Destination Zero

August 3–4, 2017

Vision
The Orange County Sheriff’s Office will have a significant impact on reducing crime and the fear of crime by forming partnerships that build trust and community relationships, improving policy, and enhancing the quality of life in our community. Use of information technology, innovative training, partnerships with other agencies and the public, and fiscal accountability will be hallmarks of the agency’s commitment to this vision.

Mission
The mission of the Orange County Sheriff’s Office is to reduce crime by providing excellent service at a reasonable cost through partnerships that build trust, create a safe environment, and enhance the quality of life in our community. “Making a Difference.”
Outline

• Overview
  – Current Staffing
  – Creation of the Program
  – Development and Implementation
  – Resources and Associated Costs
  – Recommendations

Current Staffing

• Sworn Positions - 1,523
• Civilian Positions - 674
• Full-Time Authorized Positions - 2,197
Current Staffing

• School Crossing Guards - 313
• Volunteers - 777
• Reserve Deputies - 90

Safety

• Below 100 Training
• Testing new vehicle and DriveCam technology
• Crash Review Committee
• Ergonomic assessments and training
Program Creation

- Leadership change
- Executive support to move in a new direction
- Hiring the right staff
- Whole-person wellness

Wellness 2017

Wellness Program Built on Five Core Beliefs

- Physical activity
- Nutritional support
- Emotional fitness (stress management)
- Healthy relationships
- Financial fitness
Development and Implementation

• Providing a family orientation
• Wellness/stress education in BRT and annual block

Development and Implementation

• Kickball for United Way
• Dodgeball benefiting Crime Line
• Step Challenge
• Healthy Eating Challenge
• “Tactical Lunch Bag” – IACP
Resources and Associated Costs

• FitDeputy Program (SO 116.0)
  – Allows deputies to use designated local hotel gyms to exercise at no cost
• Hospital community outreach programs (free)
• Florida Hospital educational sessions
  – Single stress-management sessions or seven-week Stress Recovery Program
  – Sleep
  – Back pain
  – Diabetes

Resources and Associated Costs

• Talk to your medical provider about a wellness budget for health-promotion activities
  • Florida Hospital educational sessions
  • Charity events
  • Corporate 5K
  • Equipment
  • Fitness classes
  • Dave Ramsey
  • Biometrics
  • Incentive prizes
  • Continuing education
  • Free chair massages
Recommendations

Create a Culture of Health

Four most influential factors to create a strong culture of wellness and health

1. Lead by example - support from the top is vital
2. Make wellness and health improvement a priority within your agency
3. Actively encourage healthy activities during the workday
4. Recognize progress and results

Source: Aon Hewitt, NBGH and The Futures Company per Jennifer Flynn, MS, Mayo Clinic
Recommendations
WELCOA’s Results-Oriented Workplace Wellness Programs

- WELCOA’s Seven Benchmarks of results-oriented workplace wellness programs include
  - Capturing CEO support
  - Creating cohesive wellness teams
  - Collecting data to drive health efforts
  - Carefully crafting an operating plan
  - Choosing appropriate interventions
  - Creating a supportive environment
  - Carefully evaluating outcomes

Recommendations
Cultivate strategic internal and external partners

- Hold a health fair for your employees
  - Utilize the community and bring the vendors to your employees

- Utilize EAP and insurance carrier connection

- Community board with LEO promotions
  - YMCA discounts, support groups, cooking classes, massages

- IACP’s Center for Officer Safety and Wellness
Recommendations

• Find a dedicated and full-time wellness employee
  – Educated, motivated, passionate, and positive
  – Sole purpose is to promote a culture of health and wellness

• Talk to your current employees
  – Use current ones to build a wellness committee - a group willing to help promote a culture of health
  – Use for “support” - you never know who may be certified and interested in helping others

• Focus on sworn but remember your civilian employees as well
  – Communications and support staff

Top 3 Takeaways

• Support from the top

• Finding the right people

• Networking to build community resources
Contact Information

Georgene Rye
Assistant HR Director
(407) 254-7405
georgene.rye@ocfl.net

Erlene Cavalere
Wellness and Benefits Supervisor
(407) 254-7166
erlene.cavalere@ocfl.net

Sierra Scofield
Wellness Analyst
(407) 254-7193
sierra.scofield@ocfl.net