leadership has completed the leadership assessment and we debrief results to ensure we understand each others motivations and strengths. The career coach is another level of support and has a degree in social work. He works with employees to help them create an optimal professional experience and supports them in navigating personal issues. While this option is a valuable resource for all employees, it is especially important to those individuals seeking promotion and nearing retirement. Many department members have expressed the value of the coaching intervention in helping them shape their future and work through both personal and professional issues. The content of the calls are completely confidential. Coaching is optional but available to all department members.

The Data Tells the Story



Program Usage

A department wide survey was conducted at the end of 2022. This survey was completed by 100% of department employees. Findings show 90% of team members report taking advantage of the work-out on duty piece of our wellness program.



Employees Seeing Results

80% of team members state that they have lost weight or gained muscle mass during 2022. 60% of department employees report taking part of the wellness screenings offered by the agency free of charge.



100% of Employees agree MCCDPD cares about their health and wellness...

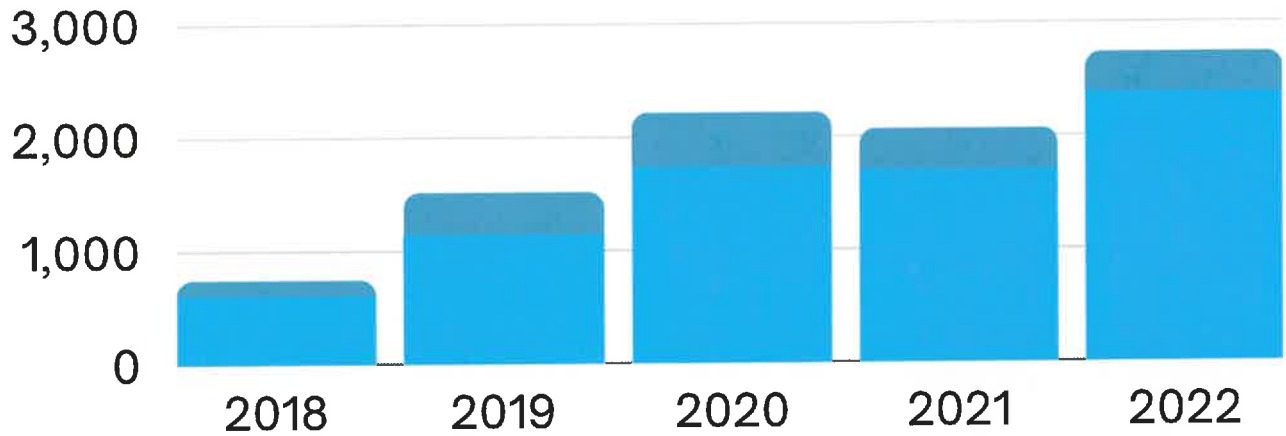
and 90% of employee stated they felt MCCDPD is doing enough to support them in their wellness journey.

Program Impact Beyond the PD

Our officers are taking their increased wellness and sharing it with others. Our program is proof when your employees are happier, they are better at their jobs. The impact goes beyond productivity and a decreased use of sick time; our officers are out there putting good into the world. Photos included show our public relations outreach efforts, our educational programs designed to improve police relationships with the youth of the community and also our efforts within the District to help improve morale and create a happier, healthier work environment for everyone. Photos also highlight the work Chief King is doing outside of the agency to help spread the health and wellness message.

Healthy is Happy... and Happy is Hard Working

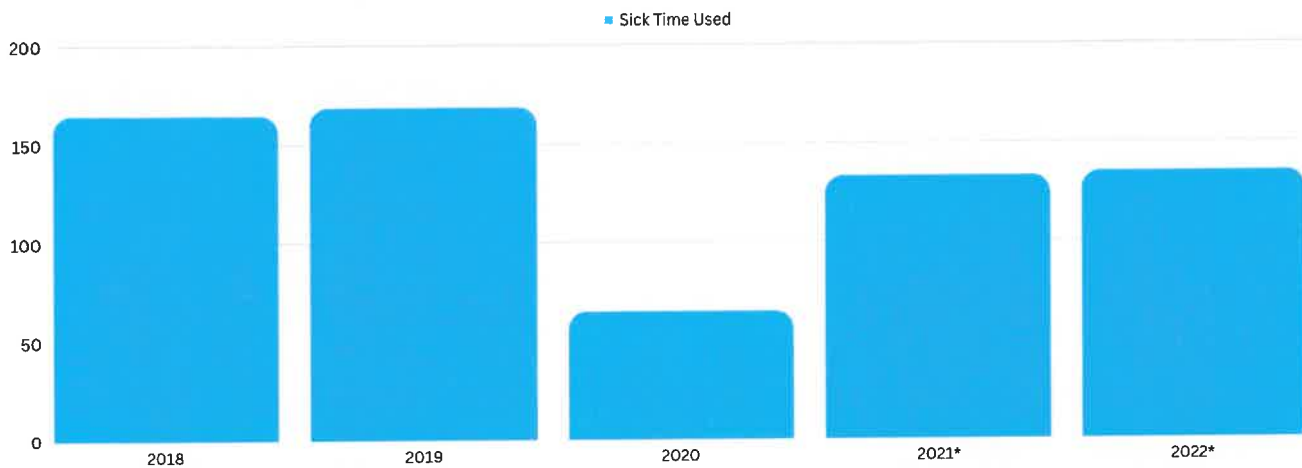
■ Calls for Service ■ Traffic Stops



An evaluation of calls for service in 2022 show our call volume up more than 39% over 2021. Since the start of our wellness program, our officers are engaged in 395% more activity each year than they were before the inception of the wellness initiative. During this time traffic stops have remained relatively consistent. This increase in activity is occurring while our crime rates are dropping. The increase in call volume is seen from self-initiated efforts such as foot patrols, citizen contacts and community outreach initiatives. I firmly believe we are seeing the increase in productivity as a direct result of our wellness program and the officers being more engaged in all aspects of work.

We believe the program we have created is comprehensive and cost effective approach to improving officer wellness and increasing officer engagement. We have strived to create a program concept that is accessible to agencies of all sizes. Small agencies especially have struggles in creating meaningful officer wellness programs. By working together to create a healthy, happy culture, our officers are recognizing many benefits. We humbly submit our effort for consideration for a destination zero award in the officer wellness category. I am attaching our health and wellness policy and the destination zero agreement to you for consideration with this submission. Additional data is available if needed. Also, I would like to mention, I have received dozens of requests for the Destination Zero agreement this past year. Thank you for considering our efforts.

Total Sick Time Used



***Please note in 2021 and 2022 we had some COVID-19 related illnesses that are included in these totals- FMLA time not included in totals**

The Future of the Program

Our wellness program will continue to be an evolutionary process. This includes focusing on engagement and listening to team members as their needs change over the course of their career. Our 2023 efforts will work to continue to expand our program with a financial wellness component in attempt to make sure we have a holistic view of wellness. We are also starting a "Read 'em and Reap" program (read the book, reap the benefits). In this program, reading options will be offered to staff members to encourage participation in personal growth and development of each team member as well as our continued professional growth and development pursuit.

In attempt to tie our wellness to our job performance, we have also evaluated our defensive tactics program. In 2023 we are beginning a new approach to our annual trainings. We are starting a comprehensive initiative based in Brazilian Jiu Jitsu. We plan to include monthly workouts and physical fitness trainings as part of this initiative as we work to improve not only the health, but also the safety of our officers.

Previous Submission

Prior Submission - 2020

The McHenry County Conservation District Police Department began a comprehensive wellness program in 2019. What is unique about our program is we are a small agency (11 sworn) and had very limited budgetary funds to support the creation of a program. We worked as a team to build a program that would be supported by the District and embraced by the officers. We wanted to remove the misconception that a robust officer wellness program needed to be expensive and complex and could only be accomplished by large agencies. We were striving to create a template other agencies with limited resources could use as a model for success.

A meeting was had with department members introducing the concept of a comprehensive officer wellness program and asking for input on what that program would look like. We felt by hearing what officers wanted, we would be able to create a program that would meet the needs of the officers and create buy-in. A committee was created to guide the program building process. Core elements of the program were identified; physical fitness, stress management, nutrition, and mental health.

