



# City of Killeen

## Legislation Details (With Text)

<b>File #:</b>	RS-24-037	<b>Version:</b>	1	<b>Name:</b>	PD Mental Health Clinician
<b>Type:</b>	Resolution	<b>Status:</b>	Passed		
<b>File created:</b>	1/29/2024	<b>In control:</b>	City Council		
<b>On agenda:</b>	2/27/2024	<b>Final action:</b>	2/27/2024		
<b>Title:</b>	Consider a memorandum/resolution to award RFQ 24-20, Police Department Mental Health Clinician to A & L Solutions, in an amount of \$275,000.				
<b>Sponsors:</b>	Police Department				
<b>Indexes:</b>					
<b>Code sections:</b>					
<b>Attachments:</b>	1. Contract, 2. Evaluation Matrix, 3. Certificate of Interested Parties, 4. Presentation				

Date	Ver.	Action By	Action	Result
2/27/2024	1	City Council	approved	Pass
2/20/2024	1	City Council Workshop		

Consider a memorandum/resolution to award RFQ 24-20, Police Department Mental Health Clinician to A & L Solutions, in an amount of \$275,000.

**DATE:** February 20, 2024

**TO:** Kent Cagle, City Manager

**FROM:** Pedro Lopez, Chief of Police

**SUBJECT:** Police Mental Health Services Contract

### **BACKGROUND AND FINDINGS:**

Repeated exposure to traumatic events while on-duty has been proven to have a negative effect on the mental health of police officers throughout the nation. This cumulative exposure can affect officers' mental and physical health, contributing to problems such as post-traumatic stress symptoms, substance misuse, depression, and suicidal ideation. First responders, including police officers, are 1.39 times more likely to die by suicide than the public according to a recent study released by the CDC in 2021, with police officer suicides totaling over 200 in recent years.

The Killeen Police Department recognized this issue and implemented a Peer Support Team to address it. Many studies showed that the first line of defense against suicide was having a peer that could listen to a members' struggles while being guaranteed total confidentiality. Members of the Department received training as part of a joint effort with the Killeen Fire Department as well as from other sources. After completing the training, members have the necessary knowledge and skills to provide support to their peers, have a basic understanding of common behavioral health issues affecting police officers, can serve as a bridge to community resources or behavioral health treatment when indicated, and are able to build or enhance their

peer support programs. However, the team has recognized that the peer support program alone is not a complete solution. Some officers that have made contact with a peer support team member and needed more assistance resulting in their recommendation to make an appointment with a mental health professional was made by the team member. The use of the city's EAP and health insurance can result in a broken continuum of care and delays in obtaining an appointment that often deterred the individual from seeking additional treatment.

City Council directed the use of American Rescue Plan Act (ARPA) funds for police mental health and wellness initiatives to help combat this increasing problem. Working with the Purchasing Divisions, the Killeen Police Department issued a Request for Qualifications to obtain a trained mental health team that would be available twenty-four hours per day and seven days per week that would allow for immediate treatment by a trained professional for any Killeen Police Department member who is struggling from the mental stresses of the profession. A list of qualifications, with items specific to the unique needs of the police service, was created. Three vendors submitted proposals to meet the requirements set forth in the RFQ. The proposals were evaluated and one vendor was selected by a team representing Command Staff, Peer Support, and Killeen Police Employee Association.

ARPA funding will be utilized for the contract through May, 2026, which is before the December 31, 2026 deadline for use of ARPA funding received by the City of Killeen. The remaining contract period and extensions will be funded through the Police Department operating budget.

The term of the agreement is for one (1) year with the option to up to four (4) additional one (1) year periods if both parties agree, in writing, ninety (90) days before the end of the initial term.

**THE ALTERNATIVES CONSIDERED:**

N/A

**Which alternative is recommended? Why?**

N/A

**CONFORMITY TO CITY POLICY:**

This item conforms to all applicable city policies.

**FINANCIAL IMPACT:**

**What is the amount of the revenue/expenditure in the current fiscal year? For future years?**

The annual expenditure is \$55,000. Total ARPA funds to be spent is \$126,523 (3/1/2024 through 05/31/2026).

Future years will be included in the General Fund Police Department Operating budget as follows:

FY 2026:	\$15,562
FY 2027:	\$55,000
FY 2028:	\$55,000
FY 2029:	\$22,915

The total five-year contract amount is \$275,000.

**Is this a one-time or recurring revenue/expenditure?**

Recurring

**Is this revenue/expenditure budgeted?**

Yes, ARPA funds are available in the General Fund Non-Departmental account 010-9501-491.50-86 for Police Department Mental Health for the first twenty-seven months. Future funding will be included in future operational budgets upon City Council approval.

**If not, where will the money come from?**

N/A

**Is there a sufficient amount in the budgeted line-item for this revenue/expenditure?**

Yes

**RECOMMENDATION:**

Staff recommends that the City Council authorize the award of RFQ 24-20, Police Department Mental Health Clinician to A & L Solutions with a five-year contract in an amount of \$275,000 to provide mental health services to Killeen Police Department members and that the City Manager or designee be authorized to execute any change orders as permitted by state and local law.

**DEPARTMENTAL CLEARANCES:**

Finance  
Legal  
Purchasing

**ATTACHED SUPPORTING DOCUMENTS:**

Contract  
Evaluation Matrix  
Certificate of Interested Parties  
Presentation