# From Concept to Culture: Launching a Comprehensive Wellness Program in Probation

SJCPD Chief Steve Jackson

WorkCare/SJCPD Onsite Wellness Coordinator Joshua Del Rio

WorkCare Regional Wellness Manager Marci Guzman

# Why Wellness Matters in Probation

Multi-factorial conditions require holistic response

**Tactical athlete**

**High-stress occupation**

- Continual change in work environment
- "Critical incident" trauma
- Witnessing emotional distress
- High demand with little control

**Unpredictable schedules/ shift work**

**Sleep challenges**

**Physical health**

- Cardiovascular disease
- Hypertension
- Type 2 diabetes
- Obesity
- Cancer
- Severe injury

**Mental, emotional, social well-being**

- Alcohol/drug use
- Suicide
- Divorce



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# Building the Foundation

Start with listening before launching initiatives.




## Our WHY

San Joaquin Probation Department health/well-being concerns

Leadership commitment for change

Clear goals and metrics

Dedicated resources

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# Concept to Culture

Getting our Program Up and Running

Culture change occurs when wellness becomes part of daily operations, leadership conversations and employee expectations.



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# A Multidimensional Approach

Education, Engagement, Prevention, and Early Intervention




**Wellness encompasses the comprehensive integration of eight interconnected dimensions: physical, intellectual, emotional, social, spiritual, occupational, financial and environmental.**

**It is crucial to address each dimension as neglecting any one of them over time can have adverse effects on the others, ultimately impacting health, well-being and quality of life.**

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# The SJCPD Wellness Program

Contracted Wellness Professional to Provide In Person Support

## Preventive Health Screenings

- Blood pressure
- Weight
- Body composition
- Blood screenings

## Basic Fitness Testing

- Functional movement screening
- Hand grip strength
- Push ups and plank tests
- Flexibility
- Cardiovascular endurance testing

## 1:1 Coaching

- In-person
- Goal setting
- Healthy habit formation
- Stress management
- Provide accountability and encouragement

## Wellness Initiatives and Educational Workshops

- Employee engagement initiatives
- Onsite campaign execution and support
- Wellness presentations
- Recruit Training
- Incumbent Wellness Training

## Organizational Wellness Support

- Development/build out of onsite gym
- Peer Support
- Local partnerships

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# What Staff are Saying




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WORK MATTERS. HEALTH COUNTS.

# Integrated Approach

Group and individual sessions




## Physical Activity

- Body Composition Challenges
- Occupation specific training/injury prevention
- Physical fitness standards
- Blood pressure management




## Nutrition

- Support healthy eating and hydration habits
- Discuss general nutrition principles
- Nutrition for shift work




## Stress Management

- Breathing techniques
- Recovery modalities
- Enhance focus and concentration



## Resilience

- Mental/emotional well-being support
- Sleep hygiene
- Social connection
- Work-life balance

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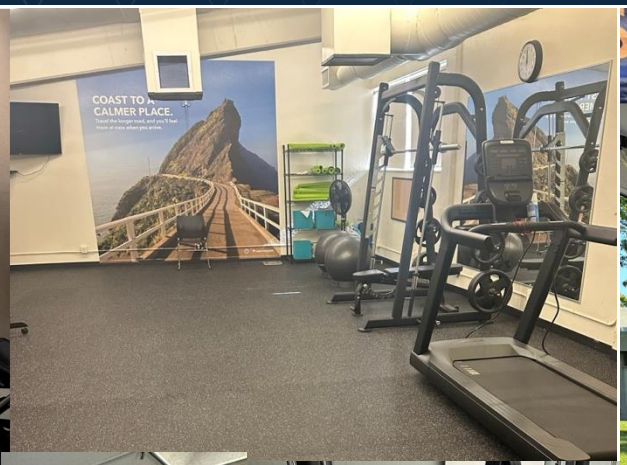
# San Joaquin Probation- Success





