The agency already had several key elements in place. The agency continues to provide a stipend to offset the costs associated with health club membership, offers an annual wellness fair, provides employees with flu shots and vaccines, and an employee assistance program. We were looking to build on those already established components to create a greater level of engagement and begin on approaching wellness holistically. It was our desire to create a culture of wellness within our department.

The officers discussed two main desires in the physical fitness area of the wellness program; the ability to work out on duty and a functional fitness approach to physical fitness. We used the experience of agency members who were experienced in cross fit and persons who attended the FBI NA to identify what we would need to make this happen. First we identified an area we could use for an agency work out space. We found inexpensive matting for the floors (\$300 investment) and added a pull up bar. District maintenance staff built plyo boxes and we were able to purchase two sets of suspension training straps (\$20 each). These items were brought together to create a work out area with basic equipment for bodyweight exercises. For less than \$500, we had a functional workout area for department members to use.

Previous Submission Continued

The Chief was able to secure approval from the District for officers to work out during shift as long as officers remained on District property. Officers were approved to use one hour of shift time per day to engage in on property workouts. In addition to using the newly created workout area; running, biking or walking one of our many multi-use trails was also encouraged as a way to incorporate fitness into the work day while remaining out and about on our sites. The Chief and one of the Sergeants began to regularly workout in the mornings and encourage other agency members to join in. Soon officers were taking time to get out and run or hike on our trails. Group workouts and individual efforts are regularly encouraged and staff is reminded to take the time to get a workout in as part of our agencies culture. We are proud to report the on-duty workout benefit is regularly used by 73% of the team at nine months into the program. Plans for next year include getting an agency member certified as a cross fit instruction (\$1000) and engaging in weekly instructor led workouts and purchasing medicine balls (\$250) for our functional fitness area.

When it came to stress management, the schedule and work-life balance issues seemed to be the main issue identified by the committee. In attempt to assist the officers in achieving a greater sense of work-life balance, a 10 hour schedule that allowed each officer to have every other Friday, Saturday and Sunday off was proposed. A memorandum of understanding was drafted and the union agreed to a trial basis for this schedule change. Officers moved to this schedule in July 2019 and we are completing our sixth month of the new schedule. Officers unanimously agree this schedule allows them to have more quality time with their families and live a more balanced life creating less stress. This has improved the moral of officers and helped to create a positive working environment. Yoga was also proposed to be incorporated into the annual health and wellness fair already being put on by the District. Here yoga stretches designed for persons who sit for extended periods of time will be demonstrated to not only police department staff, but to all staff members in order to incorporate the benefits of yoga into the workplace. Yoga for stress management will also be taught. The Chief holds certification as a yoga instructor and will be leading the yoga piece at the wellness fair.

Previous Submission Continued

A Vitamix blender was purchased as a gift for the agency and smoothies are regularly made as a way to encourage health and nutrition. When agency potluck events are held, there are always plant based options prepared. Healthy snacks such as oranges are regularly made available in the squad room for the officers to enjoy. These items are provided by the Chief and not purchased with agency funds. It is believed in introducing healthy snacks, green smoothies and sharing healthy recipes that healthy eating may become a habit adopted by agency members.

Suicide prevention is a topic Chief King is very passionate about. She has had articles published to help raise awareness within her agency and throughout the profession. Officers are sent to the VALOR for Blue training program as it is available. Posters and resources from VALOR for Blue are displayed in the agency. A family outreach informing loved ones about the wellness initiative and ensuring they were aware of the services provided by the EAP program was sent to all officers' families. Additionally, the agency joined the "We Never Walk Alone" program to provide anonymous and effective peer support. At the cost of \$2 per officer per month, this is an investment that ensures comprehensive peer support is available for all officers needing help (<https://weneverwalkalone.org/faq>).

Additionally, a Destination Zero agreement was created and signed by all officers bring suicide awareness to the agency. This form informs all officers of the suicide support networks and requires each officer commit that suicide will never be an option for them. This form has become part of each officer's personnel file in an attempt to let officers know there is no shame in asking for help. It has been shared with dozens of agencies across the nation as word of this initiative has become known.

In 2020 we started tracking data and noticed substantial improvements in metrics. We also continued to improve the workout area and add equipment for the officers to use. During this year, officer productivity was up nearly 300% while sick time usage was down approximately 65%. As we continue to evolve our program, we continue to see improvements in officer health and department morale. The program has great buy in from the leadership of the organization who model a commitment to wellness both on and off duty.

Additional Photos



Sgt Wolfe and a young violator



Police Camp



Sgt Stewart patrolling the trails



Boat Patrol



Officers delivering food and gifts to people in need



Chief King and her family participating in the Virtual YBR 5K

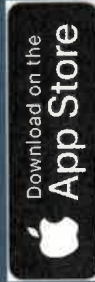
Work Healthy = Work Happy



WeNeverWalkAlone™

Connecting Law Enforcement Officers with their trusted Peer Support Group across the nation, securely and 100% confidentially.

And more...



Like us on Facebook @WeNeverWalkAlone4
Follow us on Twitter @WeNeverWalkAlone4



WeNeverWalkAlone™

Nationwide Peer Support Network



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WeNeverWalkAlone™

Nationwide Police Peer Support &
Mental Health Professional Network



In Collaboration with
Des Plaines, IL
Police Department

Peer Support Group is the first stop for Officers to seek advice and counseling from someone they trust in a judgment free zone. Those Officers who opt to talk with a Peer Support Officer (PSO) benefit tremendously.

But most often the Peer Support Program is under-utilized due to the fears of rumors spreading within the department which makes Officers a little hesitant to seek help.



To help solve this problem and to beat the "rumor-mill mentality" commonly found within the departments, WeNeverWalkAlone™ **connects the Peer Support Groups from across the nation.** So, no Officer will ever have to think twice before calling a PSO. With this online portal, anonymity increases and Officers can call the PSO from anywhere and at anytime. Officers are in control with WeNeverWalkAlone™.

Additionally, the WeNeverWalkAlone™ portal provides a directory of mental health professionals/counselors and a myriad of resources that has been carefully compiled for the Law Enforcement Community.

I. PEER SUPPORT NETWORK



Highlights of the network:

- Every Officer in the department gets his/her own sign-in credentials to access the resources.
- 100% anonymous - we do not track who signs in or how many times someone signs in or which PSO is called.
- Because we do not track anything, we cannot quantify the usage. It's up to the department Chiefs to ask their department Peer Support Group if they have received any calls.
- Every department that joins the network is required to bring 7% to 10% of its size to the Peer Support Officers pool. Example: If the department size is 50, then we require that the department contribute 4 to 5 TRAINED peer support officers to the network.

II. VETTED THERAPISTS



Badge of Life™, the national leader in mental health & suicide prevention training for LEOs, and Ms. Vickie Poklop MS, LPC from Des Plaines PD, IL, will be vetting the mental health professionals listed on the platform. WeNeverWalkAlone™ and Badge of Life™ adhere to the American Psychological Associations (APA) Ethical Principles of Psychologists and Code of Conduct in all our endeavors.

The vetted mental health professionals have extensive experience working specifically with Police Officers and are fully committed to helping the community at anytime.

III. EXTERNAL RESOURCES

Articles, news items, research papers, treatment options, etc., for the wholistic wellbeing of Law Enforcement Officers are provided on topics related but not limited to the following:

- Family focused counseling
 1. Couples/Marriage counseling
 2. Children's needs
 3. Parenting tips
- Therapy - EMDR, Talk, Reiki, Hypno-Exposure, substance abuse, etc.,
- Work Related Stress Triggers
- Supplemental non-traditional resources
- Interactive blogs* and more to come...

Feel supported, connected and rewarded.



LifeWorks is an exciting and innovative wellbeing solution that:

- Supports you with a confidential **Employee Assistance Program (EAP)** and wellbeing resource, available 24/7 by phone, online, and by mobile app.
- Keeps you connected to your organization with a **News Feed** of company news, updates from your CEO, management and HR.
- Educates you with online **wellbeing resources** covering family, health, life, money and work topics.

Download the free app for iOS or Android - simply search for 'LifeWorks'.



For EAP services, we are here for you any time 24/7:

Call us, toll-free, 24/7:

855-773-0207

En español:

855-773-0207

TTY:

800-772-0997

For online access:

1) Go to login.lifeworks.com OR download the mobile app. Click "Sign Up".

