

Employee Wellness & Support Services

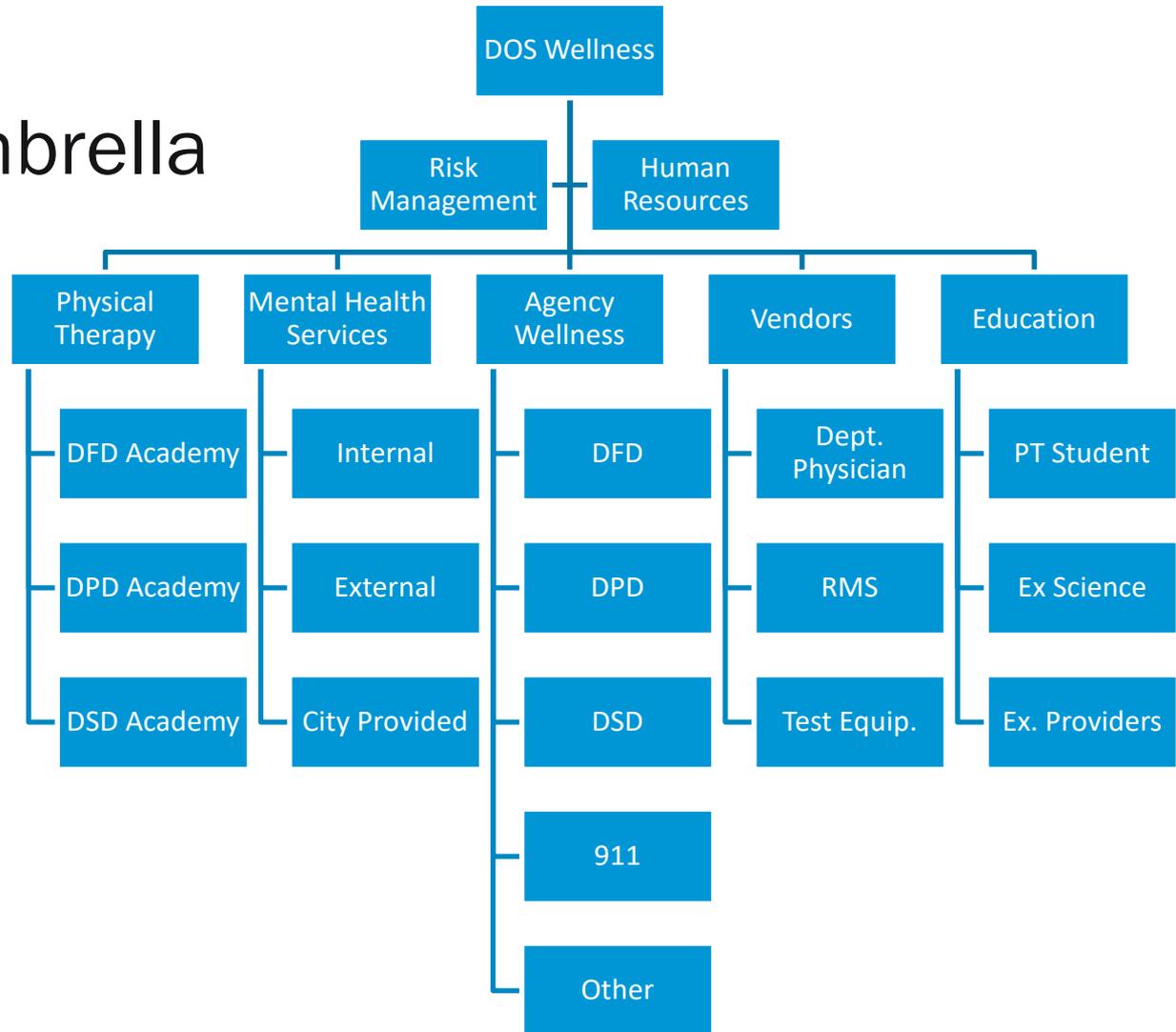
Department of Public Safety

Rene Macias

Director of Employee Wellness

Health and Safety Committee
September 17, 2025

Wellness Umbrella

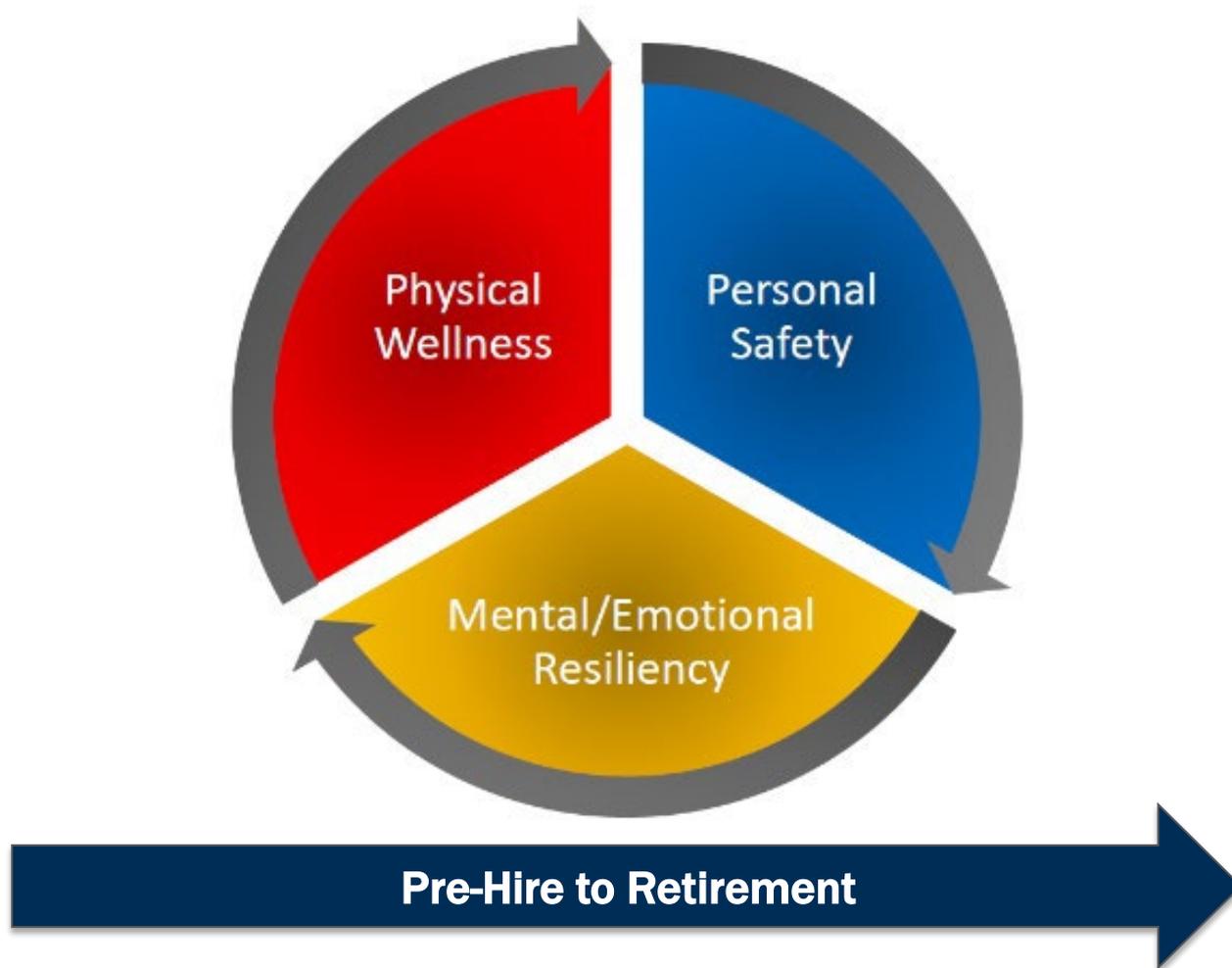


Strategic Plan Driven

Program Components – Professional & Uniformed Personnel

- Contracts & Agreements
 - Schools
 - Equipment Contracts
 - Record Management Systems
 - Department Physician, Nutrition, Strength & Conditioning
- Cross-Agency Support
 - Risk Management, Denver Human Services, DEN, Human Resources
- Education
 - Employee Education – Speakers/Presentations
 - Exercise Science & Physical Therapy Students
- Physical Therapy Program
- Mental Health Services
 - Budgeted and Grant Funded
- Multi-Agency Collaboration
 - Risk Management, DEN, Public Health – Animal Control, Parks & Recreation - Rangers

