EMPLOYEE WELLNESS

STEARNS COUNTY SHERIFF'S OFFICE

HOME FRONT

Wellness starts at home.

WHY IT MATTERS

A happy, stable home means fewer distractions at work and less of the job's damage. *"The culture within the department is the most important thing about a job. Benefits and pay won't matter long term."* An effective wellness program boosts recruitment and retention.

TOP 3 STRESSORS IN LAW ENFORCEMENT

1 · ORGANIZATIONAL

Ranked #1: promotions, discipline, work environment, co-workers, leadership.

2 · OPERATIONAL

The calls, shift work, danger and fatigue of the job itself.

3 · TRAUMA

Critical incidents that build up over a career.

PROTECT THE HOME FRONT

01 **Money matters.** Money arguments are one of the strongest predictors of divorce. See a financial advisor; agencies can offer (or require) a financial class.

02 Have something outside work that **doesn't remind you of work**.

03 Aim for **3–4 days off** to fully decompress after a stretch on.

04 **Myth:** "Officers only get five good years after retirement." Research doesn't back it, but your habits now shape it.

RESPOND, DON'T REACT

- *"The greatest remedy for anger is delay."* Seneca
- *"Knowing yourself is the beginning of all wisdom."* Often credited to Aristotle
- Our brain creates stories when we don't have the beginning, middle or end. Get the facts first.
- Negative moments stick harder than positive ones, so **celebrate the wins**.

KNOW THE RISK

About **1 in 12** officers report current suicidal thoughts, and some U.S. surveys find more. **Relationship problems** are among the most common factors in suicide, and people who are **married but separated** face some of the highest risk. Women in law enforcement report more depressive symptoms than men.

988 Struggling, or worried about a partner? **Call or text 988**, the Suicide & Crisis Lifeline, any time. Talk to your peer support team or EAP.

Sources: Syed et al., Occup Environ Med 2020 (8.5% suicidal ideation among police); Dew, Britt & Huston, Family Relations 2012 (money arguments and divorce); Kposowa, J Epidemiol Community Health 2000 (marital status and suicide); Raub, Illinois State Police retiree study 1988; Violanti et al. (organizational stress in policing); Seneca, On Anger. Fact-checked October 2026.

FOR MORE WELLNESS GUIDANCE, CONTACT

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