

**Program #60201 - Wellness Program** 3/7/2022

**Department:** Sheriff **Program Contact:** Erin Hubert  
**Program Offer Type:** Innovative/New Program **Program Offer Stage:** As Requested  
**Related Programs:**  
**Program Characteristics:** Out of Target

**Executive Summary**

The Multnomah County Sheriff’s Office (MCSO) is committed to the well-being of our staff. To meet their needs we must evolve our Wellness Program from overseen by an internal employee committee to a formalized program with focused resources and dedicated Coordinator. State law requires all public safety agencies enact an employee wellness policy specifically focused on mental health and wellness needs of first responders. MCSO has developed the foundation of its Wellness Program for employees, who face vicarious or personal trauma regularly in the course of their work. The Wellness Coordinator will oversee the execution of our Wellness Program, in alignment with the County’s Workforce Equity Strategy (WESP) embedding equity and inclusion into program designs to identify and address barriers to access and utilization.

**Program Summary**

**ISSUE:** Public safety professionals are regularly exposed to the harmful effects of poverty, crime, violence, death, and drug abuse. They experience violence, or the risk of it, resulting in high levels of work stress and vicarious and personal trauma. The 2019 MCSO employee survey highlighted 52% of all staff (56% sworn members) reported their work makes them feel burned out “nearly always or often”; rates were higher among staff who identify as Black, Indigenous or People of Color (BIPOC) at 57%. To address this, Oregon State SB 424 requires that public safety agencies establish mental health wellness policies that focus on physical, mental, and emotional wellbeing. MCSO has established the foundation of a wellness program policy but require a dedicated Coordinator to manage the initiatives, provide WESP accountability, fortify the program to meet the diverse needs of valued staff, and ensure it continues to meet their needs.

**PROGRAM GOAL:** To encourage an agency culture shift toward proactive health and wellness by promoting physical and mental health wellness and services through varied support programs. It aims to destigmatize asking for help and services within the public safety profession and provide members with confidential avenues to access services both culturally diverse and profession specific. The Coordinator will align the agency Wellness Program with the WESP by dedicating resources to culturally responsive, trauma-informed approaches that address reported high levels of stress and poor morale and foster a greater sense of belonging. It will also support retention efforts by utilizing a targeted universalism approach to staff coaching/mentoring initiatives.

**PROGRAM ACTIVITY:** The Wellness Coordinator will: 1) Execute, coordinate and track responsibilities for all current wellness initiatives like the Wellness Strategic Plan, Mentorship Guidance Initiative, Peer Support Program, Wellness Committee, Facility Fruit Fridges, Wellness Staff Library, Wellness Newsletter, Wellness Bags/New Hire Orientation, and the updating of employee spaces; 2) Review current practices through an Equity Lens process to ensure members’ needs are met and address racial and social inequities; 3) Engage in policy development and review processes.

**Performance Measures**

Measure Type	Primary Measure	FY21 Actual	FY22 Budgeted	FY22 Estimate	FY23 Offer
Output	Number of MCSO members who report participating in at least one Wellness Program Initiative	N/A	N/A	N/A	600
Outcome	Number of MCSO members who reported positive behavioral change as a result of participating in a Wellne	N/A	N/A	N/A	5%

**Performance Measures Descriptions**

MMCSO’s Planning and Research Unit will conduct a survey of all member to determine if they engaged in any Wellness Program initiative, which ones, and if they experienced a positive behavioral change as a result.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Requested General Fund	Requested Other Funds
Program Expenses	2022	2022	2023	2023
Personnel	\$0	\$0	\$143,154	\$0
<b>Total GF/non-GF</b>	<b>\$0</b>	<b>\$0</b>	<b>\$143,154</b>	<b>\$0</b>
<b>Program Total:</b>	<b>\$0</b>		<b>\$143,154</b>	
<b>Program FTE</b>	0.00	0.00	1.00	0.00

Program Revenues				
<b>Total Revenue</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

Explanation of Revenues

Significant Program Changes

Last Year this program was: