Customer Services, Operations, and Safety Committee

Board Action Item III-C

September 16, 2010

Suicide Prevention Program
TITLE:
Suicide Prevention Program

PURPOSE:
To obtain Board approval to initiate and award a competitive contract for a suicide prevention program for a one year base and 2 one-year options.

DESCRIPTION:
Human Resources working with the Metro Department of Safety and other regional partners, proposes implementing a suicide prevention program.

The proposed base program will incorporate employee and rider awareness and training best practices in suicide prevention, based on the latest supporting research evidence. The program will integrate several strategies - Awareness, Training, and Evaluation - all of which together will help reduce suicide incidents and promote safety.

Specific objectives will result in greater employee awareness and improvements in the following areas:

* Observation and reporting abilities;
* Suicide alert interventions; and
* Safety plan assistance in suicide risk situations

This goal of the program is to reduce suicide deaths, improving passenger and employee safety.

Initial base year funding covers the following:

Phase 1 - Train the Trainer
Phase 2 - Employee/Public Education and Awareness
Phase 3 - Program Evaluation
FUNDING IMPACT:

<table>
<thead>
<tr>
<th>Budget</th>
<th>Operating Budget, Fiscal 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project/Account</td>
<td>50303080 50303140 50303060</td>
</tr>
<tr>
<td>Project Manager</td>
<td>Lisa Cooper-Lucas</td>
</tr>
<tr>
<td>Project Department/Office</td>
<td>HR/Medical - 54600 SAFE - 17210 HR/HROS/ADMN - 52100</td>
</tr>
<tr>
<td>This Action</td>
<td>$250,000</td>
</tr>
</tbody>
</table>
| Remarks | Positions: Additional positions to be added to the budget. NONE  
Annual Expense: Estimated additional non_personnel expense to be added to the budget. NONE |

| HR 50303140 | HR 503003080 | SAFE 50303060 |
| FY 2011 | FY 2011 | FY 2011 |
| Budget: Approved total project budget, or approved amended budget | $606,063 | $1,346,668 | $6,004,438 |
| This Action: Amount requested for approval | $50,000 | $100,000 | $100,000 |
| Prior Approval: Commitments & obligations against the budget as recorded in PeopleSoft | $130,000 | $720,000 | $0 |
RECOMMENDATION:

Approval to initiate and award a contract to provide a Suicide Prevention Program for a one year base period and 2 one-year options to continue and complete the training of designated operations managers and staff. Approval to exercise the option years is based on Board approval of future year’s budgets and availability of funds.

| Remaining Budget: (subtotal + prior approval) | $426,063 | $526,688 | $5,904,438 |
Suicide Prevention Program

Customer Service, Operations and Safety Committee

September 16, 2010
Purpose

• Development of suicide prevention skills of Metro employees
  - Increase knowledge of suicidal behaviors and enhance recognition of distressed at-risk staff and customers
  - Increase confidence and competence to intervene

• Action item
  - Approval to initiate and award a competitive contract for a suicide prevention training program for one base year and one optional year for completion of training and continued expansion of the program
Background

- Metro has experienced a surge in suicides from July 2009 to present
- Currently collaborating with the DC Department of Mental Health, the American Association of Suicidology and the Toronto Subway System to gather best practices
Recommendation

- Recommend Board approval to initiate and award a competitive contract for a Suicide Prevention Program for one base year and one optional year for completion of training and continued expansion of the program
Next Steps

**Phase 1: Train**
- Train-the-Trainer  
  Nov. – Dec. 2010  
  (20 employees representing Bus, HR, MTPD, Rail and Safety)

- Initial training of Bus & Train Operators and Station Managers  

**Phase 2: Communicate**
- Employee/Public Education & Awareness  

**Phase 3: Program Evaluation**
- Initial
- Post-Training
- After 1 year

Ongoing