

**CLERK OF THE BOARD OF SUPERVISORS
EXHIBIT/DOCUMENT LOG**

MEETING DATE & AGENDA NO. 07/16/2024 #20

STAFF DOCUMENTS (Numerical)

No.	Presented by:	Description:
1	Staff	8-Page PowerPoint

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PUBLIC DOCUMENTS (Alphabetical)

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ENHANCING PROBATION STAFF WELLNESS AND MENTAL HEALTH

PROBATION DEPARTMENT

JULY 16, 2024

ITEM #20

ANDREW STRONG
INTERIM DEPUTY CHIEF
ADMINISTRATIVE OFFICER
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TAMIKA NELSON
CHIEF PROBATION OFFICER
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Why Wellness?

- Law enforcement professions have higher physical and mental health risks.
- Physical health risks include sleep disorders, poor nutrition, and poor physical fitness.
- Mental health risks include post-traumatic stress disorders, anxiety, and depression.



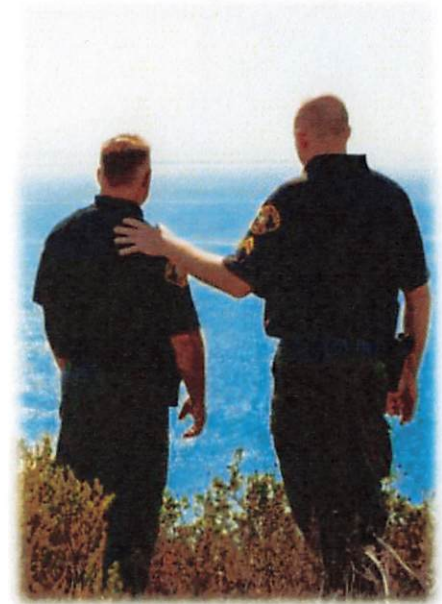
Research Shows:

- 10% to 17% of officers show signs of PTSD.
- More than 40% of officers have a sleep disorder.
- Over the past 2 years, contributing factors to suicides include relationship problems, depression, burnout, and the death of a close colleague, friend, or family.



Overview of Wellness Program

- Probation's Wellness Program currently consists of:
 - Wellness Unit
 - Peer Support Team
 - Chaplain Services
 - Wellness Trainings
 - Contracted Support Services



Wellness Services

- Motherhood and Probation (M.A.P)
- VetConnect – Veteran services and resources
- Peer Mentorship
- Employee Counseling Services



Wellness Program Enhancement

- Expand existing wellness program
 - » Create Wellness Committee
 - » Expand Chaplaincy program
 - » Departmental Safety Officer Subcommittee
- Increase amount of staff wellness training opportunities
- Procure a wellness app



Recommendations

- Receive County staff recommendations for enhancing the existing wellness program, including reallocating staff to the Wellness Unit, increasing wellness training opportunities, and procuring a wellness app.
- Authorize the Chief Probation Officer to apply for grant funds related to staff wellness and mental health through June 30, 2034.
- Waive Board Policy B-29, Fees, Grants, Revenue Contracts - Department Responsibility for Full Cost Recovery.



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