

RESOLUTION NO.

A RESOLUTION AUTHORIZING THE RATIFIED SUBMISSION OF A GRANT APPLICATION TO THE CHEYENNE REGIONAL MEDICAL CENTER FOR THE LARAMIE COUNTY PREVENTION GRANT (FY2021-2022), ON BEHALF OF THE GOVERNING BODY OF LARAMIE COUNTY, WYOMING TO REQUEST FUNDING FOR THE RISK DEPARTMENT IN THE AMOUNT OF \$6,090.00

FOR THE PURPOSE OF: REQUESTED FUNDS WILL BE USED TO PROVIDE A MENTAL HEALTH AND SUICIDE PREVENTION PROGRAM (MINES & ASSOCIATES TRAINING, QPR TRAINING, AND EDUCATIONAL MATERIALS).

WITNESSETH

WHEREAS, the Cheyenne Regional Medical Center is to receive Federal Prevention pass through funds from the Wyoming Department of Health and;

WHEREAS, the Cheyenne Regional Medical Center will distribute a portion of these funds to Laramie County agencies and nonprofits for seed grants and;

WHEREAS, the Laramie County Board of Commissioners is eligible to apply for and receive Prevention Grant funds for the Risk Department and;

WHEREAS, the Governing Body of Laramie County desires to participate in the Cheyenne Regional Medical Center Prevention Grant by sponsoring this application to assist in financing the Risk Department and;

WHEREAS, the Governing Body of Laramie County has been provided with preliminary cost estimates and information on this project and;

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF LARAMIE COUNTY that a grant application in the amount of \$6,090.00 be submitted to the Cheyenne Regional Medical Center for consideration of assistance in funding the Laramie County Risk Department for mental health and suicide prevention activities.

BE IT FURTHER RESOLVED, that Sandra Newland, or her successor in the position of Laramie County Grants Manager, is appointed as agent of the Laramie County Board of Commissioners to execute and submit applications and certifications for these funds and to receive funds and implement the programs funded under this grant.

PASSED, APPROVED AND ADOPTED THIS 2ND DAY OF JUNE 2020.

By: _____

Date: _____

Gunnar Malm, Chairman

ATTEST:

Date: _____

Debra Lee, Laramie County Clerk

Received and Approved as to Form only By:

Date: 5/21/20

Mark Voss, County Attorney

2020-2022 Laramie County Prevention Grant Application

Organization Name	Laramie County, Risk Department		
Organization Address	310 W. 19 th Street, Suite 140		
	City: Cheyenne	State: Wyoming	
	Zip Code: 82001		
Point of Contact Information	Name: Lori Pallak		Job Title: Risk Analyst
	Email: lpallak@laramiecounty.com		Number: 307-633-4334
Amount of Funding Requesting: \$6,090.00			
<p>Topic(s) to be Addressed:</p> <p> <input type="checkbox"/> Adult Binge Alcohol <input type="checkbox"/> Underage Alcohol or Marijuana <input type="checkbox"/> Tobacco <input checked="" type="checkbox"/> Suicide <input type="checkbox"/> Other Drugs </p>			
<p>Area of Focus</p> <p>Please only answer the questions that apply to your funding request topics.</p>			
<p>Tobacco:</p> <p> <input type="checkbox"/> Eliminate exposure to secondhand smoke <input type="checkbox"/> Promote quitting among adults and youth <input type="checkbox"/> Prevent initiation among youth and young adults <input type="checkbox"/> Identify and eliminate tobacco-relate disparities </p>			
<p>Alcohol:</p> <p> <input type="checkbox"/> Social availability <input type="checkbox"/> Community norms </p>			
<p>Suicide:</p> <p> <input checked="" type="checkbox"/> Increase knowledge of the factors that offer protection from suicidal behaviors and that promote wellness and recovery. <input checked="" type="checkbox"/> Develop, implement, and monitor effective programs that promote wellness and prevent suicide and related behaviors. </p>			

- ☐ Provide training to community and clinical service providers on the prevention of suicide and related behaviors.
- ☐ Promote and implement effective clinical and professional practices for assessing and treating those identified as being at risk for suicidal behaviors.
- ☐ Provide care and support to individuals affected by suicide deaths and attempts to promote healing and implement community strategies to help prevent further suicides

Other Drugs:

- ☐ Social availability
- ☐ Community norms
- ☐ Law Enforcement

Project Priorities (if applicable)

- ☐ Includes partnerships or collaborations with at least three other community agencies.
- ☐ Prioritizes groups historically deprived of resources.
- ☐ Focuses on criminal justice system and projects that enhances enforcement, diversions, or interventions to ensure the most effective use of community resources.

