

Organizations often struggle with building positive and supportive organizational cultures, employee morale, and intrapersonal relationship building. The Phoenix Police Department's Crime Laboratory has implemented many strategies to address these organizational challenges. The Phoenix Police Laboratory is a full-service forensic laboratory accredited by the ANSI National Accreditation Board (ANAB) to international standards whose mission is, "To provide the highest quality forensic science services with integrity, innovation, and impartiality to our community." During this past year, the PPD Crime Laboratory developed a strategic plan with five key objectives and one of those objectives is dedicated to employee well-being, "The overall health and well-being of our employees is key to providing the highest levels of service to our community. We will employ the following programs to increase employee awareness and resources dedicated to health and well-being."

Within this strategic objective, the Lab's leadership identified seven key focus areas with associated action items.

1. Review and update a lab-wide onboarding program for new employees including an Lab employee orientation, quality assurance training, and the transition to their technical training program.
2. Celebrate employee successes with the entire laboratory, i.e. personal achievements, case processing, team contributions, etc. This includes recommending and authoring commendations, nominating for Departmental and City Awards, and recommending acknowledgements by professional organizations.
3. Create an LSB Wellness Committee that will coordinate and facilitate employee well-being events each quarter and disseminate information from the City Wellness Committee.
4. Partner with the Department's Employee Assistant Unit to provide training and information to Lab employees on vicarious trauma and resources to deal with the stresses being encountered by forensic employees.
5. Administer an annual employee survey and include employee feedback in the annual strategic planning sessions.
6. Conduct LSB team-building and cross-sectional activities to promote the development of work relationships and communication.
7. Publish the quarterly LSB newsletter.

This presentation will provide an overview of the activities and programs the PPD Crime Lab has implemented and the corresponding impacts to the organizational culture and employee morale.