2) Enter your invitation code:

3) Enter your unique code:

4) Create your personal login credentials (email and password).

Feel supported, connected
and rewarded.



EAP FAQ's

If I use the EAP service, is information truly confidential?

- Yes! No information will be shared with the District.

Is this a benefit only for me or does it include family members?

- Household members can partake in this benefit.

Is there a cost for this benefit?

- This is a free benefit to employees and their immediate family members. However, if the situation transitions to a long-term treatment or medicines, you may need to utilize your healthcare plan and pay the applicable costs associated with that plan.

How many sessions are allowed?

- This is an unlimited plan, meaning, you can contact the EAP for multiple circumstances. As an example, should another situation come up after concluding sessions for another circumstance, you can still contact them without being restricted to the number of times annually.

Can I go through the EAP for long-term situations?

- Generally, the EAP is geared for more short-term situations. For more serious, long-term situations such as substance abuse disorders, personality disorder, mood disorder, etc., or

situations that require prescription medicine, it is encouraged to go through your healthcare plan for treatment services.

What happens if I contact them?

- When you call in, they would conduct an evaluation. This is to assess if there is a risk of injury as well as determine where to direct you for the appropriate service.

What happens if I'm not satisfied with the person they direct me to for assistance?

- If you are not satisfied with the person they direct you to, you can call back to request someone else. If needed, you can also bring concerns to HR and I can escalate it to our representative.

**To contact your
LifeWorks EAP any time, 24/7,
for qualified support:**

1.855.773.0207



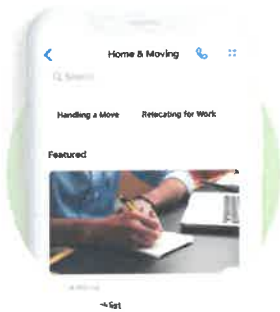
How to use the Employee Assistance Program

The Employee Assistance Program (EAP) is a confidential service provided by your employer that offers help with personal and work-related issues.

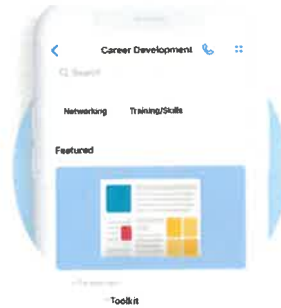
Professionally trained advisors are available to help with family problems, marital concerns, financial and legal matters, stress, depression, and other issues affecting your personal or work life.

The EAP is free and confidential. Advisors are available to help 24 hours a day, 7 days a week, 365 days a year. Below is information on how the EAP can help and how it works.

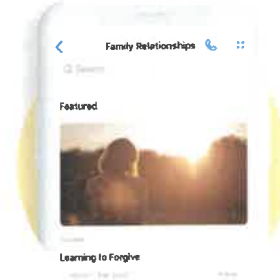
Life



Work



Personal/Family



The EAP encourages employees and those close to them to seek help early, before a minor problem becomes more serious. The EAP is designed to address short-term issues and to identify resources and referrals for emergency and long-term issues. When in doubt, contact the EAP for help or support.

Call your EAP toll-free, any time, 24/7, 365 days a year:



Call us

If you're using the LifeWorks mobile app, you can call us with one tap from your smartphone.



Provide your name

and employer's name to an advisor. Your information will be kept confidential.



Share your concerns

with a professional advisor for expert advice, strategies, and next steps.



Arrange with the advisor

about how, when, and where you want to be contacted if follow-up is required.

Your advisor will ask for your employer's name (or other sponsoring organization's name) so we can confirm the type of service available to you, along with other important health insurance and benefits information.

An advisor will discuss your needs and concerns with you, listen, and assess the situation.

Depending on your situation, the EAP advisor may:



Work

with you to make a plan to resolve your issues or concerns.



Help

you navigate the EAP website for helpful resources, incl. articles, booklets, recordings, and more.



Refer

you to an EAP counselor for short-term support.



Guide

you to resources in your community, such as a support group or helping agency.



Recommend

community support for long-term counseling needs.



The EAP is free

The EAP is a service provided by your employer at no cost to you. That means that you pay nothing to use it. However, if you accept a referral to services outside the EAP, you will be responsible for costs that may be associated with resources external to the EAP. For example, if the EAP advisor refers you to an outside attorney for a legal matter, you would be expected to cover those costs. If the EAP advisor refers you to a counselor for ongoing (long-term) counseling and the referral is through your medical benefits, co-pays or deductibles may apply; if the referral is not covered by your medical benefits, you would be responsible for fees charged by the specialist or counselor. The EAP advisor will work with you to find the most appropriate and cost-effective help to address your needs.

If you are or someone close to you is going through a difficult time, remember the EAP is only a phone call away. Contact LifeWorks today.

Your EAP is toll-free, 24/7:

855-773-0207

En español:

855-773-0207

TTY:

800-772-0997

For online access:

- 1) Go to login.lifeworks.com OR download the mobile app. Click "Sign Up".
- 2) Enter your invitation code:
- 3) Enter your unique code:
- 4) Create your personal login credentials (email and password).

Welcome to LifeWorks,



Feel supported, connected and rewarded every single day with expert advice, recommendations and referrals from a confidential **Employee Assistance Program (EAP)**, and convenient access to online resources and tools, including the platform's **Newsfeed**, a wealth of wellbeing content, and exclusive **Perks** and special offers.

Getting started is easy!

1. Go to **login.lifeworks.com** or download the app
2. Click **Sign Up**
3. Enter your **Invitation Code**
4. When prompted, enter your **Unique Code**
 - Your personal login information is provided on the white "card" below
5. After your initial login, you will be directed to the registration page where you'll create your own, private login information*



24/7 Employee Assistance Support Access



Wellbeing Content, Tools & Resources



Personalized & Dynamic Wellbeing Newsfeed



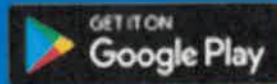
Thousands of Perks & Savings

**While unique sign-on allows you to access the personalized wellbeing platform, as always EAP services remain confidential*

To contact your LifeWorks EAP any time, 24/7, for qualified support:

1.855.773.0207

To connect with LifeWorks online:
login.lifeworks.com or
by mobile app



Support for your immediate family members!

Under "Profile," invite up to five dependents to join you on the LifeWorks platform!

Log in at **login.lifeworks.com**



or download the app
Click **Sign Up** and then enter:

Invitation Code

Unique Code

LifeWorks

Laura King

From: Laura King
Sent: Wednesday, June 22, 2022 2:22 PM
To: Police Department
Subject: First H.E.L.P. #MissionReadyRetreats

I am not sure if anyone might be interested in this but if you are please come see me. Thanks! LK

From: Joe Willis - [mailto:joe+1sthelpp.org@ccsend.com]
Sent: Wednesday, June 22, 2022 6:56 AM
To: Laura King <LKing@mccdDistrict.org>
Subject: EXTERNAL: First H.E.L.P. #MissionReadyRetreats

CAUTION: This email originated from outside of the organization. Do not click on links or open attachments unless you recognize the sender and know the contents are safe.

Hello,

We have a few slots remaining for our **#MissionReadyRetreat (#MRREast) next month in Charles Town, WV from 21-27 July.**

This is a fully funded retreat style training opportunity. During the week-long event attendees will participate in 48-hours of training that includes a **#ResponderReadiness** workshop with additional modules from our Supervisor and Family Readiness programs. They will also participate in a wide range of other activities that cover mindfulness, effective communication, stress management, improving sleep & rest habits, and so much more. **#MRRSouth** was a huge success and we're hoping you or one of your employees will be able to take one of these last remaining slots for **#MRREast**.

Apply Now: <https://bit.ly/MRR-FirstHELP>

More Info: For more information and to receive a letter to share with senior leaders contact Rob Winner at rob@bluehelp.org.

Stay safe,

Joe



3 1/2-Day Intensive Trauma Recovery Retreat

Law Enforcement Officers/Essential Response Personnel

February 26-March 1 2023

Haymarket Center of Chicago, is offering a confidential complimentary 3 -1/2-day intensive trauma seminar retreat for Law Enforcement Officers and Essential Emergency/Medical Personnel who have experienced critical incident related trauma through their work. The focus involves critical incident traumatic stress, mental health wellness & resilience strategies, suicide prevention, debriefing support work, and Eye Movement Desensitization and Reprocessing (EMDR). This event has limited openings.