Holistic Wellness



Prevention and Support

Physical Wellness

In Partnership with Risk Management

- Cancer Trust
- Heart Trust
- Human Performance Evaluations
- DFD National Fire Protection Assc 1580
- Law Enforcement Guidelines
- Strength & Conditioning
- Nutrition

In Partnership with Human Resources

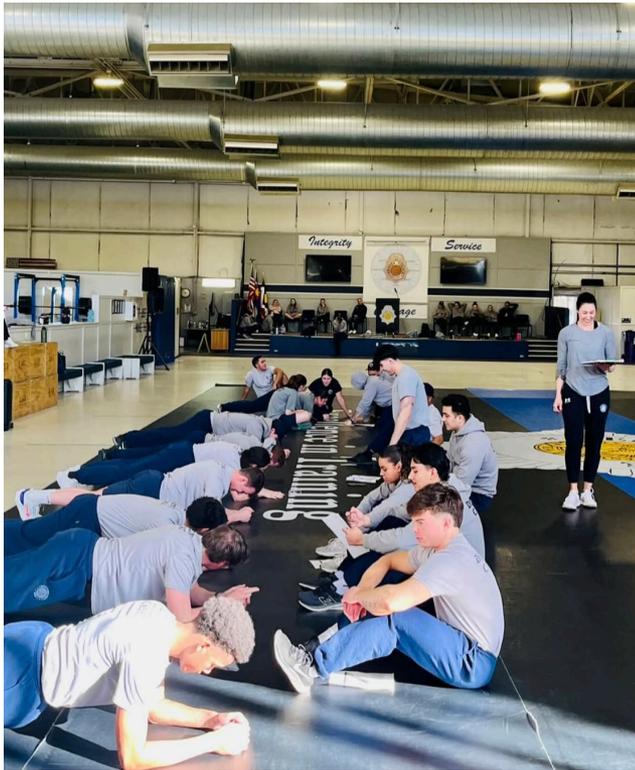
- Wellness Screenings
- Aggregate Insurance Data Review
- Vitality Program
- Nurse Program
- Guidance Resources
- Optum Providers

Physical Therapy

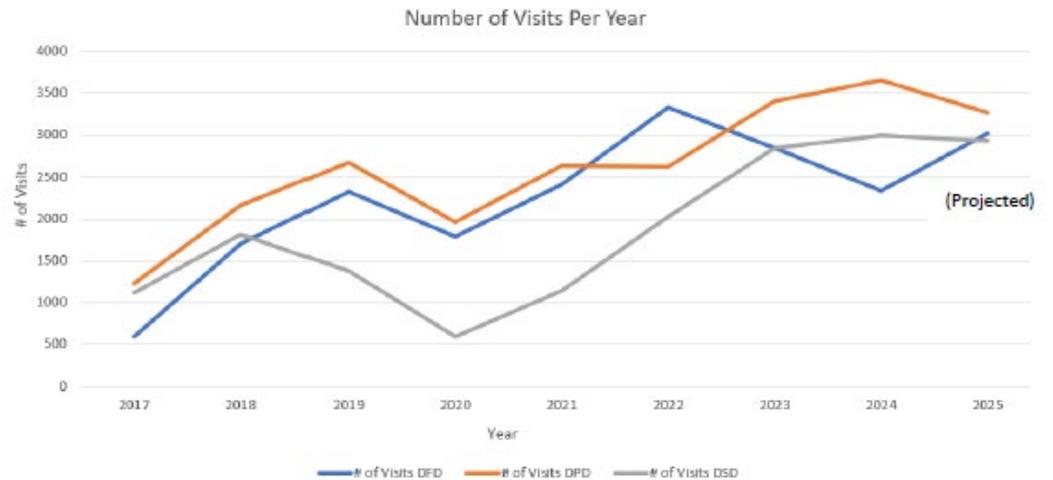
- Direct Access
- Workers' Compensation
- Academy Support
- Wellness Education
- Exercise Programming/Planning
- Special Programs/Projects
- Peer Support

