

# Cathedral City PD

## *Wellness Program Proposal May 2024*



**WELLNESS  
SOLUTIONS**  
A WORKCARE COMPANY

## Introduction

At WorkCare, we develop and implement programs that are specific to your Department's needs. We have over 35 years of experience teaching and promoting wellness to first responders throughout California, becoming the most experienced first responder wellness service provider. We have proven statistics on reductions in injuries and workers' compensation costs, improved fitness levels and decreased cardiovascular risk factors. As a health promotion organization, we support the eight dimensions of wellness to bring awareness to the interconnectedness of each dimension and how they contribute to overall well-being. Our holistic personalized approach considers the WHOLE person to help individuals achieve their full potential toward a state of optimal health.

Each year, over [2.5 million deaths](#) occur in the United States. The ten leading causes of death are responsible for 75% of annual deaths and are attributed to chronic conditions that are costly and preventable. The top health care issues facing most companies include diabetes, obesity, heart disease and cancer.



First responders face increased risks due to the occupational physical demands (tactical athletes), high stress, unpredictable schedules/shift work and sleep challenges. In addition, constant exposure to trauma and stressful events exacts a heavy toll on personnel and their families. The prevalence of depression is nearly double and sleep deprivation is four times higher than national norms.

Our wellness programs target the risk factors associated with first responders including (not limited to): obesity, [cardiovascular disease](#), increased risk of injury, [cancer](#), [mental health challenges](#), sleep, and alcoholism/drug abuse

This proposal includes wellness services and associated pricing based on recent discussions with your Department. WorkCare will work with Cathedral City Police Department to construct a wellness plan with specific, measurable goals. By implementing a health promotion program your Department will see a decrease in injuries, work comp costs and absenteeism. Morale and performance will increase and the culture at the department will change into a culture of wellness. We strive to assist each of your employees in improving their overall health and finding balance between occupational demands and overall wellness.

Should you have any questions, please feel free to contact me.

*Marci Guzman*

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## Cost Proposal for Quarterly Onsite Wellness Program

Each quarter would include an onsite component that would allow staff access to the Wellness Professional in person for the designated event. Per the services below, Q1 would focus on bloodwork screenings, Q2 Injury Prevention Assessments, Q3 Resiliency Training and Q4 a Wellness Challenge.

Personnel Wage Rate Sheet	Fee	Estimated Annual Fee
<b>Wellness Program Management Fee</b> <ul style="list-style-type: none"> <li>Includes bi-weekly educational emails pertaining to important LE health topics.</li> </ul>	\$1,000/month	\$12,000
Expenses	Fee	Estimated Annual Fee
<b>HIPAA Compliant Wellness Hub / App</b> <a href="http://www.wellsolutionshub.com">www.wellsolutionshub.com</a> <ul style="list-style-type: none"> <li>Estimate based on eligibility file for all personnel (80 sworn and civilian staff)</li> </ul>	\$24/person per year	\$1,920
<b>Phlebotomist / Staffing Fees</b> <ul style="list-style-type: none"> <li>2 day (4-hour/day event)</li> <li>Fasting recommended, but not required</li> </ul>	\$1,500/day	\$3,000
<b>Bloodwork &amp; Consultations for 52 Sworn Staff</b> <ul style="list-style-type: none"> <li>Bloodwork includes CMP (Comprehensive metabolic panel), Lipids, Glucose/A1C, CBC, CMP, LpPLA2, PSA for Males 40+</li> <li>Estimate based on <u>35% participation</u>. Cathedral City PD billed for actual participation</li> <li>Bloodwork consultation includes a ½ hour follow-up phone call with a Wellness Coach</li> </ul>	\$140-\$160	\$2,660-\$3,040
<b>Bloodwork &amp; Consultation for 28 Civilian Staff</b> <ul style="list-style-type: none"> <li>Bloodwork includes CMP (Comprehensive metabolic panel), Lipids, Glucose/A1C, CBC, CMP</li> <li>Estimate based on <u>30% participation</u>. Cathedral City PD billed for actual participation.</li> <li>Bloodwork consultation includes a ½ hour follow-up phone call with a Wellness Coach</li> </ul>	\$100	\$900
<b>Injury Prevention Movement Screening</b> <ul style="list-style-type: none"> <li>Wellness Coach onsite 2 days performing screenings and individual action plans + injury prevention education.</li> <li>Based on 20 participants</li> </ul>	\$1,500/day	\$3,000

## PROTECTING AND PROMOTING EMPLOYEE HEALTH FROM HIRE TO RETIRE

<b>Resiliency Training</b> <ul style="list-style-type: none"> <li>Wellness Coach onsite 4 days</li> <li>Sample Training:               <ul style="list-style-type: none"> <li>Session 1: Trauma Exposure, Recognizing Burnout, Physiology of Stress</li> <li>Session 2- Core/Mobility/Yoga for First Responders</li> <li>Session 3- Sleep Management/Importance of Sleep</li> <li>Session 4- Mindfulness Training for First Responders</li> <li>Weekly education tools through the wellness hub <a href="http://www.wellsolutionshub.com">www.wellsolutionshub.com</a></li> </ul> </li> </ul>	\$6,000	
TOTAL ANNUAL FEE		NTE \$30,000

### Additional Services

If funds are available with the budget, the following programs/services will be offered in Q4 of the program.

	Fee
<b>Maintain Don't Gain Team Challenge</b> <ul style="list-style-type: none"> <li>Includes weight and body fat measurements</li> <li>Wellness Coach onsite 2 days (1 day for initial screening and 1 day for final measurements)</li> <li>Weekly nutrition education with access to a certified nutritionist</li> <li>Includes \$50 gift card for top team</li> </ul>	\$4,000
<b>Incentives</b> <ul style="list-style-type: none"> <li>Allows for raffle prizes, giveaways etc. to incentive participation.</li> <li>Bill at the time of purchase. Will only be used if budget allows.</li> </ul>	