



FY 2019 Law Enforcement Mental Health and Wellness Act (LEMHWA) Program

Appendix N. Budget Narrative

Chicago Police Department Peer Support Program

The Chicago Police Department (CPD) proposes the following LEMHWA Program allocations in support of a much-needed but unfunded and heretofore unachievable enhancement of the CPD Peer Support Program. This proposal centers upon 1) identifying and utilizing best practices to refresh and improve CPD's Peer Support Program operational structure and training practices, 2) significantly expanding CPD's pool of trained peer support members, 3) adding refresher and advanced skills training options for peer support members, and 4) creating annual peer support recognition events to honor the volunteer efforts of peer support members and encourage their continued and vitally important peer support for officers experiencing mental health distress and crisis.

CPD's Peer Support Program is an essential element within the CPD Professional Counseling Division/Employee Assistance Division. Of CPD's 13,000+ sworn workforce, approximately 250 current members are trained and functioning as peer support members, as are approximately 200 sworn peer support retirees who continue to serve active sworn members as well as retired sworn members in crisis. The sheer number of CPD peer support members dictates that this proposal should focus as much on building an internal train-the-trainer capacity as upon contracting trainers to come to Chicago to directly train peer support members.

Other than travel-related per diem, the below funding proposals do not request food, beverage or refreshment costs. All projects are scalable, and CPD will appreciate any support provided by the COPS LEMHWA Program.

Base salary and fringe benefits for civilian or nonsworn personnel: \$0

Equipment/Technology: \$0

Supplies: \$0

Travel/Training/Conferences: \$18,000

During the 24-month grant period of performance, two CPD Peer Support Program managers (e.g. the Professional Counseling Division/Employee Assistance Division Director, and the Peer Support Program Coordinator) will travel on six (6) occasions (twelve occasions in total) throughout the 24-month period of performance to attend 1) Officer Wellness and Mental Health conferences and/or 2) visits to other law enforcement peer support programs and/or 3) trainings within the United States to learn about best practices and innovations in officer wellness and peer support. They will bring that new learning to Chicago to improve CPD's Peer Support Program operational structure, and to train peer support members to use these emerging and/or proven best practices.

As the exact nature and location of each conference/training event/law enforcement agency visit is not yet known, travel, training and conference costs are estimated based on City of Chicago Travel Regulations:

- a. Roundtrip airfare @ \$450/trip = \$450
- b. Lodging @ \$250/night x 2 nights = \$500
- c. Meals @ \$65/day x 3 days = \$195
- d. Ground transportation @ \$55 = \$55
- e. Conference registration @ \$300 = \$300

Total = \$1,500 per person per trip

CALCULATION: \$1,500 per person per trip x 2 persons x 6 trips = \$18,000

Total Travel/Training/Conference Costs: \$18,000

Contracts/Consultants: \$73,500

Contract costs: \$73,500

Initial Peer Support Training: \$37,500

Officers applying to join the CPD Peer Support Program must first be screened to determine if they have the skills and attributes needed to eventually be certified as a Peer Support member; they then must complete a week long, 40-hour training course to become a certified CPD peer support member. The current five-day certification program can train up to 25 members at a time. These proposed trainings will be conducted by Crisis Associates LLC for \$12,500 per 40-hour course. CPD will schedule three 40-hour courses across the 24-month grant period of performance, thus training 75 new peer support members at a total cost of \$37,500. Training space and refreshments for all three five-day sessions will be graciously donated by Hartgrove Behavioral Health System.

- Crisis Associates LLC contractual costs: \$12,500 x 3 classes = \$37,500

2-Day Refresher and Advanced Peer Support Training: \$36,000

The Chicago Police Department Peer Support Program realizes the need for continuing education and advanced training for its peer support members. Allowing current members to refresh, enhance and improve their existing skills will help them be more effective in their roles. Providing refresher and advanced training will help the peer support program remain vibrant while renewing interest and motivation of existing and prospective members. This refresher/advanced peer support training initiative will help the Chicago Police Peer Support Program be on par with other police departments around the United States that have already implemented such trainings as a core program component. Six (6) two-day trainings will be scheduled, each accommodating four (4) four-hour training sessions for up to 50 participants, for a total of up to 600 training participants during the 24-month grant period of performance. These trainings will be conducted by Crisis Associates LLC and cost \$6,000 per two-day session, for a grand total of \$36,000.00. Training space and refreshments for all six two-day sessions will be graciously donated by Hartgrove Behavioral Health System.

- Crisis Associates LLC contractual costs: \$6,000 x 6 two-day trainings = \$36,000

Consultant fees: \$0

Consultant expenses: \$0

Other costs: \$8,000

Annual Recognition for Peer Support Members: \$8,000

CPD will hold two annual ceremonies to recognize and honor peer support members for their selfless contributions to public safety in Chicago through their entirely volunteer service to CPD officers experiencing emotional distress and/or mental health crisis. Every participating officer will be recognized, and special recognition given for extraordinary contributions, such as by issuance of a Lifesaving Award for saving the life of an officer in crisis, for length of service as a peer support member, and for other volunteer efforts in support of EAP and officer wellness and healing. Beyond recognition for individual officers, these ceremonies are expected to build officer camaraderie within the program, and encourage other officers to volunteer to become peer support members.

We are confident that event venues and refreshments will be donated by a community partner, and that the \$4,000 allocated to each event will be used exclusively to provide awardees with appropriate framed certificates of accomplishment, medals, ribbon bars, plaques, award stars and pins, and other suitable service awards. There will be one event per year, totaling 2 events through the life of the grant, for a total \$8,000 recognition ceremony cost.

- Rental and related costs associated with hosting a recognition ceremony \$4,000 x 2 ceremonies = \$8,000.00

Indirect costs: \$0

Budget summary:

Base salary and fringe benefits for civilian or nonsworn personnel: \$0

Equipment/Technology: \$0

Supplies: \$0

Travel/Training/Conferences: \$18,000

Contracts/Consultants: \$73,500

Other costs: \$8,000

Indirect costs: \$0

TOTAL BUDGET REQUEST: \$99,500