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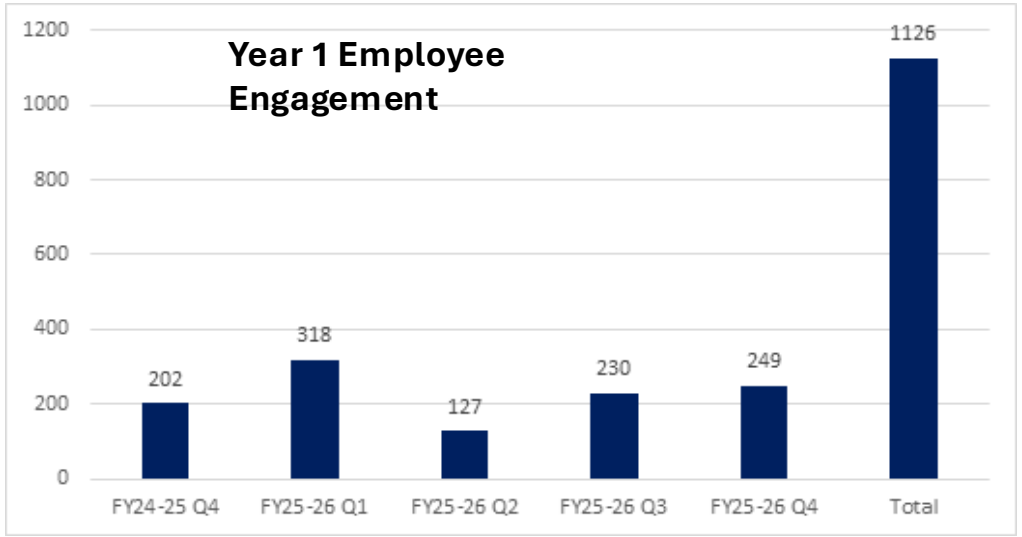
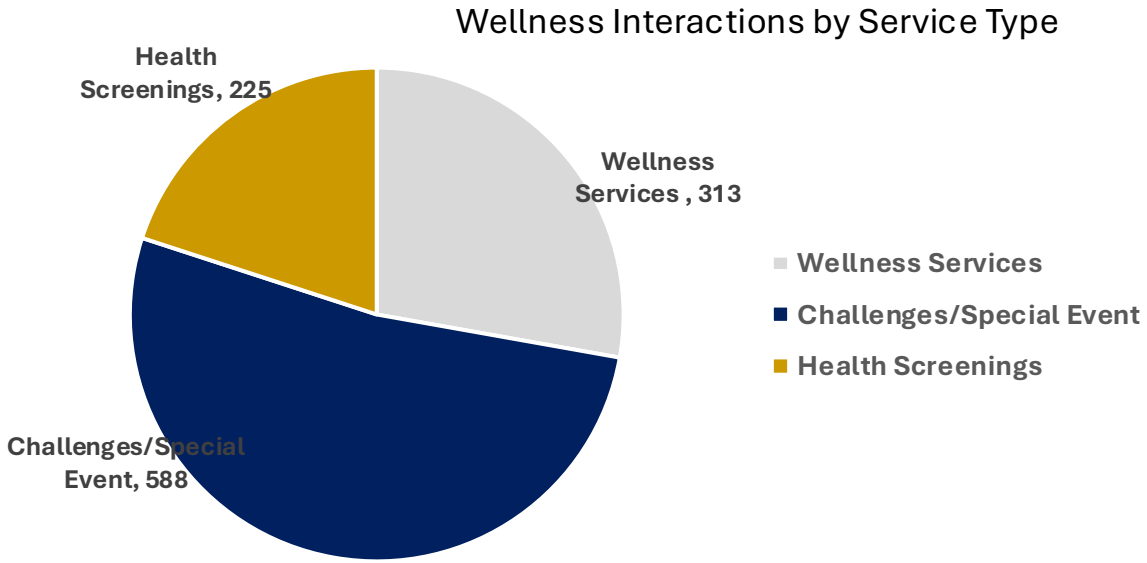
# Concept to Culture- Proven Results

- Participation trends continue to improve
- Engagement across multiple domains of health
- Challenges invite competitiveness and comraderies amongst personnel
- Individualized coaching and care
- Early detection

