

**Item**

Douglas Police Department Policy PAT56 – Peer Support Program policy implementation

**Responsible Staff Contact**

Chief Todd Byerly  
Sergeant Rudy Toman

**Recommendation**

Approve Douglas Police Department Policy PAT56 – Peer Support Program.

**Executive Summary**

The Douglas Police Department identified three (3) areas to improve/expand on for the departmental staff. These areas included financial wellness, physical wellness, and **mental wellness**. Several police department staff have been trained in providing peer support. This policy falls in line of increasing mental wellness for staff as a peer support program provides:

- Emotional support during and after times of personal or professional crisis.
- Promote trust through anonymity and the preservation of confidentiality using the Peer Support Program.
- Maintaining an effective Peer Support Team through member training and response program.

**Background**

The Douglas Police Department implemented an Employee Assistance Program in 2020 through Dr. Jerry Post which provides access to a network of specially selected professionals with experience working with first responders in Mental Health and Wellness. Many employees take advantage of this benefit and at times, have been mandated to see a licensed clinical psychologist for issues that impact their well-being and performance. These sessions with the licensed clinical psychologist remain confidential between the employee and psychologist. This agency has seen the impact associated with the degradation of mental health as we suffered the loss of an officer by suicide, and another in a 6-hour stand-off with another. After both incidents, we utilized the service of the EAP to have a department wide mental health debrief in effort to diminish the trauma associated with these events.

The Peer Support Program is developed with the added value of providing a way for employees and their family members to deal with personal and/or professional problems. A successful approach to this problem has been to provide a program which offers a qualified peer support team members in addition to an existing Employee Assistance Program (EAP). One of the Douglas Police Department's most valuable resources are its employees. The peer support program's goal is to assist peers with



CITY OF **DOUGLAS** WYOMING  
HOME OF THE JACKALOPE.

## Agenda Item Report City Council – August 28, 2023

stressors caused by professional and/or personal life events and help them continue to be a productive member of the department.

This policy falls in line with KPI ASC-07, Developing a per-support program. This policy has been reviewed by legal Counsel.

### Alignment to Strategic Doing (SD) and/or Other Plans

|                                  |                              |
|----------------------------------|------------------------------|
| <u>SD24 Outcome</u>              | Appealing and Safe Community |
| <u>SD24 Strategy</u>             | Strategy #3                  |
| <u>SD24 KPI</u>                  | ASC-07                       |
| <u>2014 Master Plan</u>          | n/a                          |
| <u>2015 Downtown Master Plan</u> | n/a                          |

### Budget/Fiscal Impact

|                             |  |
|-----------------------------|--|
| <u>Fund/Department</u>      | General Fund – Police Department                     |
| <u>Project/Line Item(s)</u> | Training/Meals, Lodging, Travel - 10-5202-2122, 2123 |
| <u>Budgeted Amount</u>      | \$500  |
| <u>Anticipated Amount</u>   | \$100  |

### Action Requested/Recommended Motion

Council approve Policy PAT56 Peer Support Program.

### Reviewed/Approved

- Community Development
- Law Enforcement
- City Administrator
- Public Works
- Legal
- Finance
- City Clerk