



Date: November 19, 2013

To: Thomas J. Bonfield, City Manager
Through: Bo Ferguson, Deputy City Manager
From: Jose L. Lopez, Sr., Chief of Police
Subject: Amendment to FMRT Contract for Psychological Services

Executive Summary

The Durham Police Department is requesting to amend a contract with Law Enforcement Services Group, PLLC, d/b/a The FMRT Group to administer annual professional psychological evaluation to employees of specialized units identified by the department. The contract amendment indicates that annual evaluations will be billed at a flat rate per evaluation rather than the standard per hour rate of other contracted services. The cost of these annual evaluations was not in the original contract, as the need was not then identified.

Recommendation

To authorize the City Manager to accept the amended contract from Law Enforcement Services Group, PLLC, d/b/a The FMRT Group to add \$8,147.50 to the original contract amount.

Background

In June of 2012 the Durham Police Department entered into a three year contract with Law Enforcement Services Group, PLLC, d/b/a The FMRT Group to administer professional psychological services to the department. The services provided to departmental employees include: critical incident stress debriefings; counseling and crisis intervention for employees involved in traumatic events; individual counseling; fitness-for-duty evaluations, training related to stress management and other issues identified by the department.

The department has identified an additional need to provide annual psychological services to members of specific work units. The identified units are: Selective Enforcement Team, Special Victims Unit, Internet Crimes Against Children, and Digital Forensic Technician.

The employees assigned to these units may be exposed to work stressors beyond that of other employees. Employees who are assigned to these specialized units will have annual psychological evaluation with FMRT Psychologists in order to assess ongoing suitability for the position(s) and to identify any barriers to continued assignment. These evaluations will be specific to the specialized assignments.

Issues/Analysis

Currently the department has no formal mechanism in place to routinely assess the psychological well-being of employees from these specialized units. The only manner in

which any psychological services are rendered is when a critical incident occurs, or behaviors surface, mandating a fitness for duty evaluation. The city's Employee Assistance Program is also often utilized, but typically at the employee's self-direction.

Routine annual testing allows the department to be responsive to the long term psychological needs of our employees, and to provide appropriate and timely intervention. Absent this routine testing, there is a potential for adverse effects, such as: loss of time, negative work behaviors, loss in productivity, required transfers, or even turnover of affected officers.

Alternatives

The Durham Police would not offer annual psychological evaluations to employees of the identified specialized units. Psychological services would only be provided when adverse behaviors manifested or critical incidents occur.

Financial Impact

The Durham Police Department entered into a three year contract with Law Enforcement Group, PLLC, d/b/a The FMRT Group for a total of \$48,750 (\$16,250 per year). The amended evaluation rate proposed is \$310 per evaluation. The department anticipates the need to conduct 29 annual evaluations at this rate. The cost of the annual evaluations is \$8,990 per year. Combined with an estimated historical annual actual cost for the remaining two years in the contract, the department anticipates a total contract cost of \$56,897.50. This is \$8,147.50 over the initial contract amount. This cost will be absorbed into the department budget for the remaining two years of the contract.

SDBE Summary

This item does not require review by the office of Equal Opportunity/Equity Assurance.