



PUBLIC SAFETY EMPLOYEE WELLNESS

Arlington County, Virginia

Steering Committee

Police, Fire, Sheriff, Public Safety Communications & Emergency Management

Wellness Program Manager

Fitness & Nutrition

Mental Health &
Peer Support

Financial &
Family Preparedness

MENTAL HEALTH & PEER SUPPORT MODEL

AWARENESS/EDUCATION

- **Introduction of Mental Wellness Concepts and Resources** in initial phase of career – **Recruit Training / Presentation**
- **Ongoing Education** Throughout Career (Ex: 2018 – 2020)
 - **Roll Call Presentations** re: Mental Wellness and Related Concepts – Video, Wellness Survey Results, Departmental Programs, Book, Cards
 - **Training Classes for 2020** – Compassion Fatigue & TRiM
- **Increase recognition** of potential issues by fellow officers and supervisors
- **Realization:** I may not need the resources, but maybe my peers and co-workers do, what can I do?
- **Resource List**

PREVENTION/RESILIENCE

- Provide personnel **tools and skills** to **mitigate and manage stress and trauma**
- **Yoga** taught by instructor with experience in teaching first responders
 - **Equine Program**
 - **"Dimensions of Wellness" – Magellan Federal**
 - **Badges United Foundation** Events
 - **Fitness** Classes
 - Posting of **Resource List**
 - **Therapy Dog**
 - **Family / Team Events** – Rock Climbing, Police Week 5k, Dragon Boat

RESPONSE

- Create as many **"doorways"** as possible to provide **clinical and support services** to **officers and families**
- **EAP** – Identified Public Safety Expertise
- **Peer Support** – Accredited Team = Confidentiality; Integrated Team for all of Arlington Public Safety; Regional Approach
- **Personal Insurance** – Highlight available programs, apps, clinicians
- **Chaplain** – Needs to be trusted, multi-faith
- **Non-Profits** – Identify available services (BUF, VALEAP)
- **Veteran-Focused Services** – Headstrong, Give an Hour
- **Hotlines** – Safe Call Now
- **In Development** – OP Services at Local Hospital, Insurer Supported Training for Clinicians, Public Safety Clinicians

RESOURCE/PROGRAM TEST – "TEA"

- **TRUSTED** – Has it been vetted by you / someone you know / reputable entity – **Is It Legit? Do your personnel believe in it?**
 - **EFFECTIVE** – **Is it working** for people in your agency who have used it?
 - **AVAILABLE** – Can your personnel access it **without hassle?**
- If the resource or program does not meet the above criteria, it is not viable for those who need it

- **No Good / Doesn't Fit?**
Might work for different agency, but not yours
- **Needs more development?**
- **Needs more buy-in?**
Top-to-Bottom

PEER SUPPORT

- **Individual / Group Crisis Debriefing Post-Incident**
 - Immediate Needs, Family Contact(s), Info Sheet, Follow-Up Timeline / Plan
- **Available as needed: Self-referral, Peer Referral, Supervisory Request, Callout**
- **Training**
- **Assist with obtaining identification of and access to appropriate resources when needed** – Acute, Cumulative, "Day-to-Day"
- **Not Clinicians**
- **Accreditation / Confidentiality**
- **Integration of Teams in Arlington**
- **Regional Collaboration for Police Department**
 - Video
 - Survey
 - Operations / Callouts / Training
 - Virginia Beach, Winchester, City of Fairfax