**Health and Wellness Program**

1. **Background**

* On-duty physical injuries, stress and health related issues are causing employees short and long term injuries, exposing CMPA to large liabilities
* Preventive Strategy vs. Reactive Strategy  
  Provide appropriate time, equipment, training and support to live a safe and healthy life
* Evaluate POA concerns, workers compensation considerations, financial obstacles

1. **Here’s How It Worked For Us**

* Survey
* Research
* Training
* Pilot Program

1. **Communication**

* Presentations to Management Committee and Police Council
* Working Group with POA and Staff

1. **Consensus**

* Support for an overall health and wellness program to include: Health, stress, fitness, nutrition and training

1. **Implementation**

* Budgetary
* Working Group
* Training - Health, stress, fitness, nutrition

1. **Learn More**

Outlines of training and usage guidelines can be accessed on the Bickmore Risk Control website at [http://riskcontrol.bickmore.net](http://riskcontrol.bickmore.net/) or by contacting:

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  + Joe Costamagna at [jcostamagna@bickmore.net](mailto:jcostamagna@bickmore.net)