

BEHAVIORAL HEALTH SUPPORT



IMPACT OF BEHAVIORAL HEALTH

- Mental health conditions cost employers \$100 billion and 217 million lost workdays each year
- COVID-19 impact: No timetable for ending. Recent study shows increase in signs and symptoms of Depression/Anxiety from 11% to 36% in year over year comparison.

FIRE AND MEDICAL DEPARTMENT UTILIZATION OF EAP

- From 2018 to 2019 total number of in person utilizers went from 74 to 142
- This is an increase from 14% of fire employees to 28%
- Excluding public safety, all other City of Mesa employees utilize EAP at 14%
- A similar increase as MFMD would result in approximately 500 employees receiving in person care

HOW DO WE DO THIS?

- Streamline the process: Accessing care can be difficult and frustrating when you are mentally struggling.
- Supervisor education: Signs and symptoms of stress. How to initiate conversations about mental health. Resources available.
- Proactive approach: Creating a template for Bereavement, injuries, and new employees.
- Designating a confidential “go-to” person to call for guidance and assistance. This person coordinates the above-mentioned programs.

CRISIS SITUATIONS

- Death or major injury to a co-worker
- MFMD has already responded to a number of these circumstances
- Create a policy for Supervisors to follow to streamline the process and shorten the response.