



For the health of public safety agencies, employees, and families

SafeHaven Wellness Programming™

Program Overview

Desert Waters Correctional Outreach offers a comprehensive, data-driven approach to help correctional and other public safety agencies build or enhance their employee wellness programs. We guide agencies in creating a healthy, engaged workforce culture that contributes to better retention, recruitment, and overall agency performance.

Vision & Mission

- **Vision:** Help correctional and other public safety agencies improve mission fulfillment through a focus on staff well-being.
 - **Mission:** Assist agencies in developing or expanding wellness programming tailored to the unique challenges of correctional and other public safety and professionals.
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Why Wellness Matters

Investing in staff wellness delivers a significant return on investment (ROI), as indicated by corporate studies. Benefits of a well-supported workforce include:

- Improved staff health and morale
 - Enhanced retention, loyalty, and engagement
 - Increased staff performance and productivity
 - Reduced healthcare costs and absenteeism
 - More constructive interactions between staff and justice-involved individuals
 - Lowered liability risks from misconduct or legal issues
 - A forward-thinking approach to managing challenges in corrections
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Why Act Now?

Correctional and other public safety agencies face critical challenges in staff engagement, recruitment, and retention. Inaction is no longer an option. Wellness programs not only improve retention and morale, but also significantly enhance agency performance and reduce operational risks. Start your staff wellness journey today—because every small step adds up and leads to bigger rewards.

The Challenges

- Balancing effective wellness strategies with budgetary constraints, limited resources, and individual and organizational readiness to address staff well-being in data-driven, comprehensive and systematic ways.
 - Overcoming barriers such as low awareness of wellness needs, and low retention and recruitment.
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The Solutions

- **Wellness Culture:** Establish a foundation for a wellness culture, even with modest beginnings.
 - **Needs Assessment:** Identify and prioritize immediate wellness needs for staff.
 - **Actionable Steps:** Provide agencies with clear, affordable steps to enhance wellness, with a roadmap for future improvements.
 - **Sustainability:** Develop a long-term, scalable wellness infrastructure.
 - **SafetyNet Accreditation™ Standards:** Align wellness initiatives with SafetyNet Standards for agencies pursuing accreditation.
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How It Works

1. Educate & Include Stakeholders

- **Decision Makers:** Highlight the ROI of wellness programs and the consequences of inaction.
- **Engage Stakeholders:** Involve administrators, staff, unions, retirees, and families in program development.

2. Assess Wellness Needs

- **Staff Wellness Surveys:** Gather baseline data on staff needs, perceptions, and preferences.
- **Family & Retiree Surveys:** Assess wellness needs beyond current staff.
- **Agency Self-Assessment:** Evaluate current wellness policies and resources based on industry standards ([SafetyNet Accreditation™](#), SAMHSA's 8 Dimensions of Wellness).

3. Identify Target Programs

- **Small Beginnings:** Help agencies identify quick-win wellness initiatives, such as fitness programs, wellness education, or mental health support, to demonstrate commitment and to start the wellness journey.
- **Gradual Expansion:** Develop a roadmap for expanding wellness offerings over time as feasible and needed.

4. Identify Additional Resources

- Tap into external resources like grants, community partnerships, volunteers, and free services to support wellness initiatives.

5. Build Your Action Plan

- **Program Structure:** Establish a wellness committee and designate a wellness coordinator.
- **Scope & Phases:** Define program scope, timeline, and phases for implementation.
- **Budgeting:** Design program within budget constraints while prioritizing key wellness needs.

6. Implement Your Action Plan

- **Policies & Procedures:** Develop internal wellness policies and operating procedures.
- **Programming:** Develop training curricula, train special teams, build other wellness programs.
- **Communication:** Regularly update staff on progress and upcoming wellness initiatives.

7. Evaluate Success

Track progress through measurable metrics, such as:

- Staff wellness surveys and satisfaction rates
- Participation in wellness offerings
- Healthcare claims and absenteeism
- Incident reports (use of force, violence, etc.)
- Staff evaluations and productivity
- Exit interviews to identify areas of improvement
- Modify the wellness program based on evaluation results

8. Pricing

Desert Waters offers flexible pricing options:

- **Consultation:** Initial assessments and planning.
 - **Policy Review & Development:** Review existing resources and develop wellness policies.
 - **Ongoing Support:** Technical assistance and program refinement.
 - **Cost Structure:** Pricing based on tasks or block hours for services.
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“If you build it, more will stay.”

Questions? Contact us at admin@desertwaters.com.

DWCO MISSION

"Improving the wellbeing of corrections and other public safety professionals through training, consulting, and other essential resources to foster resilience, mental health, and overall wellness in these challenging professions"