

POSITION MANAGEMENT REQUEST FORM

Business Unit Name: Harris County Sheriff's Office Business Unit Number: 54000

SECTION I - TYPE OF REQUEST

Function	Check Applicable	Comments
Position Update	<input checked="" type="checkbox"/>	May require Commissioners Court approval
Position Reclassification	<input type="checkbox"/>	May require Commissioners Court approval
New Position Request	<input type="checkbox"/>	Requires Commissioners Court approval
Is additional office space required?	<input type="checkbox"/> Yes <input type="checkbox"/> No	

SECTION II - REASON FOR REQUEST

First Responder Mental Health Grant conversion of grant funded PCNs to General Fund

SECTION III - PROPOSED EFFECTIVE DATE

Proposed Effective Date	<u>09/25/2021</u>	Date must be the beginning of a pay period. For requests requiring Commissioners Court approval, the earliest effective date will be the first pay period after approval.
Grant Effective Date	From: _____ To: _____	

SECTION IV - POSITION DATA

Current Use "Pos_List_File" (PCN Download) to complete all fields		Proposed Complete all fields for a new position or change appropriate field(s) for existing position.	
		Number of Positions	5
Position Description (Title)	Various	Position Description (Title-30 Spaces Max)	various
Job Code Description		Job Code Description	
Position Number	See attached	Position Number (HRRM Use Only)	See attached
Company (CS, FC, HC, JV or PA)		Company (CS, FC, HC, JV or PA)	
Business Unit	54000	Business Unit	
Home Department ID Number		Home Department ID Number	
Location		Location	
Full Time, Part Time or Temporary		Full Time, Part Time or Temporary	
Budgeted Hours		Budgeted Hours	
Salary Range Maximum		Salary Range Maximum	
FLSA Code		FLSA Code	
Reports To Position Number		Reports To Position Number	
Fund Code		Fund Code	1000
Funding Department ID Number		Funding Department ID Number	54070000
Account (Same for all Business Units)	510010	Account (Same for all Business Units)	510010
Business Unit PC (Projects or Grants only)		Business Unit PC (Projects or Grants only)	
Project/Grant (Projects or Grants only)		Project/Grant (Projects or Grants only)	
Activity ID (Projects or Grants only)		Activity ID (Projects or Grants only)	
Resource Type (Not currently used)		Resource Type (Not currently used)	



Business Unit Approval (Business Unit Head or Designee)

09/03/2021

Date

**First Responder Mental Health
Position Update to General Fund Effective 9/25/2021**

Job Code	Job Code Description	Position Number	Business Unit	Home Department ID Number	Location	Full/Part	Budgeted Hours	Salary Range Maximum	FLSA Code	Reports To	Fund	New Fund	Funding Department ID Number	New Funding Department ID	Account	PC Bus Unit	Project	Activity	Combo Code
000500	Administrator IV	10023595	54000	54010700	DEFAULT	F	40	\$67.34	1	10011848	2601	1000	54010300	54070000	510010	HC001	1000010000000542	10001	002571659
000645	Licensed Counselor II	10024453	54000	54010700	DEFAULT	F	40	\$39.33	N	10023595	2601	1000	54010000	54070000	510010	HC001	1000010000000542	10001	002573918
000646	Licensed Counselor III	10024451	54000	54010700	DEFAULT	F	40	\$44.19	N	10023595	2601	1000	54010000	54070000	510010	HC001	1000010000000542	10001	002573918
000646	Licensed Counselor III	10024452	54000	54010700	DEFAULT	F	40	\$44.19	N	10011837	2601	1000	54010000	54070000	510010	HC001	1000010000000542	10001	002573918
000432	Psychologist	10011877	54000	54010700	DEFAULT	F	40	\$63.04	1	10023595	2601	1000	54010300	54070000	510010	HC001	1000010000000542	10001	002571659

HCSO Behavioral Health FY 2022 Budget Request

Request

The Harris County Sheriff's Office is requesting \$218,000 in General Funds to support the Behavioral Health division through the remainder of the fiscal year. The Behavioral Health division program supports the mental well-being of the County's law enforcement and detention officers, which are more likely to be exposed to trauma and subsequently experience mental health issues. The team is also available to any other HCSO employee in need of mental wellness services. The Federal grant which provided the initial funding for the law enforcement-targeted behavioral health services expires at the end of September 2021. The continuation of this funding is consistent with law enforcement best practices, as most large agencies have a similar behavior health program.