The cost of caring for your community costs UFR in terms of an accumulation of exposure to traumatic events, which can lead to burn-out, cynicism and post-traumatic critical incident related stress. This intensive retreat addresses these concerns and offers support, skills and information to help manage accumulative and critical incident stress responders face in their work across their careers.

Who: Open to Law Enforcement/Essential Emergency/Mass/Disaster/Medical Responder Personnel

Where: Chicago/Northwest Suburbs (information provided upon registration)

When: February 26-March 1 2023

How: Registration open Monday February 6 – Thursday February 22, 5pm

Cost: Complimentary – thanks to our sponsor Haymarket & community supporters

Staff/Peers: Our team are first responder/essential personnel culturally competent and experienced working with LE/FF/EMS/EM/Telecomm/Medical/Mass Response personnel

How to apply: There are limited number of openings. Once registered, specific information will be provided about the details and participation. For more information and brief screening for this event, please contact Kammie Juzwin at info@kjuzwin.com; 630-517-0003

How to donate to sponsor a participant: <https://www.hcenter.org/retreat/>

If you or your agency have interest in hosting, or sponsoring or donating to this series, please visit <https://www.hcenter.org/retreat/>.

Mailing List: To be added to the mailing list for *future events*, please use the above email.



SUBJECT: Officer Health and Wellness
Policy 2-35.3

EFFECTIVE DATE: April 4, 2019

REVIEW DATE: Biennial retraining

AMENDS/SUPERSEDES:

APPROVED:


Chief of Police

PERSONNEL: All

CALEA STANDARDS: 1.1.1, 1.1.2, 12.1.3, 26.1.1, 26.1.4, 26.1.6

CHAPTER: Law Enforcement Role and Authority

ATTACHMENTS: Attachment A – Destination Zero Agreement

NOTE: This general order is for internal use only, and does not enlarge an officer's civil or criminal liability in any way. It should not be construed as the creation of a higher standard of safety or care in an evidentiary sense, with respect to third party claims. Violations of this directive, if proven, can only form the basis of a complaint by this department, and then only in a non-judicial administrative setting.

I. POLICY:

To proactively identify the link between officer safety and an officers physical and mental wellness. To establish guidelines designed to support physical fitness and mental wellness for all law enforcement personnel. To provide proactive efforts in the area of suicide awareness and prevention. To establish a program designed to enhance personal wellness, officer safety and professional performance for all employees.

II. PURPOSE:

To establish beliefs and conduct expected of all law enforcement personnel that are designed to proactively address the physical and psychological threats confronting law enforcement professionals. This policy is not designed to impose discipline; but to provide guidance and support in an effort to keep our staff fit to serve as police professionals and better support the District's values and mission.

III. DEFINITIONS:

None.

IV. PROCEDURES:

A. Physical Fitness

Physical fitness is an essential component in a law enforcement officer being able to perform his/her professional responsibilities. The fitness standard required for hiring is a baseline establishing that an officer is physically fit for duty at the beginning of his/her career.

As an officer is exposed to the physical and psychological challenges of the profession, staying physically fit becomes essential to ensuring an officer is able to perform his/her professional duties. McHenry County Conservation District Police Department recognizes it takes commitment from both the individual officer and the agency to ensure physical fitness maintenance remains a priority.

Maintaining health and wellness require a proactive approach. Individual officers have the responsibility to make healthy choices on a daily basis to support a state of wellness. This included a commitment to an active lifestyle. Diet and nutrition are components that can either enhance or detract from physical health. Officers are asked to remain cognizant that without intentional effort to remain healthy and strong, the body's abilities will naturally decrease. In order to best serve the law enforcement profession, Officers are expected to maintain the level of cardiovascular endurance and physical strength required to perform their duties.

The Police Department commits to providing a work environment that promotes and encourages an officer's commitment to personal health and wellness. This will include training efforts and initiatives designed to enhance physical fitness and education in functional fitness and workplace wellness,

B. Mental Health and Psychological Resiliency

The psychological stressors of police work are unavoidable. Repeated exposure to negative events and critical incidents can begin to change an Officer's perception of the world. This can result in a compromise in the healthy state of psychological functioning. Awareness and intentional management of this phenomenon can help contribute to a state of wellness.

It is important that Officers are aware of the proactive steps that can be taken to help build psychological resiliency. Exercise and good nutrition are two core elements that contribute to being able to maintain resiliency during challenging times. Ensuring the Officer maintains a healthy work-life balance and allows time for friends and social activities is also important. Identifying a sense of purpose through volunteerism or connection to a higher sense of purpose is another way to create a healthy perspective in challenging times. These things, coupled with a psychical fitness program can help ensure psychological resiliency is maintained.

C. Nutrition

Nutrition is an area where the personal wellness of an officer can be enhanced or diminished rapidly. Officers will be encouraged to make healthy nutritional choices both on and off duty. Taking care of one's body is a factor that can contribute to psychological health.

Cardiovascular incidents, both on and off duty, are consistently amongst the leading causes of untimely death in police professionals. The connection between elevated stress levels and cardiovascular disease cannot be ignored. Nor can the healing power a healthy diet can have to reduce or reverse cardiovascular risk. Knowing this, the agency is committed to providing officers information on healthy eating habits, creating an environment where healthy options are offered as an option and where healthy choices are encouraged.

D. Stress Management

Police professionals are exposed to a higher than average level of psychological stress. This stress must be proactively managed to ensure psychological resiliency is maintained throughout an officer's career. To assist each officer in ensuring stress management is accomplished, the agency will provide support in the following ways:

- i. Provide training designed to educate officers on proactive stress management techniques.
- ii. Encourage open dialog addressing stress and how stress can impact both family life and professional performance.
- iii. Provide debriefing and access to psychological services after a critical incident or officer involved shooting.
- iv. Provide an Employee Assistance Program (EAP) free of charge to all officers.
- v. Identify and provide other resources officers can use to seek assistance if needed

While the agency is committed to creating an environment where stress management is proactively addressed, every employee must recognize their personal responsibility to recognize stress when it presents in their personal/professional lives and take appropriate action to manage stress as it occurs. Employees are expected to manage stress and seek intervention if the stress level occurring in their lives overwhelms their individual coping skills.

E. Suicide Prevention

The McHenry County Conservation District Police Department takes a holistic approach toward suicide prevention. Suicide is a complex issue that is present at an alarming rate within the law enforcement profession. Suicide prevention is both the responsibility of the agency and each and every officer employed by the department. Successful prevention will involve the intentional implementation of multiple, proactive efforts. The agency commits to providing:

- i. Suicide prevention training, including the identification of both risk factors and warning signs
- ii. An environment where seeking help is viewed as an expected behavior and a courageous act.
- iii. Resources for 24/7 suicide intervention as well as an Employee Assistance Program (EAP) offered confidentially and free of charge to all officers.
- iv. An awareness campaign within the agency to ensure this phenomenon is understood and openly discussed amongst all levels of staff.
- v. Family outreach efforts designed to welcome the family into the workplace and educate family members to the unique risks and stressors experienced by police professionals.
A retirement transition program designed to help retiring agency members to continue to have peer support and agency relationships as they adjust to the retirement lifestyle.

Officers are expected to know the risk factors associated with police suicide. Each Officer should be able to identify behaviors associated with suicidality in both themselves and in their peers. If an employee is concerned about suicide in a co-worker they are expected to report their concern to a supervisor immediately and take corrective action. A proactive plan of action will then be implemented to ensure all officer safety concerns are addressed.

The agency recognizes access to a weapon as one of the contributing risk factors associated with suicide. If identifiable risk factors begin to present in any agency member, the department reserves the right to require the affected officer to leave his/her service weapon at the station while not on duty.



Destination Zero Agreement

I acknowledge that I received a copy of the Officer Health and Wellness Policy (2-35.3 and the Employee Assistance Information (from the personnel policy manual). I have read the aforementioned policy and understand the contents. I will comply with the Officer Health and Wellness Policy and I commit to keep myself physically and psychologically prepared to meet the demands of the law enforcement profession.

