

**Department New Request Form
Fiscal Year 2025**

Program	Public Safety	Title of New Request:	Rank: 7
Department	Fire	Health and Wellness Program (Peer Fitness and Peer Support)	
Request Category	New		
Request Rating	Maintain Level of Service		
Department Goal			# of FTE's in this request

1. How will request assist in achieving Department Goal and benefit the customer
The Health and Wellness program includes 6 Peer Support and 4 Peer Fitness Team members and a Health and Wellness Coordinator. The goal of the program is to promote physical and mental health for the members of the Missoula Fire Department. This budget will cover overtime for both teams separately, training(CEU's and Responder Alliance) to support the teams development and also ongoing support, Certification renewals, Peer support dog annual insurance and certification, training for 2 members annually in Peer Support. While this program does benefit our members directly it also will affect our departments ability to respond to our community better. These trainings promote the taking care of yourself so we can take care of the community. This will reduce burnout, help our members reach out for help when suffering, and promote cultural change that follow the JEDI principles of the city. It also helps in reducing injuries through preventative trainings in hopes of reducing workers compensation claims. These programs work on SOG's for cancer prevention and detection protocols, traumatic event protocols, and safety aspects related to health and wellness. The Peer Fitness Team also does yearly evaluations and acts as part of the Wellness Fitness Committee to guide what the members of the department need.

2. What specifically is needed to achieve this goal?
We are requesting a specific line item to the department budget that supports the achievement of the goals of the Health and Wellness Division. Currently the Peer Support has 6 members and a Peer Support Dog and works closely with the on shift staff in consultations. They are in continual contact with members of the department and the Responder Alliance is something that can make sure that team is being taken care of and continuing to evolve. The Peer Fitness Team has 4 members and this budget will help ensure they can keep evolving their skills to offer more to the department.

3. Cost Impact of New Program:								
Account #	Item	Qty	Unit Cost	Requested One-Time	Requested Ongoing	FY 2025 Unfunded	FY 2025 Funded	Proposed FY 2026 Ongoing
Ongoing Expenses								
1000.300.420465.380	Training	1	5,200		5,200	5,200	—	
1000.300.420460.120	Peer Support Overtime	265	71		18,787	18,787	—	
1000.300.420460.140	Employer Contributions	1	1,400		1,400	1,400	—	
					—	—	—	
					—	—	—	
					—	—	—	
					—	—	—	
One-time Expenses								
1000.300.420460.380	PFT cert for new member	1	1,000	1,000		1,000	—	
				—		—	—	
				—		—	—	
				—		—	—	
				—		—	—	
Expense Sub-Total				1,000	25,387	26,387	—	—

Revenue Offset:				

4. What sort of data will be used to report results and outcomes of request?				Requested/Proposed Funding Source		
Our goal of reducing departmental member injuries and secondary trauma associated with the exposure to a careers worth of traumatic scenes will be the results we aim to achieve. Healthy and vibrant employees make for better public servants.					One-time	Ongoing
				Tax or Assessment	1,000	25,387
				Non-tax	-	-
				Fund Balance	-	-
				Total	1,000	25,387