

City of Richmond  
Fire Department  
Behavioral Health  
Action Plan



Human Resources  
Department  
October 24, 2023



# Behavioral Health Action Plan

The Human Resource Department is actively collaborating with Fire Personnel to create a robust and meaningful Behavioral Health Action Plan.

We have appointed a dedicated Project Manager, Amy Aaronson, who has been working closely with a team of fire fighters, across several ranks to develop a results-driven program to address behavioral health awareness, outreach, education, advocacy, training and peer support.

## The Behavioral Action Plan may include but is not limited to the following:

- Peer-to-Peer Counseling
- Critical Incident Stress Management Support, Education and Debriefings
- Therapeutic Counseling by Culturally Competent Therapists
- Supplemental Behavioral Health and Wellness Programs
- Re-engagement with the Contra Costa County Public Safety Support Services (CCCPSSS) Association which provides additional support services to public safety agencies within Contra Costa County.

## Currently the City Provides:

- Employee Assistance Program (EAP) that provides twelve (12) counseling visits among other wellness benefits for all City of Richmond Employees and their families.
- Access to wellness apps such as Calm and My Strength
- Voluntary Flexible Spending Account where employees may commit pre-tax dollars to fund specific medical expenses.



# Behavioral Health Action Plan

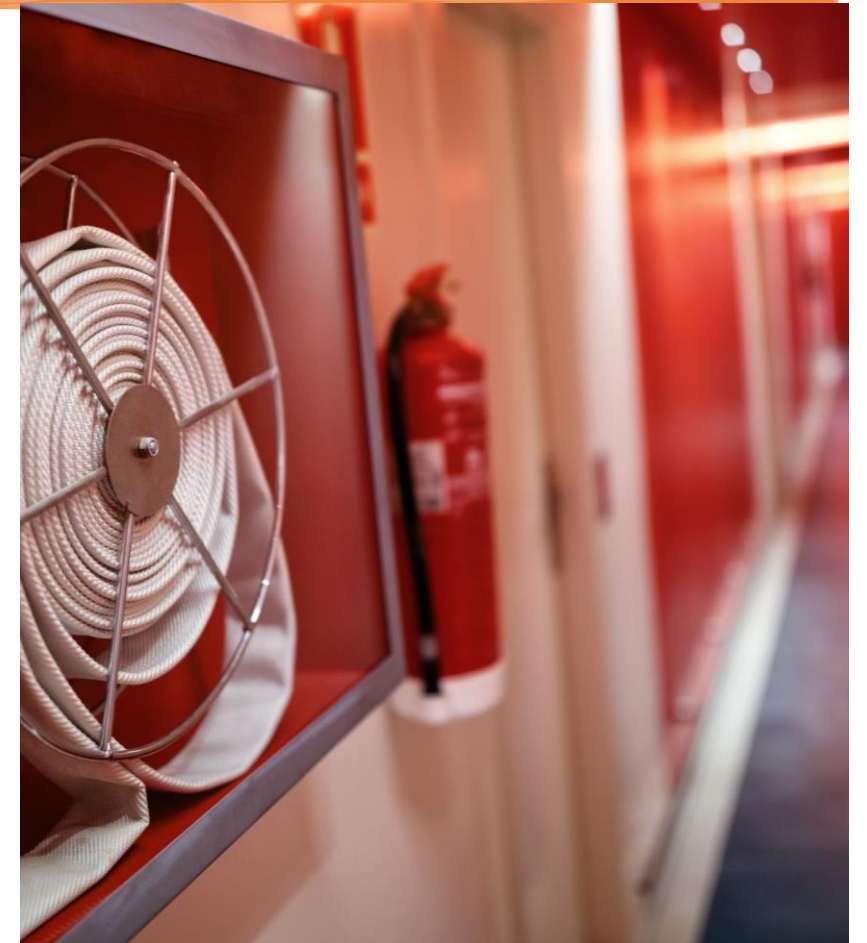
Below are some of the programs and services that may be incorporated into a behavioral health action plan for sworn Fire personnel:

**First Responder Therapy Dog (FRTD) Station Visits:** FRTD is a non-profit organization based in San Rafael, CA. First Responder Therapy Dogs trained and certified teams (handler and dog) provide instant emotional support to on-duty first responders.

**Peer Support Services:** In-house/Station visits provide thirty (30) minute private sessions for each fire department employee. These visits offer first responders an opportunity to experience a therapeutic relationship in a safe place to process critical work-related events.

**Quarterly Peer Support Training:** Identification of Peer Support Team members, targeted trainings by public safety experts to understand Psychological First Aid, Debriefing and Diffusing. Implementation of peer support program within the City of Richmond Fire Department.

**Critical Incident Stress Management Education, Training and Outreach:** All Ranks



# Behavioral Health Action Plan Timeline

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## Short-Term (1 month)

- Arrange and Manage First Responder Therapy Dog Station visits
- Distribute a resource guide of current city services to sworn Fire personnel. Provide informational resources regarding programs and support that are available in our region to first responders
- Behavioral Health Action Team Meetings – Bi-weekly
- Attend Contra Costa County Public Safety Support Services Association meeting on September 19<sup>th</sup>, 2019

## Mid- Term (2-3 months)

- Institute Critical Incident Stress Management (CISM) Policy/Training with Fire Leadership Team
- Continue dialogue with Behavioral Health Action Team to create a meaningful therapeutic program that will supplement the current EAP program and the employee benefits package.
- On-site/In Station Peer Support Services



# Behavioral Health Action Plan Timeline

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## Long Term (1-6 months)

- Quarterly Peer Support Training
- Quarterly Critical Incident Stress Management Education, Training, and Debriefing
- Identify on-demand counseling services with culturally competent clinicians.
- In partnership with Fire leadership bring forth a contract and request for allocation to fund a comprehensive therapeutic counseling program for Sworn Fire Personnel before the end of the fiscal year.
- Continue exploring a carve-out of our current EAP program that will provide culturally competent therapists and additional support designed to support Public Safety personnel
- Continue attending CCCPSSS Association meetings
- Ongoing outreach, support, advocacy and facilitation