Project Details

Description:

Situation: Briefly describe your request, define how the activities proposed will benefit the community, and describe the capacity of your organization to implement the activities. Detail any partnerships or collaborations with other community agencies.

We are requesting funding to bring a mental health and suicide prevention program to Laramie County Government. The county currently has 438 employees working in a variety of fields ranging from public works, law enforcement to public service positions. Currently, Laramie County does not have a policy or training program focused on mental health and suicide prevention. Our Human Resources Department and our Employee Assistance Program offers services and contacts, but it is up to the employee to seek out these resources. The County Risk Department feels that a mental health/suicide prevention program is a critical component to the health and safety of the county employees. Laramie County had a suicide rate of 23.9 per 100,000 from 2008-2018, which is higher than the state rate of 23.35 (Prevention Data Summary). Wyoming is the second highest in the nation for suicide deaths and it is estimated that for every suicide that a minimum of six individuals are affected or impacted by these deaths. A population the size of Laramie County is not immune from the personal tragedy that is associated with suicide and the lingering effects on families, friends and the community. We are requesting funding to support a comprehensive mental health

and suicide prevention program within Laramie County Government to include training, education, information and activity.

The first portion of our request is for training surrounding mental health and suicide prevention. Laramie County currently works with MINES and Associates, who provides assistance in the areas of business programs and employee psychology. The County utilizes MINES and Associates under the County Employee Assistance Program to offer guidance and resources on stress, depression, family issues, financial problems, substance abuse, work related issues and more. All county employees are provided access to online services and can reach out for up to (5) counseling sessions for free. We would like to build off this existing partnership with MINES and Associates to bring a suicide awareness and prevention training to county employees. The training would be offered virtually on a platform of the county's selection and the session would be live and then recorded for future viewing. Two sessions, one each year is proposed under the grant request and is open to all employees.

Resources and activity will be highlighted during National Suicide Awareness Month (September). We would like to implement a physical activity incentive program for employees to assist with mental health. "Physical activity is considered a potentially feasible approach to reduce the risk of suicide with low cost and high accessibility, and therefore attracting increasing attention (US National Library of Medicine National Institutes of Health). Statistics show that engaging in physical activity helps to reduce negative and morbid thoughts associated with mental health and contributing to higher risks for suicide behavior. Exercise is not a standalone solution, however when paired with other prevention means it helps to bolster resiliency to stressors and depression. Along with the physical activity, we will be providing pamphlets and additional resources on the topics of suicide prevention and mental health to include depression and substance abuse. Water bottles and magnets with the suicide hotline and other emergency resources will also be provided to participants.

Lastly, we would like to collaborate with existing organizations and community programs to offer QPR training to our employees. QPR is provided through Grace for 2 Brothers and is a one-hour online training. Employees will be educated on how to ask questions, persuade and refer someone who may be suicidal and how to get help if you are suicidal along with other prevention topics. In offering this training, county employees would benefit from in depth training to use on the job and in their personal lives. We have employees that work as first responders, those that work at a shooting sports range and a variety of employees that engage with the public on a daily basis that would benefit from additional education for immediate response to someone who is exhibiting suicidal tendencies. Along with the QPR training, we want to collaborate with Grace for 2 Brothers to request gun locks to have on hand for the public at the shooting sports range. According to the 2018 prevention statistics, firearms were involved in 65.4% of completed suicides in Wyoming; the national average is 50.5%. We feel that having gunlocks available will provide a portion of the population utilizing the shooting sports range with an additional safe guard.

The sections of training, information and activity listed above will run through the Laramie County Risk Department in collaboration with the Human Resources Department, who have experience with employee assistance programs. The program will be incorporated into county operations for the two-year period. All reporting needs and reimbursement requests will be tracked through the Laramie County Grants Department. We will follow Laramie County policies and procedures for proper procurement practices for requested grant funds.

Background: Detail the causes, conditions, or needs that have led to this request. Describe how the activities proposed will enhance community well-being.

