



POLICE DEPARTMENT

SBPD WELLNESS

Fire and Police Commission

January 25, 2024

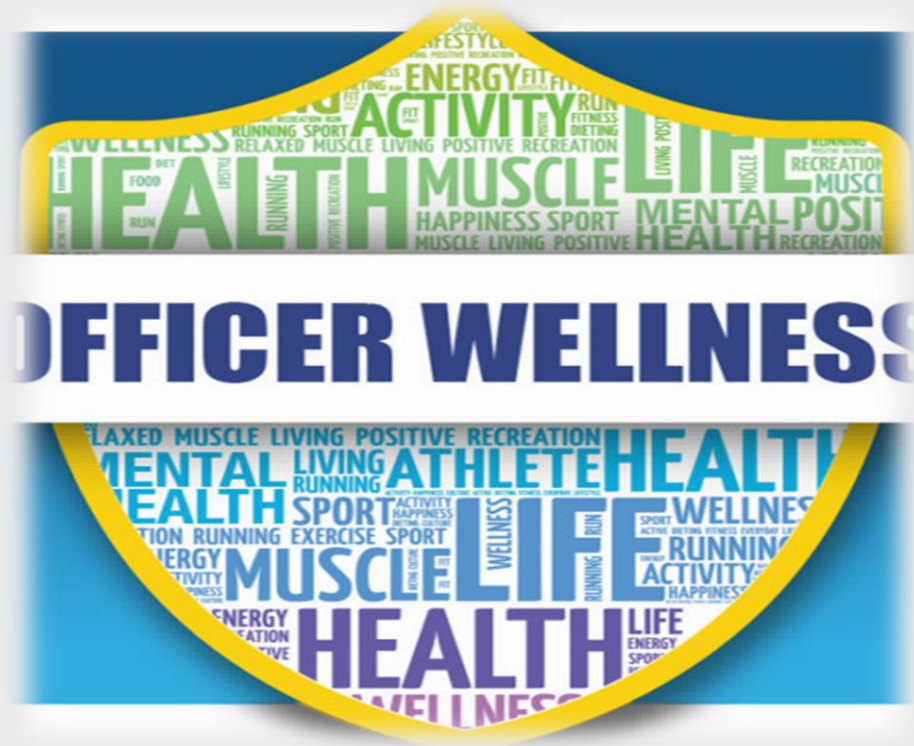
TOPICS

1. History/New Thought Process
2. Peer Support Program/Cadre
3. TCTI Partnership/ Counseling
4. Critical Debriefs
5. Healthy Warrior
6. Wellness Check-Ins
7. New On-Duty Fitness Program



HISTORY

- Prior to 15 to 20 years ago, Officer and First Responder wellness was not a priority. Programs for mental, physical, and emotional support were not common.
- Mindset on mental health and emotional health were not a priority and not talked about.
- Officers coping with PTSD on their own and it was frowned upon to discuss.



OFFICER WELLNESS

“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

Maya Angelou

PEER SUPPORT

- Peer Support Cadre
- Co-workers who provide guidance and support internally.
- Understand from personal experience what you are going through
- Peer Training
- Collaboration with outside agencies

T.C.T.I. PARTNERSHIP

- The Counseling Team International
- Funding by S.B. Police Foundation
- Departmentwide counseling



CRITICAL DEBRIEFS

MAJOR INCIDENTS

- Investigations involving children
- Fatal Collision
- Calls where a death occurs
- Use of Force

MULTI-CASUALTY

- Natural Disasters
- Active Attacks
- Hostage/Barricaded Subjects

HEALTHY WARRIOR MEAL PROGRAM

Readily Available Healthy Food

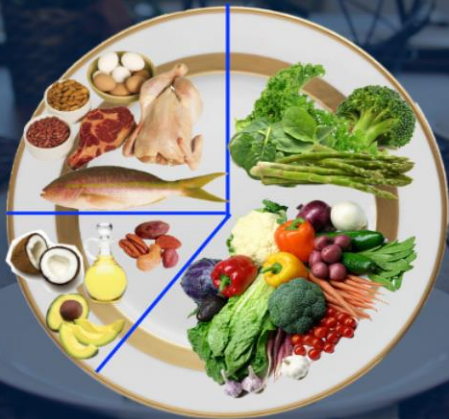
The Anytime Meal

Protein

Red Meat,
Chicken, Fish,
Eggs, or
Vegetarian
Source

Fats

Healthy Oils,
Nuts, Seeds



Veggies

Wide Variety
of
Vegetables-
especially
Leafy Greens

- Pre-made healthy meals
- Consistent availability/avoid the unhealthy choice
- Healthy snacks and drinks
- Food prep station
- Meal Prep Program-
 - Join for up to three meals per day delivered/low cost

WELLNESS CHECK-INS

Overall well-being and emotional support

- Yearly meeting with a licensed therapist
- Confidential
- Funded by Wellness Grant
- All Sworn employees are required to attend



DEPARTMENT FITNESS PROGRAM

Bridge Athletics

- App that provides training help and workouts
- Tracks workouts as employees enter them.
- Department can generate metrics on use of program and benefits of increased fitness overall from department members

DEPARTMENT FITNESS PROGRAM

Increased Health

- Studies show increased overall physical health improves many of the common medical issues facing first responders.
 - Heart disease
 - Back injuries
 - Stress
 - Physical and mental fatigue due to shift work

DEPARTMENT FITNESS PROGRAM

Flexibility

- Employees can utilize one half hour of their shift to complete the workout.
- Check in prior to workout
- Be available
- Two of their weekly shifts
- Times are start, middle, or end of workday

GOALS



- Strive for new, innovative, and comprehensive programs
- Relaxation/rest breaks
- Mindfulness resets after demanding calls.

The mindful and centered employee is better prepared to interact with others in a positive and meaningful way.

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