



AGENDA REPORT

Human Resources

DATE:	October 24, 2023
TO:	Mayor Martinez and Members of the City Council
FROM:	Nickie Mastay, Deputy City Manager Sharrone Taylor, Interim Director of Human Resources Amy Aaronson, Project Manager
Subject:	Appropriation of funds for the Fire Department Wellness Program
FINANCIAL IMPACT:	\$142,000 for Fiscal Year (FY) 2023-24 through fiscal year 2025-26. (Fire Department Professional Services 01204022-400201)
PREVIOUS COUNCIL ACTION:	None
STATEMENT OF THE ISSUE:	City Council's approval is required to appropriate funds for a comprehensive Mental Health Support Program, Peer Support Team training, on-site Peer Support Services, Critical Incident Stress Management (CISM) debriefing, and access to specialized first responder clinicians to educate, train, and support Richmond Fire Department personnel.
RECOMMENDED ACTION:	APPROVE an appropriation of funds in the amount of \$44,000 for Fiscal Year (FY) 2023-24, \$48,000 for FY 2024-25, and \$50,000 for FY 2025-26, for a total amount not to exceed \$142,000 over the next three fiscal years, to establish a Fire Department Wellness Program – Human Resources Department (Nickie Mastay/Sharrone Taylor/Amy Aaronson 510-620-6602).

DISCUSSION:

In response to the need for a comprehensive and culturally relevant wellness program in the Fire Department, the City Manager requested that the Human Resources Department in cooperation with the City of Richmond Fire department, implement a multi-faced behavioral wellness program for all ranks for our fire personnel.

The need for a quality program for our sworn Fire personnel is a widely recognized concern. Governor Newsom signed bill AB1116, titled the California Firefighter Peer Support and Crisis Referral Services Act by Contra Costa Assemblymember Tim Grayson (D-Concord) which establishes statewide standards for first responder peer support programs to provide an agency-wide network of peer representatives available to aid fellow employees on emotion or professional issues. The bill would authorize the state or a local or regional public fire agency to establish a Peer Support and Crisis Referral Program to provide agencywide network of peer representatives available to aid fellow employees on emotional or professional issues.

The proposed wellness program will equip our fire fighters with the tools necessary to assist them with acute trauma, cumulative trauma, and overall mental health support. It will include but is not limited to the following: peer support services, peer support, peer support training, critical incident debriefing, critical incident stress management (CISM) debriefing, training, first responder specific counseling sessions, outreach, and education and is therefore requesting the appropriation of fundings to put towards these programs.

The requested funds will allow the Human Resources Department, in partnership with the City of Richmond's Fire department, to begin the process of targeted mental health support with culturally competent professionals and build a competent peer support team similar to those comparable surround counties, including but not limited to Alameda County, Marin County, Napa County, Solano County and Contra Costa County. The City of Richmond's Fire Department has not had any training, outreach, or education towards peer support and CISM training, It is expected that full implementation of a robust, meaningful, and effective program will take approximately six (6) months to complete.

RECOMMENDATION:

Human Resources staff recommends that City Council appropriate funding in the amount of \$44,000 for fiscal year (FY) 2023-24, \$48,000 for FY 2024-25, and \$50,000 for FY 2025-26, for a total amount not to exceed \$142,000 over the next three fiscal years, for the purpose of establishing a Fire Department Wellness Program.

DOCUMENTS ATTACHED:

Attachment 1 – Richmond Fire Department Behavioral Health Action Plan