



COUNTY OF SAN DIEGO

BOARD OF SUPERVISORS

1600 PACIFIC HIGHWAY, ROOM 335, SAN DIEGO, CALIFORNIA 92101-2470

AGENDA ITEM

DATE: February 25, 2014

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TO: Board of Supervisors

SUBJECT: IMPROVING THE HEALTH OF OUR DEPUTY SHERIFFS (DISTRICTS: ALL)

Overview

Public safety has been this Board of Supervisors' top priority for many years. Therefore, the health of those men and women that serve in our Sheriff's Department should also be a top priority. Implementing a health risk assessment program should help us meet this important obligation.

A health risk assessment is an important tool used to measure the health and well-being of an individual. However, we currently don't have a comprehensive health risk assessment program available to our deputy sheriffs. What makes a health risk assessment unique is that it focuses on advance blood testing and then prescribes a comprehensive nutrition, exercise, and stress reduction program.

In addition to saving lives and keeping our law enforcement personnel in top shape, a competent and evidenced-based risk assessment program can also save taxpayers millions in worker's compensation costs, which can run in the millions of dollars each year. By catching early warning signs of heart disease, diabetes, and other serious autoimmune diseases we can provide diet, exercise, and well-being protocols to improve an employee's health before it becomes a serious medical issue.

Therefore, with the support of the Sheriff and the Deputy Sheriffs' Association, today's action will direct the CAO to work with the Sheriff's Department and the Deputy Sheriffs' Association to develop a voluntary evidence-based health risk assessment pilot program.

Recommendation(s)

CHAIRWOMAN DIANNE JACOB AND SHERIFF WILLIAM GORE

1. Direct the Chief Administrative Officer to work with the Sheriff's Department and the Deputy Sheriffs' Association to develop an evidenced-based voluntary health risk assessment pilot program.

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2. Direct the Chief Administrative Officer to identify funding in the Fiscal Year 2014-15 Operational Plan for a voluntary health risk assessment pilot program.

Fiscal Impact

Funds for the request will be included in the Fiscal Year 2014-15 Operational Plan for the Sheriff’s Department.

Business Impact Statement

N/A

Advisory Board Statement

N/A

Background

Public safety has been this Board of Supervisors’ top priority for many years. Therefore, the health of those men and women that serve in our Sheriff’s Department should also be a top priority. Implementing a health risk assessment program should help us meet this important obligation.

A health risk assessment is an important tool used to measure the health and well-being of an individual. However, we currently don’t have a comprehensive health risk assessment program available to our deputy sheriffs. What makes a health risk assessment unique is that it focuses on advance blood testing and then prescribes a comprehensive nutrition, exercise, and stress reduction program.

A pilot program that was implemented in the City of Reno, Nevada may point the way for us here in San Diego County. Approximately 10 years ago three of their officers nearly died due to cardiac events within the span of a month. Key players in the local police, city government, and the medical scene got together and developed an evidence-based risk assessment program. The program was completely voluntary and consisted of fifteen officers. Nine of the officers were initially designated as high-risk for a cardiac event. Total costs associated with cardiac events, including medical treatment and benefits for these officers were estimated at \$10.8 million. During the three to four month period of the program, these officers were put through a comprehensive program of nutrition, exercise, help with stress, and continued monitoring. At the end of the voluntary program biomarkers and other indicators for heart disease and other autoimmune diseases decreased dramatically. The officers were healthier, happier, and able to serve the community rather than sit in a hospital. The City of Reno now has all Police and Fire employees going through the program, and conservative estimates of savings over a 30-year period are around \$1.3 billion for both of these departments.

The program in Reno worked because the risk assessment looked at specific biomarkers to find people who are insulin resistant, inflamed, and at high risk of cardiovascular disease. There was no need to “have faith” in the program, but rather look at the medical evidence before their eyes. Focusing on advance blood testing and then prescribing a comprehensive nutrition, exercise, and stress reduction program separates this type of risk assessment from others.

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Here in San Diego County we are known for collaboration and innovation. By working together we can implement a risk assessment program that can save lives and keep our men and women in law enforcement healthy.

Therefore, with the support of the Sheriff and the Deputy Sheriffs' Association, today's action will direct the CAO to work with the Sheriff's Department and the Deputy Sheriffs' Association to develop a voluntary evidence-based health risk assessment pilot program.

Linkage to the County of San Diego Strategic Plan

Today's proposed actions support the Required Disciplines for Excellence Initiative of the 2014-2019 Strategic Plan of a Skilled, Adaptable, and Diverse Workforce that turns plans and resources into success while providing opportunities for the well-being of our Sheriff's Department deputies.

Respectfully submitted,



DIANNE JACOB
Chairwoman, District 2



WILLIAM D. GORE
Sheriff

ATTACHMENT(S)
N/A

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AGENDA ITEM INFORMATION SHEET

REQUIRES FOUR VOTES: Yes No

WRITTEN DISCLOSURE PER COUNTY CHARTER SECTION 1000.1 REQUIRED
 Yes No

PREVIOUS RELEVANT BOARD ACTIONS:
N/A

BOARD POLICIES APPLICABLE:
N/A

BOARD POLICY STATEMENTS:
N/A

MANDATORY COMPLIANCE:
N/A

ORACLE AWARD NUMBER(S) AND CONTRACT AND/OR REQUISITION NUMBER(S):
N/A

ORIGINATING DEPARTMENT: Supervisor Jacob and Sheriff Gore

OTHER CONCURRENCES(S): N/A

CONTACT PERSON(S):

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