



Police and Fire Mental Health & Wellness Programs

Public Safety Committee

August 10, 2026

Teena Schultz

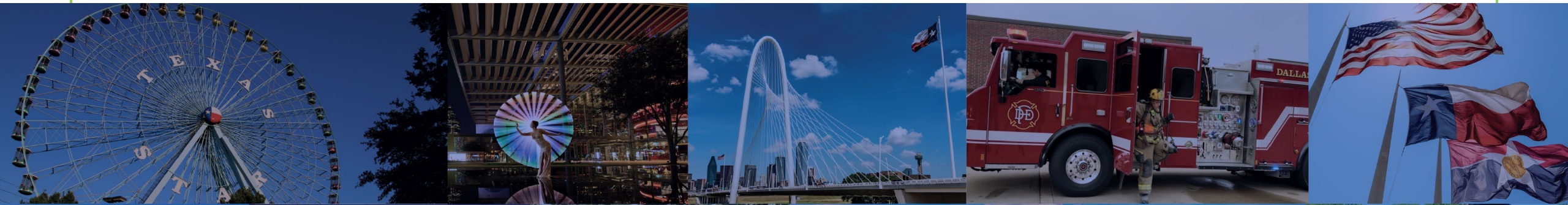
Assistant Chief

Dallas Police Department

James Russ

Assistant Chief

Dallas Fire Department



DPD / DFR Mental Health & Wellness Program Overview

- DPD Wellness Background
- DPD Wellness Unit Key Programs
- DPD Wellness Unit Education and Outreach
- DPD Community Partnerships
- DPD Wellness Unit Challenges and Goals

- DFR Care Network Background
- DFR Key Accomplishments
- DFR Measurable Outcomes
- DFR Challenges and Future Goals



Dallas Police Wellness Unit

Dallas Police Wellness Background



Pre June 2022

No Dedicated Wellness Unit

- 1 Peer Support Coordinator
- Peer Support Team Members
- DPD Psychological Services Unit
 - 4 Psychologists



Post June 2022

DPD Wellness Unit Established

- Dedicated Staff to Unit
- 1 Lieutenant, 1 Sergeant, 1 Peer Support Coordinator, 4 Wellness Team Members
- Peer Support Team Members
- Checkpoint Volunteers
- Psychological Services Unit maintains separate operations but collaborates



January 2026 to Present

Wellness Unit Growth

- Maintained staffing
- 28 Peer Supporters
- 39 Checkpointers
- 24 Liaison Officers
- Increased Community Partnerships
- Expanded Training
- Increased in-person contact



Dallas Police Wellness Unit Key Programs

- Peer Support Program
- Checkpoint Program
- Liaison Program
- Detail Visits
- Wellness Education and Outreach
- Alcohol Rehabilitation Assistance
and Recovery Support

