DSD Staffing/Staff Well-Being Committee
Preliminary Recommendations

August 21, 2014
Mission Statement

To identify and assess the mental, physical and emotional challenges of the Denver Sheriff Department staff and recommend compassionate and sustainable solutions to enhance and strengthen their overall well-being.
Goal #1

Improve the overall well-being of DSD

• Outcome Measure: Employee surveys, FMLA usage, absenteeism, worker’s comp claims, health care claims, peer support contact, wellness screenings, spousal training, etc…
Goal #2

To create a culture where staff can feel safe to express/disclose and resolve their challenges.

- Number of resources available, number of resources used, surveys, support contacts, confidentiality policies/rules, testimonies, policy when a problem is disclosed, EPARTS policies
Goal #3

To align the purpose of the Department with the goals of the employee

• Employee engagement, career growth and/or fulfillment, retention, absenteeism, reduced discipline actions, community involvement, innovation, survey, and communication
Goal #1 Draft Recommendations

Improve the overall well-being of DSD staff

1. Shift and days off – The majority of the committee voted to return to 10/hour days vs. the current 12/hour days.

2. Holistic Wellness Program – Unanimous vote to create a sub-committee to create a wellness program.

3. Anger/Stress Management Training – An outside professional source should be brought in to conduct training during in-service.
4. Chaplaincy Program – Unanimous “yes” to explore a program for the officers while considering the legal ramifications.

5. Spousal training program – Offer a training program to interested spouses regarding the effects of the job on officers and home life.

6. Inter-agency transfers every 3-5 years – A sub-committee should be formed to define this further, voluntary vs. mandatory, special assignments, consideration of current shift and days off.
Goal #1 Draft Recommendations
Cont’d

7. Create a “Corporal” position on each floor to assist the Sergeant with daily responsibilities and to ensure the well-being of the officers – A sub-committee should be formed due to the changes and updates that would need to be addressed with OHR, City Attorney’s Office and possibly the current Bargaining Agent.

8. Implement a two break schedule for the officers during their shift. First break will be 45 min. the second break 15 min.
Goal #2 Draft Recommendation
To create a culture where staff can feel safe to express/disclose and resolve their challenges

• The committee decided that a sub-committee should be formed in order to further investigate the legal and disciplinary aspects of self reporting alcohol related issues.
Goal #3 Draft Recommendation

To align the purpose of the Department with the goals/purpose of the employee

• Create a mentoring program – A program that would match a recruit with a mentor at the beginning of the academy, through the FTO program and if needed/wanted through out their career in order to provide continual support for the newer officer.
Next Steps:

1. Analyze feedback received in coming days to make improvements
2. Meet with other taskforce groups to eliminate redundancies and streamline recommendations between the four taskforces
3. Present final recommendations to the Mayor’s Office and outside consultant for further analysis and implementation