



# County of San Mateo

## Inter-Departmental Correspondence

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**Department:** SHERIFF

**File #:** 19-1260

Board Meeting Date: 1/7/2020

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

**To:** Honorable Board of Supervisors

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

**Subject:** Contract with Joel Fay, PsyD for Mental Health Services and Education

**RECOMMENDATION:**

Adopt a resolution authorizing an agreement with Joel Fay, PsyD 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, 2020 through December 31, 2021, in an amount not to exceed \$200,000.

**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. Under an existing agreement with Dr. Fay, the San Mateo County Sheriff's Office Mental Health Services and Education Program has experienced significant improvement and growth, reinforcing the mental and emotional wellness of the employees of the San Mateo County Sheriff's Office and Public Safety Communications.

The foundation of the program uses 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 continue to include the education and training of employees' families, resiliency training of new employees, and will include education, training, and planning for employees preparing to retire. During the current agreement, most sworn members of the Sheriff's Office and some professional staff members attended a useful Wellness and Resiliency Training. In addition, a "Family Day" was held for employees' families to learn and develop tools for improving their own mental and emotional well-being. Several critical incident stress debriefs were also held for critical incidents handled by the Sheriff's Office.

**DISCUSSION:**

The Sheriff's Office Mental Health Services and Education Program will build upon the 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 reinforcing 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 has positively impacted employee resiliency, creating more effective, well-adjusted staff that have recovered from high stress events in a healthier manner.

In 2017, 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. Pursuant to that process, Doctors Joel Fay, PsyD and Louisa Parks, PsyD were retained for the provision of the mental health services and education program. The Sheriff's Office entered into a two year contract with Joel Fay and Louisa Parks which will expire on December 31, 2019. Their services have been exemplary and the Sheriff's Office would like to renew the contract with Joel Fay, PsyD and Louisa Parks, PsyD and continue its Mental Health Services and Education Program.

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

**PERFORMANCE MEASURE:**

<b>Measure</b>	<b>FY 2018-19 Actual</b>	<b>FY 2019-20 Projected</b>
Percentage of Sheriff's Office Sworn Personnel Attending Wellness/Resiliency Training	90%	100%
Percentage of Retirees Offered Psychological Support	0%	100%

**FISCAL IMPACT:**

The term of the agreement is January 1, 2020 through December 31, 2021, in an amount not to exceed \$200,000 which has been included in the Sheriff's Office FY 2019-20 Adopted Budget.