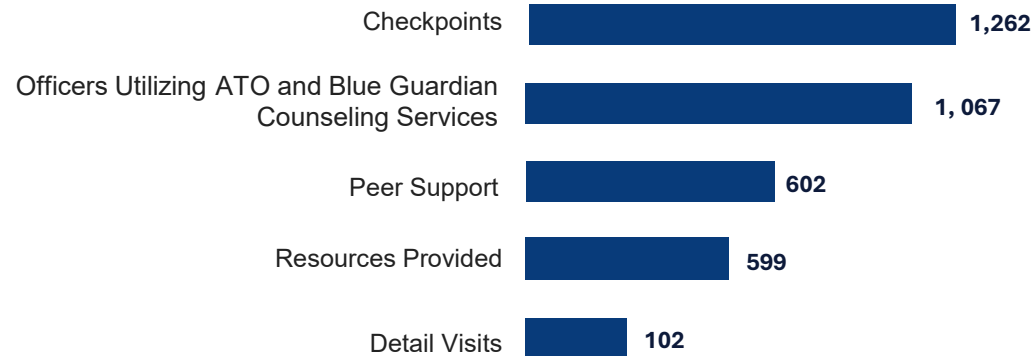


2026 by the Numbers: Contact Types & Volume

1,875

Total Number of Employees Reached
Through Individual Contacts

Contact Types & Volume



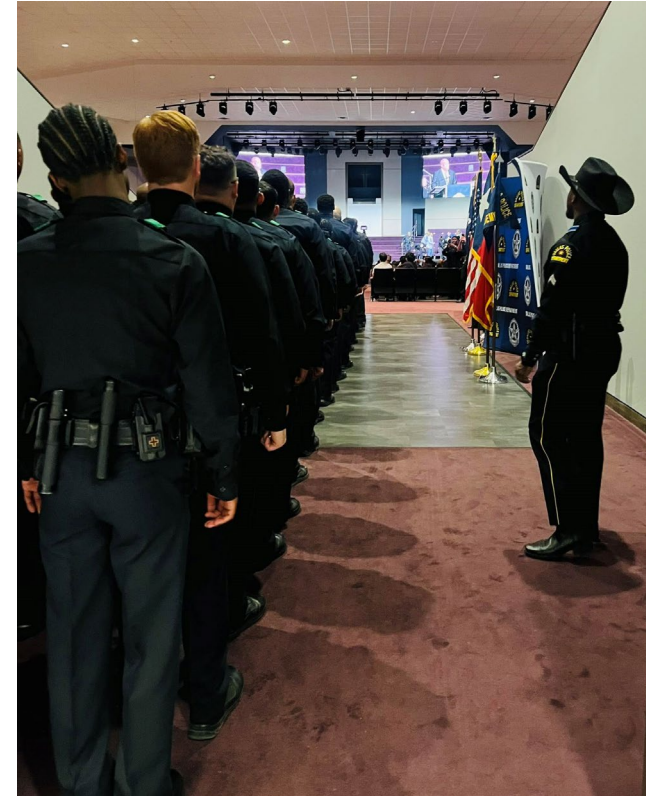
Outreach, Engagement, Counseling



Wellness Education and Outreach

Education is a proactive wellness strategy that empowers officers to recognize risks, build healthy habits, and access resources before challenges become crises.

- Post-Incident Psychological Education
- Recruit Class Presentations and Family Night
- Field Training Wellness Check-Ins
- Field Training Officer School
- Financial Education Classes
- Wellness Newsletter
- Dallas Police First Responder and Veterans Health Fair



Education & Outreach

The Wellness Unit puts a heavy emphasis on connecting with Academy recruits and their families. Early engagement reinforces the Department's commitment to officer wellness and encourages recruits to seek support throughout their careers. Additionally, on-going wellness related education enhances officers overall health, resilience, and readiness.

ACADEMY RECRUIT AND FAMILY PRESENTATIONS YTD

21

RECRUITS ENGAGED YTD

442

**POST-INCIDENT PSYCHOLOGICAL
EDUCATION PRESENTATIONS YTD**

15

ADDITIONAL TRAININGS / PRESENTATIONS YTD

28

Community Partnerships

The Wellness Unit relies on the support of many Community Partnerships, some of our many supporters highlighted below:

- Police Associations
- Assist the Officer Foundation
- Blue Guardian Foundation
- QuikTrip
- Texas de Brazil
- Dak Prescott Foundation
- Lifeologie Counseling
- Bank of America Wills for Heroes
- Ten4 Financial



Challenges Encountered

The largest challenge faced by the Wellness Unit is, as with many other departments, locating adequate funding. To combat this as pro-actively as possible, the Wellness Unit is constantly seeking to develop new community partnerships and capitalize on available grant funding.

Grant Opportunities

- With support of several City Council members, won the 2025 First Responders Mental Health Grant. Funding to provide:
 - Trauma-informed counseling for all employees through Lifeologie Counseling
 - Family Workshops and Resiliency Leader Training through the Readiness Group
 - Train the Trainer course for Suicide Prevention/Intervention through ASIST
- Applied for the 2026 First Responders Mental Health Grant – pending notification of outcome
- Applied for the Department of Justice Law Enforcement Mental Health and Wellness Act Program Grant – pending notification of outcome
 - Funding was requested to implement the Comprehensive Officer Wellness and Resilience Initiative, which would expand access to counseling services, additional training, and several "train-the-trainer" courses for Wellness Unit personnel, thereby increasing internal capacity to deliver wellness unit programming.

Looking Ahead: 2026 Goals

2026 goals focus on expanding educational outreach, strengthening community partnerships, and enhancing our capacity to deliver wellness programming.

1

Expand Peer Support Visibility & Engagement

Increase direct contact through expanded detail visits, targeted outreach, and partnerships with all police associations.

2

Increase Education & Early Intervention

Provide additional educational opportunities for all employees, including on-going recruit engagement suicide prevention, family readiness, financial wellness, and continuing education for peer supporters.

3

Obtain Instructor Certifications

Increase internal capacity to provide wellness related training in-house, minimizing the need to rely on additional funding to support wellness programming.

4

Increase External Funding

Actively seek grants and new community partnerships that provide resources for training, counseling services, peer support programs, and employee wellness efforts.

Building resilience today for healthier officers and stronger communities tomorrow.