I understand physical and psychological fitness is a requirement of my professional role. I understand law enforcement stress can compromise an officer's physical health and mental wellness if not proactively managed. I understand that health and wellness are holistic concepts and involve the body, mind and spirit. I understand that exercise, nutrition, emotional support and effective communication are vital components to an effective stress management program. I understand that both the officer and the agency must make an effort to actively support the health and wellness of all employees.

I am aware the law enforcement profession has a higher than average suicide rate. I received information on the free and confidential Employee Assistance Program (EAP) provided as a service to all employees. I also understand there are resources such as COPLINE (1-800-276-5463) and the National Suicide Prevention Hotline (1-800-273-HELP) available to me 24/7. It is an honorable, courageous act for a member to seek help regarding their own suicidality or other mental health issues. I understand it is the expectation of the police department that I seek intervention if I begin to have thoughts of suicide.

I understand the use of an agency issued weapon is strictly regulated by policy. I also understand it is prohibited to use my weapon(s) for purposes of self-harm.

Dated: _____

Signature

Employee's Name (Print)



Personal Wellbeing Profile

LAURA KING
2718 Tichfield Terrace
Johnsburg, IL 60051

5440 N Cumberland Avenue
Suite 225
Chicago IL 60656

 www.chcw.com
 866.373.4242
 info@chcw.com

Need help accessing your account LAURA KING ? You may need to reset your password.

To reset your password, simply:

1. Go to app.chcw.com
2. Select "Forgot Username/Password" on the login screen
3. "Select Reset Password"
4. Fill out the required fields
 - a) Your username is: lvirgils
5. Create a new password

If you need assistance, please contact us at 866.373.4242.

Below is a summary of results from your recent screening. This includes your risk rating for each key wellbeing measurement and points indicating where you succeeded and where you need to improve.

<u>Health Risk Factor</u>	<u>Industry Guidelines</u>	<u>Your Result</u>	<u>Low Risk</u>	<u>Medium Risk</u>	<u>High Risk</u>
Waist Circumference	Less than 35 inches	30 inches			
Glucose	99 mg/dL or less	90 mg/dL			
Smoking	Non-Smoker	Non-Smoker			
Blood Pressure	119/79 or less	116/74 mm Hg			
Triglycerides	149 mg/dL or less	71 mg/Dl			
LDL Cholesterol	99 mg/dL or less	76 mg/Dl			
HDL Cholesterol	60 mg/dL or more	68 mg/Dl			
Total Cholesterol	199 mg/dL or less	158 mg/Dl			

*** Ranges may vary from laboratory ranges reported in the "Lab Results" section.

Wellbeing Risk Factors

Waist Circumference

	Low Risk	Medium Risk	High Risk
Reading: 30 inches			
Risk: Low	Less than 35 inches	N/A	More than 34 inches

Your Waist Circumference is 30 inches, which puts you in the Low Risk category.

About Waist Circumference

To measure your waist circumference, wrap a tape measure around the narrowest part of your bare abdomen just above the belly button. The tape measure should be snug without compressing the skin and parallel to the floor. Take 3 slow breaths then record the measurement on the third exhale.

Fat distribution across the body has been recognized as an important predictor of health risks of obesity. More specifically, carrying more fat around the abdomen is associated with an increased risk of high blood pressure, metabolic syndrome, type 2 diabetes, high cholesterol, coronary artery disease, and premature death compared to those who carry more of their fat in their hips and thighs. If you are a male with a waist circumference of 40 inches or more, or a woman who is not pregnant with a waist circumference of 35 inches or more, you are at a higher risk of developing obesity-related conditions.

(Source: Journal of the American Medical Association & American College of Sports Medicine Clinical Guidelines for Exercise Testing and Prescription, Eighth Edition)

Weight Management

Many factors can contribute to a person's weight such as environment, family history and genetics, metabolism (the way your body changes food and oxygen into energy), and behavior or habits. The fundamental cause of obesity and overweight is an energy imbalance between calories consumed and calories expended. The amount of energy or calories you get from food and drinks (energy IN) is balanced with the energy your body uses for things like breathing, digesting, and being physically active (energy OUT). The same amount of energy IN and energy OUT over time results in weight maintenance. More energy IN than OUT over time results in weight gain, and more energy OUT than IN over time results in weight loss.

You can reach and maintain a healthy weight if you:

- o Limit energy intake from trans fat, saturated fat, and sugars
- o Increase consumption of fruit and vegetables, legumes, whole grains and nuts
- o Engage in regular physical activity throughout the day and limit "sitting" time
- o Discuss your weight and blood results with your physician

(Source: American College of Sports Medicine Clinical Guidelines for Exercise Testing and Prescription, Eighth Edition)

Wellbeing Risk Factors

Glucose

Reading: 90 mg/dL

Risk: **Low**

Low Risk

99 mg/dL or less

Medium Risk

100 - 124 mg/dL

High Risk

125 mg/dL or more

Your Glucose is 90 mg/dL, which puts you in the Low Risk category.

About Glucose

Blood glucose, also known as blood sugar, is your body's main source of energy. The body produces glucose by digesting carbohydrates found in fruit, cereal, bread, pasta, and rice and converting it to energy. Insulin, a hormone released by the pancreas, regulates the body's blood sugar levels. The body uses insulin to convert starches, sugar, and other food into the energy your body needs to function properly. Insulin takes the sugar from the blood into the cells, but when glucose builds up in the blood instead of going into cells, it can lead to diabetes complications.

High blood sugar levels, called hyperglycemia, might be caused by too much sugar or too little insulin in the blood. Low blood sugar levels, called hypoglycemia, might result from eating too little food or having too much insulin in the bloodstream. The human body regulates itself to maintain ideal levels by storing extra glucose in the liver and muscles as glycogen, so that it can be reabsorbed into the bloodstream if the body's blood sugar levels drop.

Diabetes mellitus, most commonly referred to as diabetes, is a group of metabolic disease characterized by high blood glucose levels that result from body's inability to produce and/or use insulin. In the United States, 25.8 million adults and children, or 8.3 percent of the population, have diabetes. Symptoms of diabetes include unusual thirst and hunger, frequent urination, weight loss, extreme fatigue and irritability, blurred vision, frequent infections, cuts and bruises that are slow to heal, and tingling or numbness in the hands or feet. The four major types of diabetes are type 1, type 2, gestational diabetes, and pre-diabetes:

- In type 1 diabetes, the body does not produce insulin. It is usually diagnosed in children and young adults, and only 5 percent of people with diabetes have this form of the disease. People with type 1 diabetes must take insulin every day.
- In type 2 diabetes, either the body does not produce enough insulin, or the cells ignore the insulin. Obesity, physical inactivity, and a diet filled with calorically dense, refined foods and beverages are the greatest contributors to this form of the disease. Some type 2 diabetics also take insulin shots or pills to regulate their blood sugar levels; however, in contrast to type 1 diabetes, type 2 diabetes can often be controlled by diet and exercise.
- Pregnant women who have never had diabetes before but have high blood sugar levels during pregnancy have gestational diabetes. A diagnosis of gestational diabetes doesn't mean a woman will have diabetes after giving birth. However, it's important to receive medical care during the pregnancy, because untreated or poorly controlled gestational diabetes can harm the baby.
- Prediabetes simply indicates blood glucose levels are higher than normal. People with pre-diabetes are not quite at diabetic levels but are more likely to develop the disease; and people almost always have pre-diabetes before they develop type 2 diabetes. According to the American Diabetes Association, 79 million people in the United States have pre-diabetes, and recent research has shown that some long-term damage to the heart and circulatory system might already be occurring with this condition. Fortunately, you can stop or delay the development of type 2 diabetes through diet and exercise.

(Source: American Diabetes Association, <http://www.diabetes.org>)

Wellbeing Risk Factors

Smoking

	Low Risk	Medium Risk	High Risk
Reading: Non-Smoker			
Risk: Low	Non-Smoker	N/A	Smoker

Your result indicates you are a Non-Smoker , which puts you in the Low Risk category.

Dangers of Smoking

Cigarette smoke contains more than 4,800 chemicals, 69 of which are known to cause cancer. The American Lung Association (ALA) estimates that smoking is directly responsible for about 90 percent of deaths due to lung cancer and 80-90 percent of deaths due to chronic obstructive pulmonary disease (COPD--emphysema and chronic bronchitis).