Background

Law enforcement officers are often the first on the scene when an emergency or disaster occurs, providing safety and support to the community. Studies have shown law enforcement and detention officers' exposure to death, grief, injury, pain, threats to personal safety, long hours of work, frequent shifts and longer shift hours, poor sleep, physical hardships, and other negative experiences put them at greater risk of experiencing trauma and subsequent mental health concerns. Law enforcement and detention officers experience higher levels of depression, post-traumatic stress disorder, and suicidal ideation than the average person. These issues have only increased with the COVID-19 pandemic.

Seeking help for that type of illness or injury can be harder than getting treatment for something more observable like a wound that needs stitching up or a broken bone. Deputies' mental state is just as important as their physical condition, and they need to be well and healthy in both areas to be able to carry out their law enforcement responsibilities. Over time, the stressful nature of police work can take a toll on an officer's well-being. Though this stress may strain officers' physical and mental health, many officers are reluctant to come forward and ask for help. Seeking assistance carries a stigma, and officers may be concerned that their careers could be derailed if they seek assistance. To address these issues, many law enforcement agencies across the country have created an in-house mental health team to supplement city and county behavioral health resources.

Despite being one of the largest Sheriff Departments in the United States, and Texas having one of the highest numbers of law enforcement suicides in the country, HCSO did not have in-house professional mental health resources until 2020. Prior to 2020, there had been no centralized contact within the agency when an officer was or is in crisis and needed resources, beyond referring them through the EAP, which had poor results due to long wait times and inconsistencies with those external providers' experience, training, and cultural competency with the law enforcement population. Further, there was not centralized or consistent work in the vital areas of outreach, awareness, preventative education, and destigmatizing of help-seeking.

In April 2020, with funding from the 2020-2021 First Responder Mental Health Program (FRMHP), HCSO's newly created Behavioral Health Division began providing these comprehensive services in the broad domains of Confidential Mental Health Care, Critical Incident Services, Outreach/Prevention/Training, and Consultation. These are currently accomplished with a staff of licensed mental health providers (2 Clinical Psychologists and 3 Licensed Professional Counselors) and one Administrative Assistant.

The Behavioral Health team has utilized best practices to build its program and services. Since the program's inception, the Behavioral Health team has completed 955 clinic visits, 67 wellness checks, and provided services after 56 critical incidents. In addition, they have completed 53 law enforcement-targeted behavioral health classes with 1,190 participants and have provided 44 consultations to Peer Support Team members, Supervisors, Command Staff, or the Sheriff.

Opportunity

Unfortunately, despite excellent feedback, the FRMHP Grant has not been renewed for the 2022 Federal fiscal year and its funding will expire at the end of September 2021. The Behavioral Health Division is in its second year of operations, and all of the activities outlined above are still developing. Calls for all of their services, including mental health care, critical incident response, outreach, prevention, training, and consultation, are increasing steadily, and it is important to sustain the good progress made.

To continue the program through the end of the fiscal year, the Sheriff's Office is requesting \$218,000 in General Funds. These funds would allow the agency to keep its licensed mental health counselors and psychologists on staff to continue providing the much needed behavioral health services to the Sheriff's Office staff and family members. Specifically, the funding would pay 4.0 mental health provider FTE salaries and benefits from the time the grant ends in October 2021 through the end of the fiscal year in February 2022.

The Sheriff's Office has crafted the following performance measures in order to evaluate the efficacy and efficiency of the Behavior Health division and show the "return" on the County's investment.

Performance Measure	Performance Measure Type
Hours of Employee Behavioral Health Prevention/Wellness Education or Outreach	Better Off
Number of Critical Incident Debriefings and Wellness Checks by Behavioral Health Staff	Better Off
Percent of Routine Appointments Availability in 7 days or less	How Well
Percent of consultation requests answered within established response times	How Well