Prevention and Support Physical Wellness

Physical Therapy



Year	Operational Savings w/ Overhead by Year	OT Savings	OVERALL SAVINGS
2017	\$368,880	\$740,880	\$1,109,760
2018	\$374,560	\$714,560	\$1,089,120
2019	\$766,805	\$1,096,305	\$1,863,110
2020	\$804,450	\$1,153,950	\$1,958,400
2021	(\$1,763,100)	(\$1,419,600)	(\$3,182,700)
2022	(\$353,200)	\$30,800	(\$322,400)
2023	\$2,608,200	\$3,136,000	\$5,744,200
2024	\$412,800	\$926,100	\$1,338,900
Total	\$3,219,395	\$6,378,995	\$9,598,390



Physical Therapy

Denver Police Academy

Year	Count of Claim Number	Incurred Total	Restricted Duty Days	Lost Work Days
2021	22	\$185,919.49	434	406
2022	20	\$179,102.24	412	222
2023	10	\$248,780.31	367	169
2024	11	\$86,428.30	227	78
2025	9	\$57,518.17	369	6

Denver Fire Academy

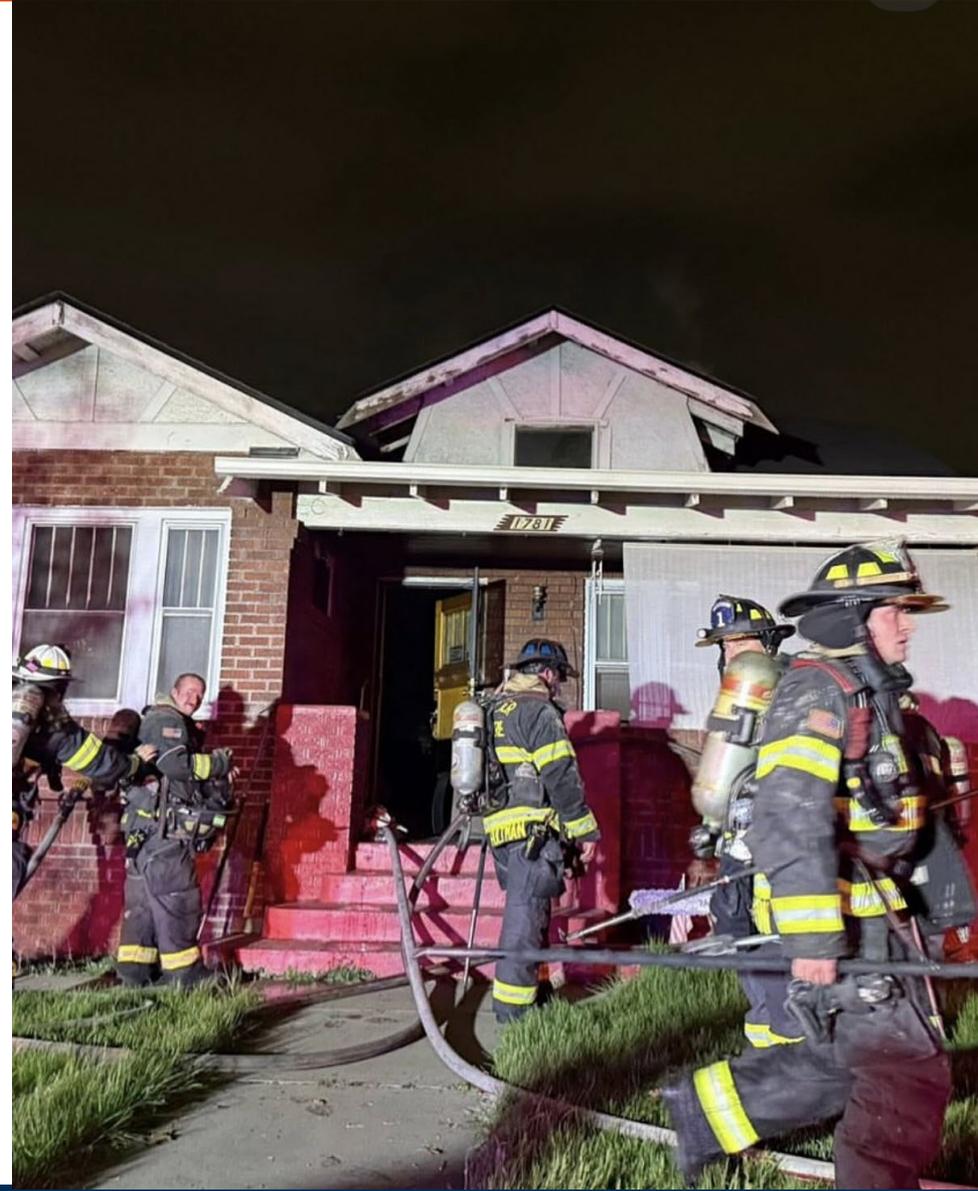
Year	Count of Claim Number	Incurred Total	Restricted Duty Days	Lost Work Days
2021	8	\$603,596.06	75	14
2022	30	\$43,282.98	285	39
2023	42	\$83,892.62	578	49
2024	7	\$22,445.77	119	1