Lung cancer is the number one cancer killer in the United States, but many people mistakenly believe the risks of smoking are limited to lung cancer. Smoking harms nearly every organ in the body. The ALA reports that every year in the United States, more than 393,000 people die from tobacco-caused disease, making it the leading cause of preventable death. Smoking has adverse effects on innocent bystanders as well, by causing disease and premature death in children and adults who do not smoke.

The risks of smoking can be greatly reduced when the smoker quits. Due to the nicotine in cigarettes being a highly addictive substance, an individual might have to try several times before quitting smoking for good. Using counseling or medication increases the chance of success; a combination of both works even better.

Blood Pressure

	Low Risk	Medium Risk	High Risk
Reading: 116/74			
Risk: Low	119/79 or less	120-129/79 or less	130/80 or more

Your Blood Pressure is 116/74 , which puts you in the Low Risk category.

About Blood Pressure

Blood pressure measures the force pushing outward on your arterial walls. Blood pressure is written as two numbers in the form of a ratio. The top number, the higher of the two numbers, measures the pressure in the arteries when the heart beats (when the heart muscle contracts). The bottom number, the lower of the two numbers, measures the pressure in the arteries between heartbeats (when the heart muscle is resting between beats and refilling with blood). The American Heart Association recommends that your blood pressure normally be less than 120/80 (less than 120 systolic and less than 80 diastolic).

About a third of adults in the United States have high blood pressure, also called hypertension, in which the force of blood against artery walls is too strong. If you have a single blood pressure reading higher than normal, your health care provider will take more readings over time or have you monitor your own blood pressure before diagnosing high blood pressure. If your readings are 140/90 or above over time, you will likely be prescribed a treatment program of lifestyle changes and medication.

You may not feel that anything is wrong, but high blood pressure can permanently damage your heart, brain, eyes and kidneys before symptoms arise. High blood pressure can often lead to heart attack and heart failure, stroke, kidney failure, and other health consequences. To prevent and/or control high blood pressure, maintain a healthy weight by eating a low-fat, low sodium, high-fiber diet, stay active, reduce stress, and quit smoking.

Wellbeing Risk Factors

Triglycerides

Reading: 71 mg/dL

Risk: Low

Low Risk	Medium Risk	High Risk
149 mg/dL or less	150-199 mg/dL	200 mg/dL or higher

Your Triglycerides is 71 mg/dL, which puts you in the Low Risk category.

About Triglycerides

Triglycerides are a type of fat in the bloodstream and fat tissue. They are derived from the consumption of fats in foods or made in the body from carbohydrates. When calories are consumed and not used immediately by the body, they are converted to triglycerides and stored in fat cells. Too much of this type of fat can contribute to the hardening and narrowing of your arteries, which puts you at risk of having a heart attack or stroke. Diseases such as diabetes, obesity, kidney failure or alcoholism can cause high triglycerides. Often, high triglycerides occur along with high levels of cholesterol, another type of fat.

Factors such as body weight, body fat distribution, weight loss, and the type and amount of dietary carbohydrate and fat, as well as alcohol consumption play an important role in treating high levels of triglycerides. The American Heart Association recommends changes in lifestyle habits as the main therapy for high triglycerides. This includes eating a healthy diet of fruits, vegetables, and nonfat or low-fat dairy products; reducing saturated fat, trans fat, and cholesterol in your diet; reducing your intake of alcohol; exercising regularly; and taking cholesterol-lowering medications as prescribed by your health care provider. Other risk factors for coronary artery disease compound the risk of high triglycerides, so it is also important to monitor your cholesterol, blood pressure and quit smoking.

(Source: American Heart Association, <http://www.heart.org>)

LDL Cholesterol

Reading: 76 mg/dL

Risk: Low

Low Risk	Medium Risk	High Risk
99 mg/dL or less	100-159 mg/dL	160 mg/dL or higher

Your LDL Cholesterol is 76 mg/dL, which puts you in the Low Risk category.

About LDL Cholesterol

Cholesterol is a waxy, fat-like substance and it is one of many substances that our bodies make and use to keep us healthy. Cholesterol travels through the bloodstream in small packages called lipoproteins. Low-density lipoprotein (LDL) cholesterol is often known as the "bad" cholesterol. When too much LDL circulates in the blood, it gradually collects on the walls of blood vessels leading to and from the heart and brain. Together with other substances, it forms a deposit called plaque. The plaque narrows the arteries and makes them less flexible in a condition called atherosclerosis, which puts you at greater risk for a heart attack or stroke.

The body naturally produces LDL cholesterol, but many people are genetically inclined to produce too much. Eating saturated fat, trans fat and dietary cholesterol increases LDL, so cholesterol-lowering diets limit the saturated fat found in beef, beef fat, veal, lamb, pork, lard, poultry fat, butter, cream, milk, cheeses and other dairy products made from whole and 2-percent milk. All of these foods also contain dietary cholesterol.

Controlling total cholesterol involves a combination of lowering the bad LDL and raising the good HDL through both dietary and lifestyle choices. For people who do not reach their targeted LDL level by diet alone, cholesterol-lowering medications are available. Different medications produce different results, so talk to your doctor about monitoring your cholesterol levels. If you smoke, quit.

(Source: National Heart, Lung, and Blood Institute, <http://www.nhlbi.nih.gov>)

Wellbeing Risk Factors

HDL Cholesterol

Reading: 68 mg/dL

Risk: Low

Low Risk	Medium Risk	High Risk
60 mg/dL or more	50-59 mg/dL	49 mg/dL or less

Your HDL Cholesterol is 68 mg/dL, which puts you in the Low Risk category.

How to Read Your HDL Score

Cholesterol is a waxy, fat-like substance and it is one of many substances that our bodies make and use to keep us healthy. Cholesterol travels through the bloodstream in small packages called lipoproteins. High-density lipoprotein (HDL) cholesterol is often known as the "good" cholesterol because it carries cholesterol from other parts of your body back to your liver, where it is then removed from your body. High levels of HDL protect against heart disease, while low levels increase the risk of heart disease. HDL may carry cholesterol away from the arteries and back to the liver, while slowing the buildup of plaque that blocks arteries.

When it comes to your HDL level, the higher, the better. Unlike LDL levels, HDL levels are tied to lifestyle choices rather than diet. Smoking, obesity and being sedentary are directly linked to low HDL. Losing weight, quitting smoking and exercising will raise HDL levels.

Controlling total cholesterol is a combination of raising the good HDL and lowering the bad LDL by combining good dietary and lifestyle choices. When changes to lifestyle and diet are not enough, medications to raise HDL are available. Different medications produce different results, so talk to your doctor about monitoring your cholesterol levels.

(Source: National Heart, Lung, and Blood Institute, <http://www.nhlbi.nih.gov>)

Total Cholesterol

Reading: 158 mg/dL

Risk: Low

Low Risk	Medium Risk	High Risk
199 mg/dL or less	200-239 mg/dL	240 mg/dL or higher

Your Total Cholesterol is 158 mg/dL, which puts you in the Low Risk category.

More About Your Combined Cholesterol

Cholesterol is a waxy, fat-like substance and it is one of many substances that our bodies make and use to keep us healthy. Cholesterol comes from two sources: your body and food. The liver and other cells in the body make about 75 percent of blood cholesterol, while the other 25 percent comes from consumption of animal products such as meat, eggs, and dairy. The body needs some cholesterol to function, but high levels of cholesterol increase your risk of heart disease and stroke.

A cholesterol screening measures your level of HDL and LDL. HDL is the "good" cholesterol which helps keep the LDL (bad) cholesterol from getting lodged into your artery walls. A healthy level of HDL may also protect against heart attack and stroke, while low levels of HDL (less than 40 mg/dL for men and less than 50 mg/dL for women) have been shown to increase the risk of heart disease. Regular cholesterol tests are recommended to find out if your cholesterol levels are within normal ranges. If your cholesterol level is high, it can be successfully treated through a combination of diet, exercise, weight loss, and medications.

(Source: American Heart Association, <http://www.heart.org>)

Metabolic Syndrome

Metabolic Syndrome increases the risk of heart disease, stroke, and Type 2 diabetes. If you are at risk in three or more of the following five factors, you have metabolic syndrome (*as defined by the American Heart Association and National Heart, Lung and Blood Institute). The goals stated below are industry guidelines.

