



## Budget Change Request

### Change request information

Title Funding for Contracted Mental Health Professional Services  
Number B-10-06 Department 10 - Sheriff-Law  
Requester Heidi Thomsen  
Published by Jennifer Smith Publish Date 2023-08-26  
Change Type Policy Change

### Board outcome *(to be entered by budget after Board action)*

Board Decision

Board Changes

### Funds affected

Fund 0010 - General Fund  
General Fund Affected? Yes More Than One Fund Affected? No

### Policy request priority and connection to the strategic plan

Priority # 6 Strategic Plan Responsive Law,

### Does this request include federal, state, or private grants?

Grant Funded? None

Grantor and timeframe N/A.

### Does this request affect current positions or propose new positions?

HR Payroll e-mailed? No Position Impact None

Current position numbers affected N/A.

### What do you need and why? Include any unexpected and external requirements.

#### Statement of Need

The Sheriff's Office requests ongoing funding for contracted mental health professional services to provide services and referrals for our deputies. This work includes preparation for incident debriefs, psychological tactical debriefing, wellness checks, and individual consulting and counseling. Outcomes of this work include building trust and connections with staff, normalizing the presence of behavioral health, and optimizing staff performance.

From December 2022 through June 30, 2023, this work was funded by a grant from the Criminal Justice Training Commission. This grant has expired, and it is critical that the services continue. During the grant time period, 23 commissioned staff participated in one-on-one counseling with the mental health professional. These services have made a significant impact on staffs' lives, both personally and professionally. Counseling sessions have reduced the risk of staff going out on leave to address mental health issues related to the work they perform. Having fewer staff out on leave avoids incurring additional overtime costs to cover minimum staffing.

**How will this change the performance of your office or department?**

Statement of Need

Funding this request so that we can continue providing contracted mental health services will result in increased retention of staff and resilient staff who are better prepared to weather the psychological impacts of law enforcement work. In the past, we have experienced staff leaving the agency to pursue a different career because of mental burnout and detrimental impacts that resulted from response incidents. Making mental health services confidentially available to staff reduces staff turnover and improves productivity.

**Expenditure, FTE and revenue assumptions plus current budget level**

Assumptions

This request will fund ~667 hours of mental health consultation services at \$75.00 per hour.

Current Budget Level

The current law enforcement General Fund budget amount is \$26,315,773.

**What happens if this isn't funded? Are there other options?**

Impacts and Alternatives

We continue to look for grant opportunities for work such as this, however we have a limited personnel resource capacity that impacts the amount of grants that we can effectively manage. At this time, there is no alternative other than to request funding for these services.

**How does this request affect other offices and departments?**

Impact to Other Departments                      None  
 Which Other Departments are Affected? None.  
 Operating Transfer Needed?                      No  
 Operating Transfer Coding and Amount      N/A.

**Personnel Information**

FTE	Number	Name	Start Date	End Date
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**Operating Revenue Line Items**

Org Code	Object Code	Object Description	Project Code	2024	2025
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**Capital Revenue Line Items**

Org Code	Object Code	Object Description	Project Code	2024	2025
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**Operating Expenditure Line Items**

Org Code	Object Code	Object Description	Project Code	2024	2025
0110B110	541000	PROFESSIONAL SERVICES		50,000	50,000.00
			<b>Total:</b>	<b>50,000.00</b>	<b>50,000.00</b>

### Capital Expenditure Line Items

Org Code	Object Code	Object Description	Project Code	2024	2025
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