



MFD Health & Wellness Summary

Why is health and wellness important to us?



- Why am I so passionate about improving our health and wellness program?
- As an organization our focus is always to provide the most professional and compassionate care with integrity to support the well-being of the citizens of Milwaukee.
- What have exit interviews taught us about what types of issues members have been experiencing?

Why is the health and wellness important to our members?



- We have had record number of members seeking out help
 - This ranges from peer support contacts to members going to the Center of Excellence.
- Members continue to express concerns regarding relationship stability.
- Members are leaving the MFD at unprecedented rates

MFD Health & Wellness Program



- Peer Support Team
 - Newly trained PST members beginning of 2023
 - Currently 50 members have been trained and accessible for firefighters, civilian, dispatch and retired members
 - PST attend a quarterly training to maintain status within group
 - PST creates and delivers a yearly presentation to all members
 - Our PST members support beyond the MFD
 - Other crisis support for surrounding fire departments (ex. Menomonee Falls, Sheboygan)
 - Request from DER to support smaller departments within the City who do not have peer support teams. Also, supportive for larger departments on traumatic responses.
- Strong partnership with Cris Zamora, Onsite EAP Coordinator
- Full-time Athletic Trainer
- Members have access to all City of Milwaukee benefits (Workplace Clinic, Injury Prevention, Health & Nutrition Coaching, etc..)
- All members are offered an annual firefighter physical and health appraisal with Froedtert Workforce Health

MFD Health & Wellness Program



- Academy Support
 - Peer Support Team & Mental Health Resources Overview
 - Family Night
 - Mental Skills Workshops
 - EAP & Financial Wellness Presentation and Support
- HSM connects with any members administration feels there is an opportunity to support (ex. increased sick leave, performance concerns, etc..)
- Introduced Chaplains beginning of 2023
 - Each are shadowing MPD Chaplain, George, to help onboard
- Peer Fitness Trainers
 - Trained an additional 24 members, bringing total to 35
 - Improved the annual fitness assessments to better support members to the demands of the job throughout their career
 - Ability to go to the members for fitness support at Station 5 or in their firehouse
- Work with many partners to identify meaningful ways to support members
 - UWM (Dr. Ebersole & Dr. Meyer)
 - Onsite EAP
 - UHC
 - Voya/Deferred Comp

What we've learned from other fire departments



- There is a major focus on mental health and overall wellbeing of their members
- New positions are being created to address all areas of concern when it comes the wellness of firefighters
- Strong buy in and funding support from all levels of local government

How do we become an industry leader?



- Find additional funding to expand our access to available local resources for our members
- We have a plan to build out our wellness division to include positions that solidify our Mental Health and Human Performance
- Rounding out the program with various professionals that specialize in injury recovery (PTs) and counseling (Psychiatrists) would allow our members to live a happy and healthy life
- Expanding the program would be a recruiting and retention tool within the industry



Questions & Discussion