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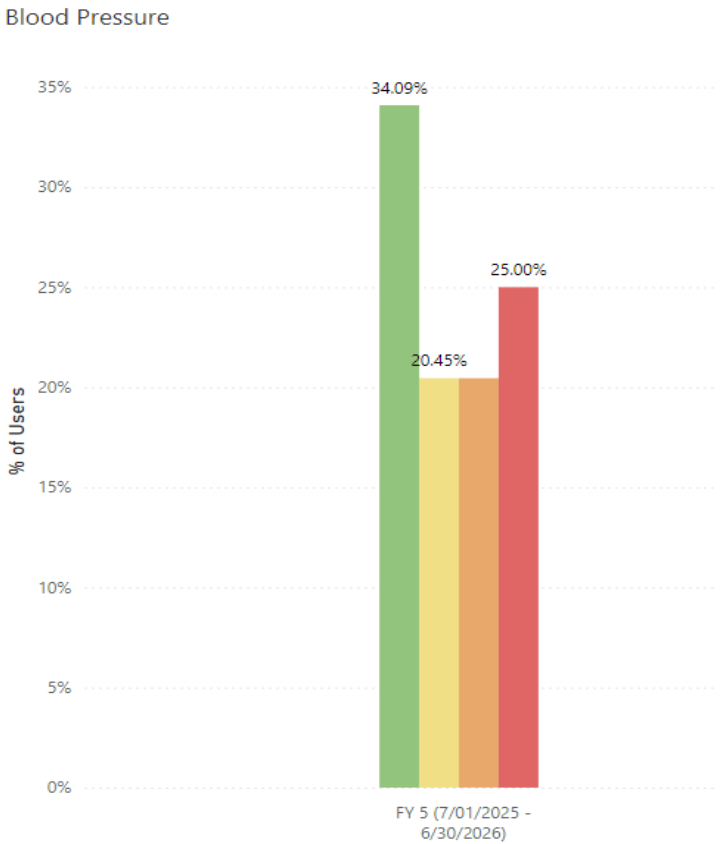
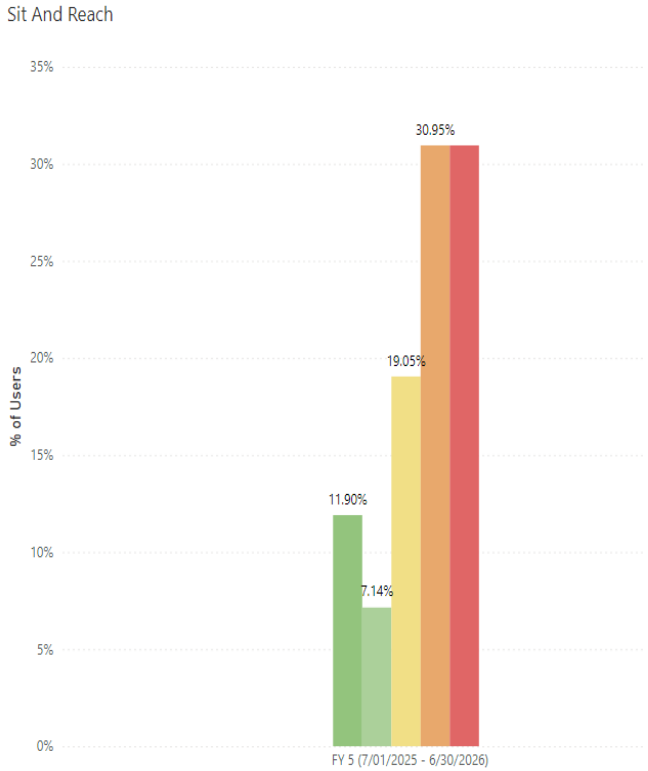
# Concept to Culture- Proven Results

- Early identification of risk
- Working in with recruit classes to improve health markers early
- Tracking outcomes over the course of the career




Normal BP
Elevated BP
Hypertension Stage 1
Hypertension Stage 2




Superior
Excellent
Good
Fair
Poor

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# Roadmap Your Agency

Where to Begin:

Assess needs

Establish priorities

Evaluate partners

Launch one visible initiative

Measure and refine



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# Thank you for your time.

QUESTIONS AND DISCUSSION

Chief Jackson: scjackson@sjgov.org

Marci Guzman: mguzman@wellsolutions.com