By educating and providing resources for our employees, we are furnishing them with the tools needed to address feelings of despair and depression and hopefully reducing the potential for suicides. Laramie County Government is dedicated to improving the lives of its employees and feels that this program will bring awareness to mental health and educating them on how to recognize and combat its effects on their lives. Mental health is an increasingly important component of every worker and the county recognizes that we need to do our part in helping our employees be the healthiest that they can be. Statistics provided by the CDC show that more years of life are lost to suicide than to any other single cause except heart disease and cancer and that this is especially true for the working population of 24-64 years of age.

The county is aware of the complex reasons behind mental health issues to include substance abuse disorders, depression, stress, family issues and financial problems. We feel that a mental health and suicide prevention program will aid our employees in facing and working through their personal and professional needs. It would also provide them with the knowledge to apply these resources in every aspect of their lives. Those that have public contact will be equipped to apply this information when interacting with community members. Education is a key area of focus for our program, to include reasons for negative mental health and increased risk of suicidal behavior. Research shows that those experiencing a substance abuse disorder are six times more likely to complete suicide and estimates show that over 10% of the Laramie County population experiences frequent mental distress (WYSAC). Nationwide it is estimated that over 90% of people who die by suicide had at least one psychiatric illness at the time of death. The most common diagnoses are depression and drug and/or alcohol abuse. The county wants to be a resource to employees struggling, as they recognize the loss of productivity and the costs associated with mental health, substance abuse and potential suicide deaths.

Our proposed program will take existing community resources and apply them to Laramie County employees. MINES and Associates will provide virtual training made available to all employees to offer information and resources. We will collaborate with Grace for 2 Brothers to offer QPR training and provide gunlocks at our shooting sports range. Most importantly, this program will allow employees the opportunity to become actively involved in managing their own mental health and the ability to assist their families, coworkers and the public. We will create internal awareness during National Suicide Awareness Month in September 2020 and 2021 and have the opportunity for employees to become involved in bringing mindfulness to the topic of suicide. It is shown that evidence based prevention and awareness programs help to combat suicide, and that is especially true for the male population. Laramie County suffered twenty-four suicides in 2019 and of those 23 were men.

With mental health and suicides being areas of concern, Laramie County Government recognizes that our most valuable asset is our employees and that we need to provide them with the best resources to lead productive and healthy lives. In providing a mental health and suicide prevention program, we hope that awareness and knowledge can begin to create a change in the community. Employees can take what they learn and have access to resources to not only apply to their lives, but to that of family, friends, coworkers and the public, we serve on a daily basis. Suicide is preventable and our goal is to be part of the solution.

Analysis: Provide data illustrating the need and describe the evidence-based strategies that have been selected for implementation. Describe the service area for implementation (i.e. Laramie County, Cheyenne, Pine Bluffs, etc.)

Our implementation focus is on Laramie County employees (438). Our employees work in a variety of settings to include office and field work. We house law enforcement, court operations, and mandatory local services such as the assessor's office, clerk's office and treasurer. Each of our employees are unique with diverse backgrounds that come together to serve the needs of Laramie County Government. It is with these needs in mind that we selected the evidence-based strategies outlined in this proposal.

The goal of the MINES and Associates training and that of QPR is to enhance the probability that a potential suicidal person is identified and referred for assessment and care before an adverse event occurs. As a preventive based approach, the greater the percentage of the community members who are trained to successfully recognize and refer will have fewer suicidal events occur. Thanks to Grace for 2 Brothers, QPR is a robust and active program in the county and we feel that this is an excellent community resource to optimize. Early recognition and treatment of depression and other illnesses appear to be the best way to prevent suicide, thus educating employees is key to our programs success.

Along with education and training, Laramie County has also recognized the importance of physical activity in increasing positive mental health. Studies show that exercise can treat mild to moderate forms of depression as effectively as antidepressants. Physical movement can promote changes in the brain that can contribute to feelings of calm and wellbeing. Exercise has been shown to reduce anxiety, stress and assist with the treatment of PTSD and trauma, all which are factors that can contribute to suicides. Through a robust mental health and suicide prevention program, Laramie County can begin to implement change in our county employees.

Budget: Provide a detailed budget to describe how funding will be allocated.

Our goal is to provide well-rounded program to our employees through education, resources and activity. Our program is comprised of the following components, MINES and Associates training, QPR training, physical activity, education and protective gun locks. All of these components will be incorporated into Laramie County's mental health and suicide prevention program and offered to employees during the two-year period. The county will evaluate the program over the grant period and work on sustainment efforts.

