



# County of San Mateo

## Inter-Departmental Correspondence

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**Department:** SHERIFF

**File #:** 18-073

Board Meeting Date: 1/23/2018

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**Special Notice / Hearing:** None  
**Vote Required:** Majority

**To:** Honorable Board of Supervisors

**From:** Carlos G. Bolanos, Sheriff

**Subject:** Agreement with Joel Fay, PsyD and Louisa Parks, PsyD for Mental Health Services and Education

### **RECOMMENDATION:**

Adopt a resolution authorizing an agreement with Joel Fay, PsyD and Louisa Parks, PsyD to collaboratively work as a team to provide mental health services and education to employees of the Sheriff's Office and Public Safety Communications and their families for the term of January 1, 2018 through December 31, 2019, in an amount not to exceed \$400,000.

### **BACKGROUND:**

The San Mateo County Sheriff's Office Mental Health Services and Education Program is a progressive approach to building resiliency amongst employees of the Sheriff's Office and Public Safety Communications in the areas of managing, interpreting, and coping with stress-related issues.

The foundation of the program will use an evidence-based, best practices approach to providing psychological services, critical incident debriefs, education, training, and early detection of mental health-related issues. The comprehensive approach to the well-being of Sheriff's Office and Public Safety Communications employees will include the education and training of employees' families, resiliency training of new employees, and education, training, and planning for employees preparing to retire.

### **DISCUSSION:**

The Sheriff's Office Mental Health Services and Education Program will establish a training and education curriculum to enhance the quality of life and well-being for Sheriff's Office staff, Public Safety Communications staff, and their families by instilling the necessary coping skills needed to mitigate the effects of stress-related issues. This program's best-practices approach towards the treatment of stress-related issues will strengthen employee resiliency, creating more effective, well-adjusted staff that can recover from high stress events in a healthy manner.

The Sheriff's Office worked in collaboration with experts from the San Mateo County Health System to select the most qualified psychologists through the Request for Proposal process. The selection

committee has recommended retention of Joel Fay, PsyD and Louisa Parks, PsyD for the provision of mental health services and education.

The Resolution and agreement have been reviewed and approved as to form by County Counsel.

This agreement contributes to the Shared Vision 2025 outcome of a Healthy Community by creating changes in systems, policy, and the environment to help law enforcement personnel live longer and better lives.

**PERFORMANCE MEASURE:**

<b>Measures</b>	<b>FY 2017-18 Actual</b>	<b>FY 2018-19 Projected</b>
Percentage of academy graduates who have received in-depth training on emotional well-being	0	100%
Percentage of Peer Support Group responding that they have improved effectiveness in dealing with psychological support of co-workers.	N/A	75%
Percentage of retirees who are offered post-retirement social and psychological support	N/A	75%

**FISCAL IMPACT:**

The term of this agreement is January 1, 2018 through December 31, 2019, in an amount not to exceed \$400,000 which has been included in the Sheriff's Office FY 2017-19 Adopted Budget.