*DSD Data Not Available - Strength and Conditioning Program implemented Spring of 2025



Personal Safety

- Support Agencies and Risk Management
 - Cancer Resource Guidebook
 - Heart Resource Guidebook (2025)
 - Injury Resource Guidebook (2025)
 - Safety Equipment
 - Safety Gear
- Areas for Future Consideration
 - Retirement Support and Continued Care
 - Financial Planning



Prevention and Support

Mental and Emotional Resiliency

Referrals

Code 4

- Consultations
- Critical Incident Stress Debriefings
- Counseling Services
- Training Programs
- Onsite Support
- Wellness Checks
- Culturally Competent
- Immediate Support

Nicoletti-Flater

- Individual Counseling
- Family Counseling
- Peer Support
- Clinical Supervision
- Training
- Culturally Competent
- 2-3 Week Wait

Denver EAP

- Capped counseling services
- Limited Incident Response
- Financial Resources
- Legal Resources
- Other Support Needs

Private Insurance

- Kaiser Permanente
- United Healthcare

Additional Program Offerings

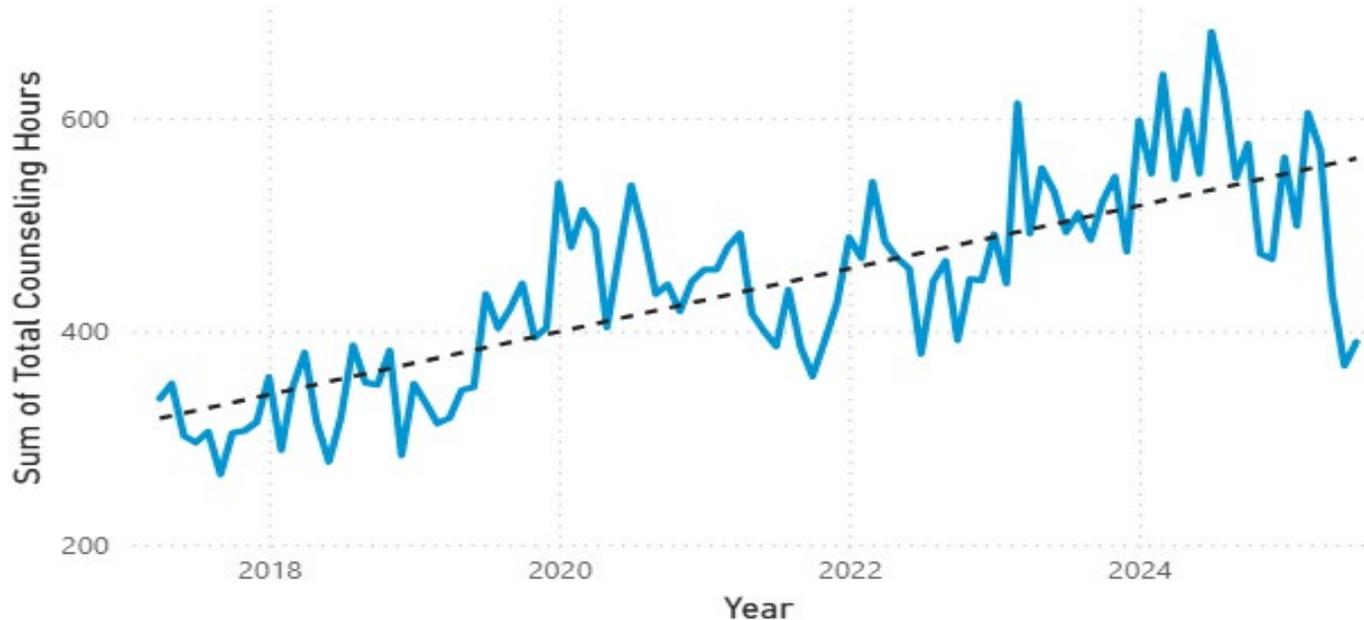
- Peer Support
- Peer Support Training and Clinical Supervision
- Reintegration (Denver Police)
- Recess (Denver Fire)
- Supervisor Consultations
- Employee Workplace Support
- Policy Review & Revision



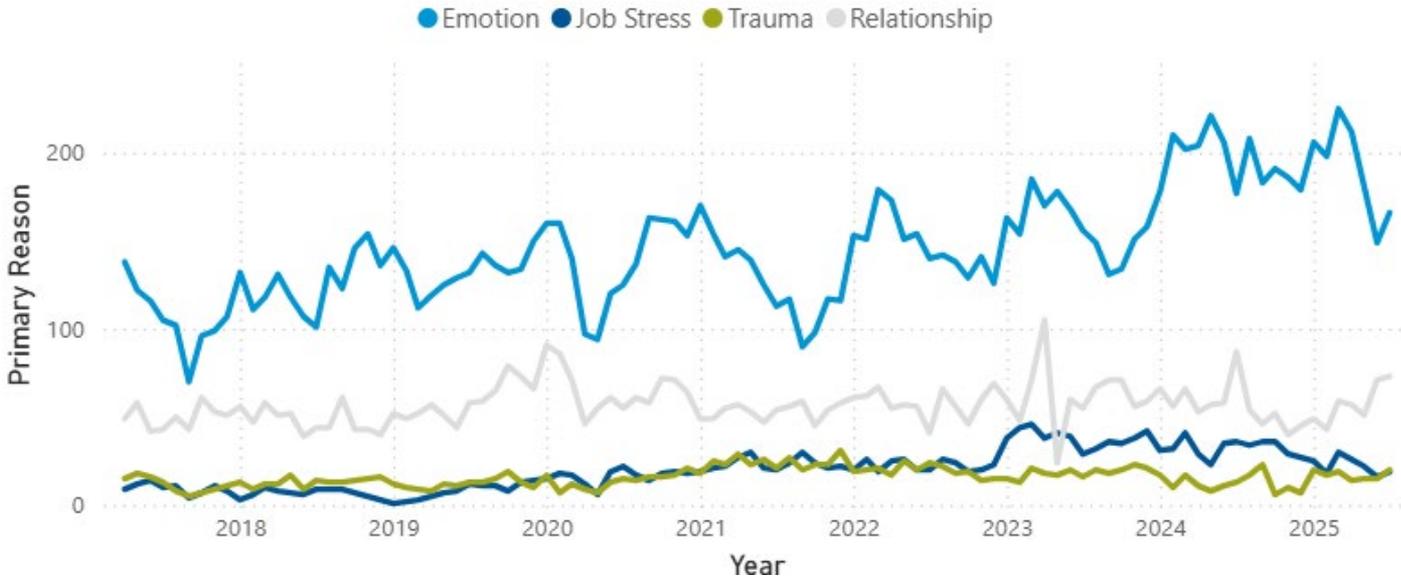
Since program expansion to include all Department of Public Safety agencies in 2018, we have seen a significant increase in program utilization and counseling hours.

*The drop in utilization in 2025 is being reviewed for causation.

Counseling Hours



Primary Presenting Issue



Why Mental Health Support Matters

We have noticed a steady increase in emotional support and job stress for our Safety personnel. Opportunities to intervene are ever more present.

Mental Health Utilization

Agency Usage Per Month (2023-Current)

Agency	Avg # of Clients	Avg Hours	% Employees Seen/Strength
Denver Fire	67	126	5.95%
Denver Police	152	265	8.32%
Denver Sheriff	31	55	4.01%
Denver 911	19	50	12.09%
DOS Other	21	42	11.80%

Questions?

Director of Employee Wellness

Rene.Macias@denvergov.org

720-913-6809