Based on your results, you do not have metabolic syndrome.

Waist Circumference



GOAL: Less than 35 inches
YOUR READING: 30

*Overweight and obesity are associated with insulin resistance and the metabolic syndrome. However, the presence of abdominal obesity is more highly correlated with the metabolic risk factors than is an elevated BMI. Therefore, the simple measure of waist circumference is recommended to identify the body weight component of the metabolic syndrome.

Triglycerides



GOAL: Less than 150 mg/dL
YOUR READING: 71

*The Adult Treatment Panel III guidelines recommend aggressive treatment of elevated triglycerides, noting that recent studies show that elevated levels significantly raise cardiovascular disease risk. Even borderline-high triglyceride levels should be treated with diet and exercise; for higher triglyceride levels, medication is often prescribed as well.

HDL Cholesterol



GOAL: Greater than 49 mg/dL
YOUR READING: 68

*Current Adult Treatment Panel III guidelines do not provide levels of HDL that are optimal; however, HDL levels greater than 39 mg/dL for men and greater than 49 mg/dL for women are considered low risk.

Blood Pressure



GOAL: Less than 130/85 mm Hg
YOUR READING: 116/74

*Elevated blood pressure is strongly associated with obesity and commonly occurs in insulinresistant persons.

Glucose



GOAL: Less than 100 mg/dL
YOUR READING: 90

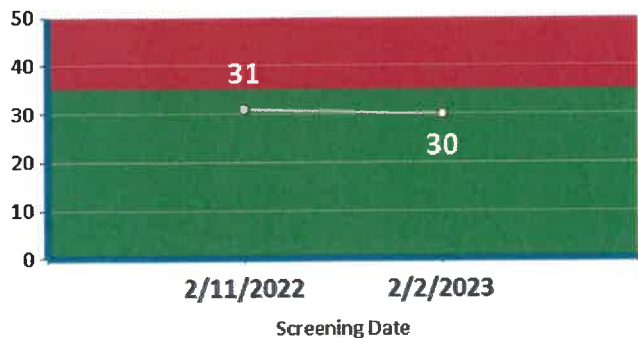
*The American Diabetes Association has recently established a cutpoint of greater than or equal to 100 mg/dL, above which persons have either pre-diabetes (impaired fasting glucose) or diabetes. This new cutpoint should be applicable for identifying the lower boundary to define an elevated glucose as one criterion for the metabolic syndrome.

Risk Factor Trending

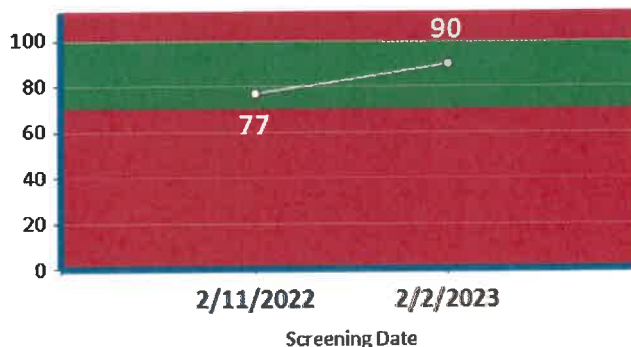
Green = In-Range

Red = Out-Of-Range

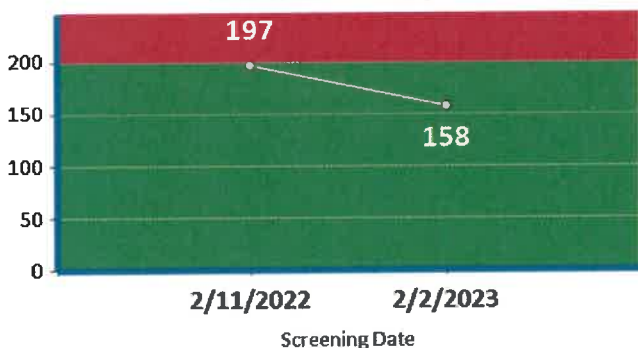
Waist Circumference



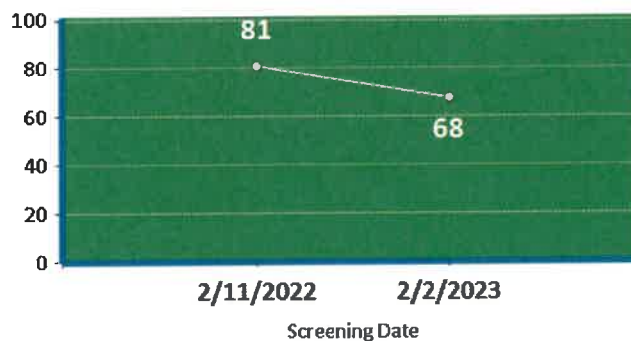
Glucose



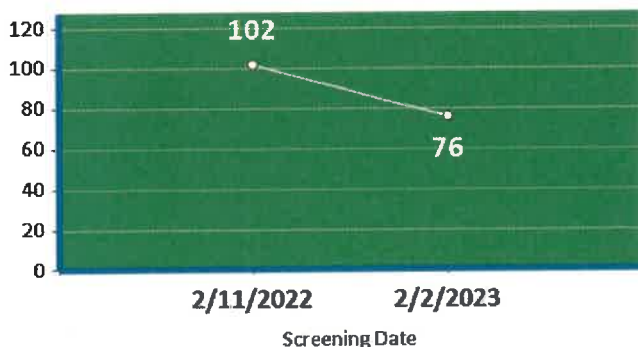
Total Cholesterol



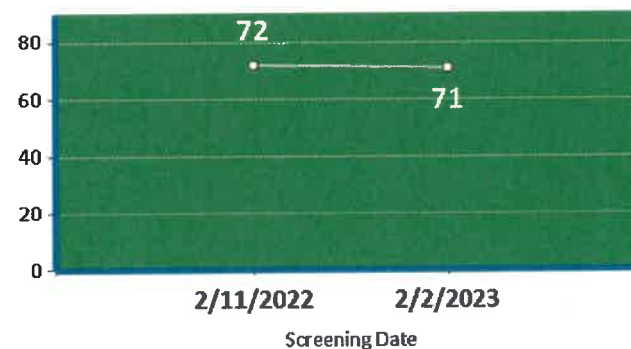
HDL Cholesterol



LDL Cholesterol



Triglycerides



Emotional & Social Wellbeing

Physical Activity



GOAL: 1 or more times/week
YOUR RESPONSE: 4 or more times per week

Congratulations, by being active every day you improve your energy and lower your body fat. A total of 30 minutes or more a day can improve your health. Alternate between aerobic, strength and flexibility exercises for overall fitness.

Stress



GOAL: Low
YOUR RESPONSE: Low

Congratulations, you control your stress well. Take time to relax every day, plan each day, share your feelings with family or friends, eat a balanced diet, and exercise daily to stay vital. When stress strikes you will be better prepared to handle it.

Smoking



GOAL: Non Smoker
YOUR RESPONSE: Non Smoker

Congratulations for joining the majority of Americans who choose a healthy tobacco-free lifestyle. Smoking is the leading cause of cancer, heart disease, and lung disease. Avoid second-hand smoke which can also cause health complications.

Existing Medical Problems



GOAL: None
YOUR RESPONSE: None

Congratulations, you should keep visiting your doctor regularly and maintain your preventive service exams. Many conditions and diseases do not have symptoms. Be sensitive to any changes in your life and health and see your doctor if any mental or physical change persists. Take an active role in your health.

Safety Belt



GOAL: 100%
YOUR RESPONSE: 100%

Congratulations, you should buckle up every time you ride or drive in a vehicle to prevent serious injury. Most accidents occur close to home and at low speeds. Don't drive after drinking alcohol or under certain medications. Do not place the shoulder belt under your arm as it may cause a broken rib upon impact.

Life Satisfaction



GOAL: Mostly - Completely Satisfied
YOUR RESPONSE: Completely satisfied

Congratulations on leading a balanced and fulfilling life. Continue to find ways to nurture your relationships. Stay positive, set priorities, watch tendencies towards perfection, and allow time to relax in order to maintain your sense of meaning and self-worth.

Perception of Health



GOAL: Good to Excellent
YOUR RESPONSE: Excellent

Congratulations, you feel good about your physical health. Continue to stay positive by leading a healthy lifestyle. Eat right, exercise regularly, maintain relationships and social support, and get restful sleep. Continue to feel energized!

