



Office of the City Manager

CONSENT CALENDAR
September 12, 2023

To: Honorable Mayor and Members of the City Council
 From: Dee Williams-Ridley, City Manager
 Submitted by: David Sprague, Fire Chief, Fire Department
 Subject: Contract No. 32300094 Amendment: Restoration Family Counseling Center for Counseling, Education and Support

RECOMMENDATION

Adopt a Resolution authorizing the City Manager to execute an amendment to Contract No. 32300094 for Counseling, Education and Support for the Fire Department (Department); with Restoration Family Counseling Center Inc. (RFCC), increasing the total contract amount from \$80,000 to \$308,000.

FISCAL IMPACTS OF RECOMMENDATION

The original term of this contract is from December 1, 2022 through November 30, 2024 in an amount not to exceed \$80,000. This amendment will increase the value for that period from \$80,000 to \$128,000. If the two-year extension is enacted from December 1, 2024 through November 30, 2026, the total value of that term shall not exceed \$180,000. The total contract shall not exceed \$308,000. Funding is budgeted in Measure FF and the General Fund.

CURRENT SITUATION AND ITS EFFECTS

This contract amendment supports the Employer of Choice Initiative by providing training and support directly to Berkeley's first responders. This is a pilot program that is on the progressive edge of municipal recognition and support of preventing and mitigating the impacts the career can have to employee's mental health.

The amendment will provide over 200 hours annually of clinical counseling services provided by RFCC's master's and doctorate level clinicians. These counselors are specially trained and equipped to help first responders.

BACKGROUND

The link between workplace experiences encountered during a career in emergency services and mental health problems is now well documented. PTSD and depression rates among firefighters have been found to be as much as five times higher than the rates within the civilian population. Providing early intervention following traumatic

incidents, and having an established peer-based counseling service are two key ways to prevent the progression of mental health problems in the workforce.

RFCC is composed of professional staff who were influential founders and continue to be active participants in the West Coast Post Trauma Retreat (WCPR). WCPR is the gold standard in-patient, residential crisis treatment center for first responders on the West Coast. This group of clinicians within a geographic region that allows them to respond 24/7 within 30 minutes, has unique and relevant experience, and is able to respond to the unpredictable and often off hours nature of Department requests for assistance.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

This contract does not create environmental sustainability or climate change effects.

RATIONALE FOR RECOMMENDATION

Spending a career in public safety is extremely rewarding, but also has acute and cumulative impacts to employee's mental health. It is the obligation of the employer to prevent and mitigate these impacts through education and post incident support. Department efforts continue progress with the goal of reducing lost time, decreasing the number of workers compensation claims, and improving the mental health and resiliency of City of Berkeley employees.

ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

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Attachments:

1: Resolution

RESOLUTION NO. ##,###-N.S.

CONTRACT AMENDMENT: RESTORATION FAMILY COUNSELING CENTER FOR
COUNSELING, EDUCATION AND SUPPORT

WHEREAS, the link between workplace experiences encountered during a career in emergency services and mental health problems is now well documented. PTSD and depression rates among firefighters have been found to be as much as five times higher than the rates within the civilian population. Providing early intervention following traumatic incidents, and having an established peer-based counseling service are two key ways to prevent the progression of mental health problems in the workforce, and

WHEREAS, Restoration Family Counseling Center Inc. (RFCC) is composed of professional staff who were influential founders and continue to be active participants in the West Coast Post Trauma Retreat (WCPR). WCPR is the gold standard in-patient, residential crisis treatment center for first responders on the West Coast. This group of clinicians within a geographic region that allows them to respond 24/7 within 30 minutes, has unique and relevant experience, and is able to respond to the unpredictable and often off hours nature of Department requests for assistance, and

WHEREAS, this contract amendment supports the Employer of Choice Initiative by providing training and support directly to Berkeley's first responders. This amendment will provide over 200 hours annually of clinical counseling services provided by RFCC's master's and doctorate level clinicians. These counselors are specially trained and equipped to help first responders. This is a pilot program that is on the progressive edge of municipal recognition and support of preventing and mitigating the impacts the career can have to employee's mental health; and

WHEREAS, Funding is budgeted in Measure FF and the General Fund.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley adopt a Resolution authorizing the City Manager to execute an amendment to Contract No. 32300094 for Counseling, Education and Support for the Fire Department; with Restoration Family Counseling Center Inc., increasing the total contract amount from \$80,000 to \$308,000 with funds from Measure FF and the General Fund.