For the educational resources, we will be collaborating with MINES and Associates to bring a suicide awareness and prevention training to all Laramie County employees. This will be conducted virtually and recorded for ease of use and done both in 2020 and 2021 under the grant funds. For this section of our program, we are requesting a total of \$900. Year one cost is comprised of \$300 for prep time and \$300 for delivery and in year two, the costs will be \$300 for the delivery. Grace for 2 Brothers is offering the QPR training (1 hour) online to Laramie County at \$5 per person. Once purchased there is no expiration date, so unused trainings slots can be used for future employees. We do not anticipate all county employees wanting to participate in the QPR training in year one, so we are requesting a total of \$2,190 for the two year period to allow all existing and new employees to participate.

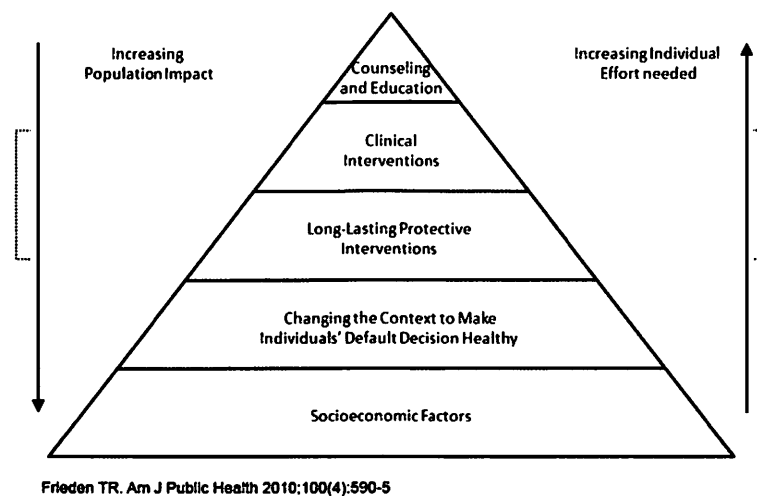
For National Suicide Awareness Month in September 2020 and 2021, we are requesting funding to support a physical activity challenge and would like to provide employees with a water bottle with county information

along with the suicide hotline number. We would also like to request magnets with resources concerning mental health and suicide contacts. Preliminary quotes and inquiries of estimated costs of these items around \$1,000 each for a total request of \$2,000 for 500 items each (water bottles and magnets). Finally, we would like to request funding to allow brochures and other educational resources to print out in pamphlet form for employees and we are estimating a total cost of \$1,000 for the two-year period. Total grant request for the two years is \$6,090 and equates to \$13.90 per county employee to provide a comprehensive mental health and suicide prevention program. The county recognizes that this type of program will lead to happier and more productive employees and an overall culture of health and safety.

Evaluation: Please describe how you will evaluate the process and impact of your program or strategy.

Our mental health and suicide prevention program is easy to evaluate. We will keep track of all educational materials handed out to employees. We will monitor employee's usage of the MINES and Associates training along with the QPR training. The Risk Department will encourage employee participation throughout the two-year period. Employees will be supported in the National Suicide Awareness Month physical activity challenges and participation will be tracked and reported. The county is flexible on the data collection and reporting mechanisms and will work with CRMC to provide the level of detail as needed. Gunlock distribution will be monitored by the shooting sports complex and coordinated through Grace for 2 Brothers throughout the two-year period. It is our intent to not only improve the lives of our employees, but that of their family, friends, coworkers and the public through this program.

Health Impact Pyramid



Please highlight the level from the Health Impact Pyramid:

- ☒ Counseling and Education (i.e. Dietary counseling, education to avoid drinking and driving, etc.)
- ☐ Clinical Interventions (i.e. Treatment of hypertension, medication-assisted treatment, etc.)
- ☐ Long-Lasting Protective Interventions (i.e. Tobacco cessation programs, brief behavioral counseling to reduce alcohol consumption, etc.)

- ☐ Changing the Context to Make Individuals' Default Decision Healthy (i.e. smoke-free laws, tobacco or alcohol taxes, etc.)
- ☒ Socioeconomic Factors (i.e. Early childhood education, improved housing options, etc.)

I understand that as a recipient of these funds, I will be required to actively participate in Laramie County Community Action Teams.

Type Name: Lori Pallak, Risk Management and Sandra Newland, Grants Manager

**Please fill out this application and send it to Shelbie Sherard at
shelbie.sherard@crmcwy.org.**