

**COUNTY OF SAN DIEGO  
BOARD OF SUPERVISORS  
TUESDAY, JULY 16, 2024**

**MINUTE ORDER NO. 20**

**SUBJECT: RECEIVE UPDATE ON THE EXPLORATION OF OPPORTUNITIES FOR  
ENHANCING PROBATION STAFF WELLNESS AND MENTAL HEALTH  
(DISTRICTS: ALL)**

**OVERVIEW**

On February 27, 2024 (16), the Board of Supervisors (Board) directed the Chief Administrative Officer (CAO) to work with the County of San Diego Probation Department (Probation) to look for opportunities and resources to enhance staff wellness and mental health and identify recommendations for enhancing the wellness program that would benefit the department and its staff. Today's item provides an update on the work done to date.

Research shows that probation officer stress stems from two primary sources: 1) the demands of responding to critical incidents, and 2) more mundane organizational stressors, ranging from understaffed shifts to mandatory overtime. Studies show reducing probation officer stress and increasing wellness can reduce the number of critical incidents and facilitate positive engagement with all clients. Supporting probation officers' physical, mental, and emotional health is fundamental to creating safer communities, building meaningful relationships, and providing better services to the residents of San Diego County.

The Probation Department aims to foster a culture of wellness within the organization. Benefits of a comprehensive wellness program include better job performance, improved recruitment and retention, and enhanced relationships both internally and externally. Having access to wellness resources can lead to fewer complaints, a reduction in the use of sick days, and less uses of force incidents.

Today's action includes receiving a presentation regarding Probation's wellness program and accepting staff recommendations for enhancing the department's existing wellness program. Recommendations include expanding the department's current wellness program by reallocating resources to provide one dedicated staff for the Wellness Unit, increasing staff wellness training opportunities, and procuring a wellness app. Probation also requests to waive Board Policy B-29, Fees, Grants, and Revenue Contracts - Department Responsibility for Cost Recovery to remove the requirements of prior approval of grant applications and full cost recovery, so that Probation may apply for multiple grants without requiring the Board to consider each grant application. Probation shall return to the Board for acceptance of grant funds.

**RECOMMENDATION(S)**

**CHIEF ADMINISTRATIVE OFFICER**

1. Receive County staff recommendations for enhancing the existing wellness program that would benefit Probation Department staff, including reallocating staff to the Wellness Unit, increasing wellness training opportunities, and procuring a wellness app.

2. Authorize the Chief Probation Officer, through June 30, 2034, to apply for grant funds related to staff wellness and mental health and to execute all required grant documents and related contracts, including any annual extensions, amendments and/or revisions that do not materially impact or alter services or funding in subsequent years. Probation shall return to the Board for acceptance of grant funds.
3. Waive Board Policy B-29, Fees, Grants, Revenue Contracts - Department Responsibility for Full Cost Recovery, which requires prior approval of grant applications and full cost recovery for grants.

### **EQUITY IMPACT STATEMENT**

Public safety is of importance for all communities and all county residents. Strong relationships between law enforcement agencies and the communities they serve are imperative to maintaining public safety. A comprehensive wellness program benefits the community by promoting better officer job performance, improving recruitment and retention, and enhancing relationships both internally and externally. It is important to envision better outcomes for underserved and diverse communities disproportionately impacted by the justice system. Enhancing Probation's wellness program assists with the department's goal to advance fairness and equity.

### **SUSTAINABILITY IMPACT STATEMENT**

Today's action to accept recommendations to further invest in funding and resources to enhance staff wellness contributes to the County of San Diego's sustainability goals of protecting the health and wellbeing of Probation's workforce by providing support services to ensure continuity of operations and advancing health equity by investing in resources that will benefit staff as they address a myriad of challenges. Investing in staff wellness improves the work lives of those who serve our justice involved communities, which impacts the quality of service received by the public.

### **FISCAL IMPACT**

There is no fiscal impact for today's recommendation to receive an update on opportunities for enhancing Probation staff wellness and mental health. If there are any fiscal impacts resulting from future recommendations, staff will return to the Board with identified funding sources for consideration.

### **BUSINESS IMPACT STATEMENT**

N/A

### **ACTION:**

ON MOTION of Supervisor Desmond, seconded by Supervisor Anderson, the Board of Supervisors took action as recommended.

AYES: Anderson, Lawson-Remer, Montgomery Steppe, Desmond

ABSENT: Vargas

State of California)  
County of San Diego) §

I hereby certify that the foregoing is a full, true and correct copy of the Original entered in the Minutes of the Board of Supervisors.

ANDREW POTTER  
Clerk of the Board of Supervisors



**Signed**  
**by** Andrew Potter