DFR Peer Support

Dallas Fire-Rescue Care Network Background



Pre October 2024

Care Network Program

- 1 Peer Coordinator
- 1 Resiliency Coordinator
- 1 DFR Licensed Psychologist
- Peer Support Team Members



Post October 2024

Care Network Program

- 4 Peer Coordinators
- 1 Resiliency Coordinator
- 1 DFR Licensed Psychologist
- Peer Support Team Members



March 2025 to Present

Partnership/Collaboration

- R3: Respond, Restore, Resolve
- Expanded Training
- Increased in-person reach
- Increased digital reach





DFR Key Accomplishments

Training, Education & Outreach

In 2025, the Peer Support Program launched two significant training initiatives to strengthen the department's capacity to identify and respond to behavioral health concerns at the peer level.

RECRUIT RESILIENCE TRAINING

190

Recruits trained in resilience & behavioral health awareness



SAFETALK SUICIDE ALERTNESS

75

Members trained • launched October 2025



Focus: strengthening behavioral health awareness, resilience, and suicide alertness across the department.

Public – Private Partnership



- The R3 Program is a comprehensive wellness and resiliency initiative tailored to proactively address and heal moral injury among first responders.
- Whether you're in crisis, looking for a trusted therapist, or exploring healing retreats and wellness programs—we've made it easy to find what fits. Every resource listed here is vetted, mission-aligned, and culturally competent in supporting first responders, veterans, and their families.
- [Dallas PD & FD | Support for First Responders | R3 Program](#) (link to DFR/DPD R3 page)



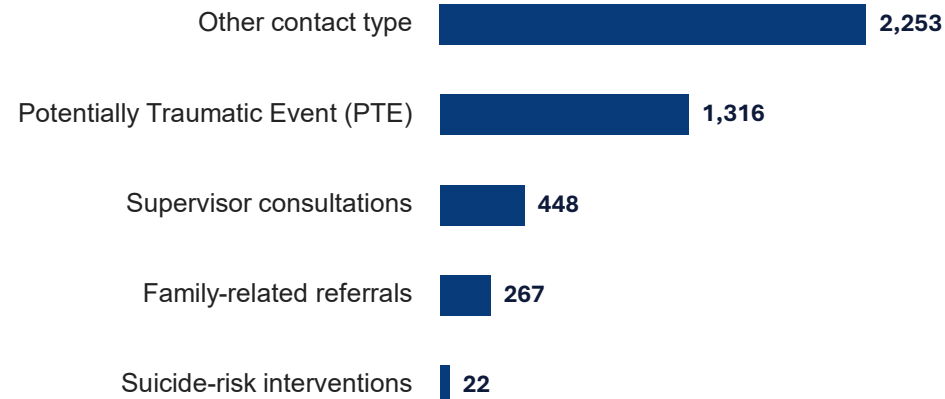
By the Numbers: Contact Types & Volume

2025 Peer Support Activity

4,306

Total Peer Support Contacts

Contact Types & Volume



Outreach, Engagement, Counseling & Training



"Behind every number is a firefighter who chose to reach out."

@dfr_care_network



SERVICE
FIRST,
NOW!



DFR Challenges & Future Goals

Challenges Encountered

2025 was a year of simultaneous growth and operational challenge. The program's first full year required navigating complexity on multiple fronts while maintaining consistent, high-quality service delivery to department personnel.

Key Challenges

- Simultaneously onboarding full-time peer support staff, navigating leadership transitions, launching a department-wide behavioral health initiative, and developing a new public-private partnership with R3 — all within a single operational year.
- Building program credibility and trust across a large, diverse, and geographically distributed workforce.
- Standardizing operational processes and documentation while maintaining the flexibility required for effective field operations across a large department.
- Developing meaningful performance measures that reflect program impact while rigorously protecting member confidentiality and the integrity of the program.

Looking Ahead: 2026 Goals

Building on the foundation established in 2025, the Peer Support Program identified four priority areas to guide growth and development in 2026.

1

Expand Peer Support Visibility & Engagement

Increase direct contact through expanded station visits, targeted outreach, and continued growth of @dfr_care_network.

2

Increase Preventative Education & Early Intervention

Build on Recruit Resilience Training and SafeTALK by expanding behavioral health education into ongoing department development.

3

Strengthen Leadership Awareness & Involvement

Increase supervisory knowledge of peer support resources and improve leadership referral pathways for personnel in need.

4

Improve Access to Professional Behavioral Health Services

Deepen partnerships with licensed providers to reduce barriers and expand counseling access for members and their families.

A Commitment to the People Who Serve

Maintaining a resilient workforce is essential to operational readiness. The Peer Support Program helps ensure Dallas firefighters, paramedics, and members have access to the support needed to serve the citizens of Dallas.



Four priority areas: visibility, prevention, leadership involvement, and professional behavioral health access.



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