

<b>FROM</b>	<b>NAME &amp; TITLE</b>	Laura Larsen, Budget Director 	CITY of <b>BALTIMORE</b> <b>MEMO</b>	
	<b>AGENCY NAME &amp; ADDRESS</b>	Bureau of the Budget and Management Research Room 469, City Hall		
	<b>SUBJECT</b>	City Council Bill 22-0091R – Informational Hearing - The Effects of Post-Traumatic Stress Disorder on First Responders		

DATE:

**TO**

The Honorable President and  
Members of the City Council  
City Hall, Room 400

January 31, 2023

The Department of Finance is herein reporting on City Council Bill 22-0091R – Informational Hearing - The Effects of Post-Traumatic Stress Disorder on First Responders, the purpose of which is to convene various City agencies to discuss how post-traumatic stress symptoms, post-traumatic stress disorder (PTSD), compassion fatigue, and burnout effect first responders. In addition, this hearing is intended to inform the City Council on intervention programs that are currently in place to provide City employees with relief from trauma and burnout.

Baltimore City first responders provide residents with vital services in times of crisis, often when people are facing serious injury or responding to deaths. Due to the nature of these jobs, first responders experience PTSD, compassion fatigue, and burnout. The City has established various programs to help first responders address the emotional and mental health toll they experience.

The Department of Human Resources Employee Assistance Program (EAP) assists employees for various personal and employment-related issues, including stress management. EAP offers short-term services to MAPS employees, such as Department of Public Works Environmental Police, and 911 Operators, outreach workers, and employees working in vulnerable, at-risk neighborhoods. Individuals can be connected to long-term therapy options. EAP does not provide services related to PTSD, compassion fatigue, or burnout to first responders. The FY 2023 Adopted Budget for EAP is \$586,006.

Services are available to first responders in the Baltimore City Fire Department and Baltimore Police Department (BPD) through the agencies and their respective unions. These programs are designed to meet the needs of their members and are responsive to the unique nature of the work of these first responders. In addition, both Fire and BPD contract with Business Health Services, a local EAP provider, to assist members and their families with personal and professional issues. The contract covering Fiscal 2023 was approved in June for \$200,000.

Fire has a Peer Support Team that hosts an anonymous 24-hour hotline and links members and their families to resources in the community. The agency also has protocols in place to provide support to members and their families in the event of a line-of-duty or active member's death that are coordinated with the Peer Support Team and receive funding from the International Association of Fire Fighters. This effort is supported by Fire Department staff and is not budgeted as a separate service or activity within their budget. Costs are primarily staff related including overtime and paid leave for training.

BPD's Officer Safety and Wellness section provides physical and mental health services, including supporting officers in times of crisis and providing immediate access to a mental health clinician when officers are involved in a traumatic event. BPD also has a peer support program, that includes over 60 volunteers and a vehicle that allows the volunteers to reach officers quickly. The FY 2023 Adopted Budget for this activity is \$1.5 million.

The Department of Finance will attend the hearing for this Resolution and respond to any fiscal inquiries.

cc: Michael Moiseyev  
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