



Program #60201 - Wellness Program & Policy Coordinator 3/4/2020

Department: Sheriff **Program Contact:** Kezia Wanner

Program Offer Type: Innovative/New Program **Program Offer Stage:** As Requested

Related Programs:

Program Characteristics: Out of Target

Executive Summary

State law was passed in the 2020 Legislative session that all public safety agencies would enact an employee wellness policy for their members, specifically focusing on the mental health and wellness needs of first responders. MCSO has developed the foundation of its Employee Wellness Program for our employees who are faced with vicarious or personal trauma regularly in the course of their work. MCSO will be further developing the program and policies in FY 2021 which requires dedicated staff to ensure we maintain good progress. We are requesting \$146,563 to fund a program coordinator to oversee successful implementation of MCSO's employee wellness efforts.

Program Summary

MCSO is requesting \$146,563 to fund a Wellness Program Coordinator position which aligns with recent legislation. In the prior legislative session, the Oregon State Senate passed SB 424 that requires public safety agencies to establish agency-specific mental health wellness policies. We were ahead of the legislation and, for more than a year, have been building the foundation of the MCSO Employee Wellness Program which is tailored to the needs of our employees who deal with trauma regularly in the course of their work. Providing a Wellness Program that focuses on mental health and wellness, as well as physical health opportunities, is a priority for MCSO leadership and it is right thing to do for our members. We are requesting funding for a MCSO Wellness Program & Policy Coordinator in our FY 2021 Budget and that position would be responsible for implementation of wellness initiatives, partnering in grant opportunities, creating wellness policy, developing wellness and health-focused training and resources for MCSO members, and monitoring the program effectiveness. The expectation is that requirements and mandates around employee wellness for public safety agencies will continue to expand, as more research bears out the detrimental impacts that the work has on the physical and mental health of employees in this line of work.

Performance Measures

Measure Type	Primary Measure	FY19 Actual	FY20 Budgeted	FY20 Estimate	FY21 Offer
Output	Number of MCSO members participating in the Wellness Program Initiatives	NA	NA	NA	600
Outcome	As measured in Countywide Employee Survey, percent increase from 2019 in job satisfaction	NA	NA	NA	5%

Performance Measures Descriptions

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Requested General Fund	Requested Other Funds
Program Expenses	2020	2020	2021	2021
Personnel	\$0	\$0	\$140,539	\$0
Total GF/non-GF	\$0	\$0	\$140,539	\$0
Program Total:	\$0		\$140,539	
Program FTE	0.00	0.00	1.00	0.00

Program Revenues				
Total Revenue	\$0	\$0	\$0	\$0

Explanation of Revenues

Significant Program Changes

Last Year this program was: