

LIVE LOCAL. SERVE LOCAL. WORK / LIFE BALANCE

State-of-the-art Workout Room

Officer Wellness & Support

Your Health and Wellness is our Priority

The Salinas Police Department continues to make significant strides to ensure it has the foundational support to expand upon and incorporate a successful Wellness Program. In 2022, we received the Law Enforcement Mental Health & Wellness Act (LEMHWA) grant. The Wellness Program is a critical component to providing the infrastructure to improve and maintain department members' emotional and physical health and assist with retention.

Peer Support Program

The Peer Support Program is comprised of civilian and sworn personnel who have answered the call to help their fellow employees. The Peer Support Team members attend a 40-hour certification course and receive specialized training in a variety of areas which includes stress and anger management, mental illnesses, substance abuse, marital/family issues, suicide prevention, and general counseling skills.

The overall goal of the Peer Support Program is to be a pillar of support for the members of SPD. The team is trained to recognize early warning signs that can escalate to potential problems. With appropriate referrals, whether within or outside of the department, the team is equipped to provide suitable guidance in a strictly confidential manner.

The mission of this program is to facilitate a healthy and compassionate work environment for both sworn and civilian personnel. It will support our fellow brothers and sisters through their personal and professional struggles by guiding them to the assistance they may need.

Wellness App

A Wellness App implemented in 2023 that includes: (a) self-assessment tools covering alcohol abuse, anger, depression, and more; (b) continually updated videos and guides on over 60 behavioral health issues; and (c) links to local resources and services. The Wellness App is customized with SPD's images, has one-touch calling to peer support team members, and provides confidential, encrypted access and use. The mobile wellness app is in its final stages and developed by Cordico, a division of Lexipol.

SPD's Chaplaincy Program

SPD's chaplaincy program will be expanded by adding at least six members from diverse faiths. The chaplains' main role will continue to be support – especially in times of crisis – through counseling, individual support, referrals, expanded crisis intervention, and enhanced police-community relations to deepen community involvement. Chaplains will receive SPD uniforms, protective gear, and POST-certified training from the California Practical Chaplain Association.

Advanced Training of SPD Personnel

Advanced training will be provided for SPD personnel in the areas of stress management, resilience development, wellness, and other related topics. We will be expanding the Critical Incident Stress Management Team (CISM/Peer Support Team) and offering additional training opportunities. This team provides mentoring and one-on-one support.

Master Police Officer Program

At 8 years – 3% and additional 2% at 12 years for a total of 5%

A Master Police Officer Program was established in January 2017 for employees that satisfy all of the following criteria:

- An overall performance evaluation rating of meets standards or better for the period most recently evaluated.
- At least 12 years of law enforcement experience as a sworn police officer.
- Possession of an Advanced POST Certificate.
- Completion of at least 40 hours of Crisis Intervention Training (CIT) within five years or if CIT training is older than five years, completion of approved refresher training within five years.
- Current performance of at least one (1) of the following collateral duties/special assignments with the Salinas Police Department:
 - Canine Officer
 - Violence Suppression Unit/Gang Task Force (Gang Detail Assignment)
 - Detective Division/Police Investigator
 - Training Instructor (e.g., defensive tactics, less lethal, EVOC, use of force, etc.)
 - Range Master
 - Police Activities League (Police Liaison/Drug Abuse Resistance Education)
 - Traffic Detail / Motorcycle Patrol
 - Crime Scene Investigator
 - Field Training Officer