Sick Days



GOAL: 5 sick days or fewer per year
YOUR RESPONSE: 0

Congratulations, you reported few or no illness days this year. To stay healthy, you should eat right, exercise, get restful sleep, and stay connected with family and friends.

Medication for Relaxation



GOAL: Never
YOUR RESPONSE: Rarely/never

Congratulations for continuing to manage your stress in a healthy way. Exercise daily and try yoga or deep breathing exercises to help you relax.

Alcohol Use



GOAL: Less than 14 drinks/week
YOUR RESPONSE: 0 drinks/week

Congratulations for drinking responsibly and in moderation. Know how much to drink and how it affects you. Never drink when driving, taking certain medications, operating certain machinery, or while you are pregnant. If you ever think alcohol may be a problem for you or someone close to you, seek help.

Emotional Wellbeing

Based on your responses to the Health & Lifestyle Survey, you are not at risk for any psychological conditions in the following at the present time: Depression, ADHD, Anxiety, or Sleep Disorders.

Preventive Care Checklist

Breast Exam by Physician or Nurse



Standard Practice Guidelines recommend that anyone age 40 or older receive an annual breast exam by a physician or nurse. Based on your age, you have reported you are up to date with these guidelines.

Colon Care



Studies suggest that colonoscopy reduces deaths from colorectal cancer by about 60 to 70%. The U.S. Preventive Services Task Force urges that all adults age 50 and over get screened for colorectal cancer by a colonoscopy procedure every 10 years as long as their test results are negative. Based on our Health & Lifestyle Survey you fall within these guidelines. However, if you have a personal or family history of colorectal cancer, you should check with your physician to determine your personal screening schedule.

Dental Exam



The Academy of General Dentistry recommends yearly checkups for people of all ages. Based on your Health & Lifestyle Survey you fall inside this guideline.

Flu Shot



The single best defense each of us has against the flu is to get vaccinated every year. Flu vaccinations are even more important for young children, pregnant women, adults 65 and older, and people with conditions such as asthma, heart disease, diabetes, and a weakened immune system. Remember that good health habits like covering your mouth when you cough, washing your hands often, and keeping your hands away from your face also help to stop the spread of germs.

Mammogram



It is recommended by the United States Department of Health and Human Services that a female over the age of 40 receive a screening mammography every 1-2 years. Based on our Health Risk Appraisal you fall within these guidelines, however, if you have a personal or family history of breast cancer you should check with your personal physician to decide your personal schedule.

Pap Test



According to the National Cancer Institute a Pap test and pelvic exam are important parts of a woman's routine health care and should be done at least once every 3 years. Based on our Health & Lifestyle Survey you fall within these guidelines, however, if you have a personal or family history of cancer you should check with your personal physician to decide your personal schedule.

Physical Exam



It is recommended by the American Medical Association Council on Scientific Affairs that a person age 40 and greater have a physical examination every 1-3 years. Based on our Health & Lifestyle Survey you fall within these parameters, however, it is extremely important that you review your most recent wellbeing assessment with your personal physician.

Rectal Exam



The Clinical Preventive Service Guidelines recommend that anyone age 40 or older receive a rectal exam every 1-2 years. Based on your age, you have reported that you are up to date with these guidelines.

Tetanus Shot



Based on the recommendations of the Centers for Disease Control and Prevention, adults should receive a booster vaccination for tetanus and diphtheria every 10 years. Based on your Health & Lifestyle Survey, you fall inside this guideline.

Healthy Resources

To help you reach your wellbeing goals your organization has chosen to offer the following CHC Wellbeing programs as an additional benefit to your Wellbeing assessment. Review your wellness results thoroughly so you can choose the programs that will give you the best return on your effort.

Physical, Emotional & Social Wellbeing Focus Areas

1. Existing medical conditions
2. Low physical activity
3. High levels of stress
4. Stopping smoking
5. Life and job satisfaction
6. Seatbelt usage
7. Alcohol consumption

e-Learning

You have access to more than 500 lessons in CHC's library of interactive online tutorials. These user-friendly programs have built-in checks to make sure you understand the material. To access e-learning go to www.chcw.com and log on using your username and password. Click on the 'e-Learning' link under Healthy Resources.

Lab Results

Name: LAURA KING
Collection Date: 2/2/2023
Blood Pressure: 116/74

Sex at Birth: Female
DOB: 8/3/1975
SSN: ***-**-7645

Test	Results		Units	Range
	In-Range	Out-Range		
CHEM-SCREEN PROFILE				
Glucose	90	-	mg/dL	70-100
Sodium	141	-	mmol/L	133-146
Potassium	4.5	-	mmol/L	3.5-5.1
Chloride	106	-	mmol/L	98-107
BUN	16	-	mg/dL	7-25
Creatinine	-	0.59L	mg/dL	0.60-1.30
Uric Acid	3.6	-	mg/dL	2.3-6.6
Phosphorus	4.7	-	mg/dL	2.5-5.0
Calcium	9.5	-	mg/dL	8.3-10.5
Protein, Total	6.7	-	g/dL	6.4-8.3
Albumin	4.0	-	g/dL	3.5-5.0
Bilirubin, Total	1.2	-	mg/dL	0.2-1.2
Bilirubin, Direct	0.2	-	mg/dL	0.0-0.2
Alkaline Phosphatase	45	-	units/L	34-104
GGT	15	-	units/L	9-64
AST	14	-	units/L	13-39
ALT	11	-	units/L	9-43
LDH	-	134L	units/L	140-271
Iron	65	-	ug/dL	40-170
Carbon Dioxide	27	-	mmol/L	21-31
eGFR If NonAfricn Am	90	-	mL/min/1.73 m2	> 60
CORONARY RISK ASSESSMENT				
Triglycerides	71	-	mg/dL	0.00-150.00
Total Cholesterol	158	-	mg/dL	0-199
HDL Cholesterol	68	-	mg/dL	40
LDL Cholesterol	76	-	mg/dL	0-129
Cholesterol/HDL Ratio	2.3	-		0.0-5.0
COMPLETE BLOOD COUNT				
WBC	6.1	-	10 ³ /uL	3.6-10.2
RBC	4.80	-	10 ⁶ /uL	4.10-5.30
Hemoglobin	13.0	-	g/dL	11.9-15.8
Hematocrit	41.4	-	%	37.4-48.3
MCV	86.3	-	fL	82.0-99.0
MCH	27.1	-	pg	27.0-33.0
MCHC	-	31.4L	g/dL	32.0-36.0
RDW	12.7	-	%	11.0-15.0
Platelet Count	354	-	10 ³ /uL	150-450
ADDITIONAL TESTS				

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 **REGIONAL/SHARED**
- 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
- ~~PEER~~ **NUTRITION COACH**
- CAREER COACH ACCESS**
- Comprehensive Wellness Screenings**

DESTINATION ZERO AWARD SUBMISSION FORM

AGENCY INFORMATION

Name of agency: **McHENRY COUNTY CONSERVATION DISTRICT POLICE DEPARTMENT**

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

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

Agency contact name: **LAURA KING**

Contact Email: **LKING@MCCDISTRICT.ORG** Contact phone number: **815.482.4597**

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.

Chief Laura King
Signature of Agency Head

2/2/23
Date

2023 NATIONAL OFFICER SAFETY AND WELLNESS AWARD SUBMISSION



The Destination Zero program maintains a database of all submitted programs and corresponding materials in an effort to benefit law enforcement by providing a robust resource center of proven officer safety programs and wellness programs. The National Law Enforcement Memorial Fund and Museum require acknowledgment by the submitting agency that any materials submitted including, but not limited to relevant promotional materials, training guides, curricula, photos, policies and procedures that relate to the submitted officer safety and wellness program will be shared into the public domain website or other means of transmission.

AGENCY RELEASE

Signature of the agency representative acknowledges and agrees to the release of all submitted materials into the public domain via website or other means of transmission.

Name of agency: McHENRY COUNTY CONSERVATION DISTRICT POLICE DEPARTMENT

LAURA KING - CHIEF OF POLICE
(Printed Name and Title)

Lauraking
(Signed Endorsement of Chief/Agency Head)

2/2/23
(Date)