

2014 GRANT SUMMARY PAGE

MENTAL HEALTH, CHEMICAL DEPENDENCY, AND THERAPEUTIC
COURTS RFP
KITSAP COUNTY
HUMAN SERVICES DEPARTMENT

Proposal Title: Crisis Intervention and Triage for Law Enforcement

Proposal Summary:

The Bremerton Police Department is submitting a proposal to the Kitsap County Purchasing Department. The proposal is for funding to provide training to all 324 commissioned law enforcement officers in Kitsap County in Crisis Intervention / Triage. The training will take place between 07/01/14 to 06/30/15.

The training will consist of eight classes of Crisis Intervention Training (1st responders) Each class will be 8 hours in length
(2) 40 hours Crisis Intervention Response Team training classes with (4) 2 hours team meetings.

A total of \$333,120.00 is requested to cover the cost of the instructors, facilitators, incidentals and overtime for the attending officers / deputies

Requested Funds Amount: \$ 333.120.00

Matching/In-kind Funds Amount: \$ None

Bremerton Police Department
Agency or Organizational Name

1025 Burwell Street
Street Address

Bremerton	Washington	98337
City	State	Zip

MPO Robert Davis	360 473-5218	Robert.Davis@ci.bremerton.wa.us
Primary Contact	Phone	Email


Signature

Legal Status:

Non-Profit Status: 501© 3 of the Internal Revenue Code? Yes No

Federal Tax ID Number: 91-6001-231

If incorporated, attach a list of the members of the Board of Directors, including names and addresses. N/A

If not incorporated (sole proprietor or partnership), attach a list of the names and addresses of the principals.

Bremerton Police Chief Steven Strachan
1025 Burwell Street
Bremerton, Washington
98337

Sheriff Steven Boyer
614 Division Street
Port Orchard, Washington
98366

ORGANIZATIONAL CAPACITY:

This project is in training of officer and deputies in nature and is for the period of 07/01/14 to 06/30/15. The staff level will be minimal and consist of mental health professional class instructors and speakers. There will be a class facilitator for each training class and an officer or deputy from local agencies to assist with logistics and class room preparation. Officer David Shurick of the Poulsbo Police Department who is a certified Crisis Intervention Officer will be part of the training staff. Kitsap Mental Health professionals will also be part of the training staff as they have the most expertise in this project field. The project funding will be monitored by the Bremerton Police Department administration as well as the class scheduling. The Bremerton Police Department administration has applied for and received over four and a half million dollars in grants that have all passed audit reviews in the past.

The Bremerton Police Department does not have a board of directors as we are a police agency that serves a community of over 35,000 citizens. The project will be monitored by the chief of police or someone he delegates' to monitor the project as well as the city auditor and finance department. The police department administration has monitored numerous projects in the past with successful outcomes.

The Bremerton Police Department has received four and a half million dollars in grant project funding which have been monitored by the police department and city finance department including yearly grants to verify sex offender status and address in the city of Bremerton the sex offender registry grants are monitored by Lieutenant Olan and have to be completed in a 30 day period. All of the grant project funding received has successfully passed audit reviews.

The Bremerton Police Department does have city approved policies on discrimination in place. There are fiscal controls and procurement policies in place in the city of Bremerton. This polices on fiscal controls and procurement are maintained and audited by the city auditor and finance department of the city of Bremerton.

When funding is made available the project manager usually is a command staff member of the police department. The project manager pays the bills associated with the project and records are kept and submitted weekly or monthly to the finance department for verification and monitoring. This is also monitored by the city auditor. Each project is issued a bar code number and all expenditures are monitored logged and verified for the project using the project bar code number.

COMMUNITY NEEDS AND BENEFIT:

The reason for this fund proposal request is for crisis intervention training for all commissioned law enforcement officers and deputies in Kitsap County. There are 324 commissioned officers / deputies in our county who deal with the mentally ill on a daily basis. In some agencies, like the Bremerton Police Department, there are multiple contacts with the mentally ill on a daily basis. A vast majority of the mentally ill subjects compound their mental health issues with the use of illegal narcotics and alcohol. A large number of the mentally ill stop using their prescribed medication or cannot afford it. There is a large population of mentally ill subjects that are homeless.

An encounter with a mentally ill subject by law enforcement can be unpredictable. One scenario the subject is cooperative and willing to go to the hospital for a mental health evaluation on a voluntary commitment. Another scenario after talking with a mentally ill subject the officer / deputy determines that the subject is a danger to himself or other and the subject needs to be treated by a mental health professional. The subject refuses to go to the hospital and now must be taken into protective custody and transported to the hospital on an involuntary commitment. When a mentally ill subject is placed into protective custody because they are a danger to themselves or others there is in most instances some type of physical altercation between the subject and law enforcement. This can result in the injury to the subject, officer / deputy or both. There are many documented incidents where a mentally ill subject is armed or arms themselves during the contact with law enforcement and deadly force is use resulting in the serious injury or death of the subject. There is also documentation of both law enforcement officers and mental health professional that have been killed by a mentally ill subject during a contact. The finally scenario of a contact with a mentally ill subject is to send them on their way as they refuse treatment and they are not found to be a danger to themselves or others. Sometimes a repeat contact with the subject will result in the arrest and transport to jail if the subject has committed a crime.

There is a substantial need for additional training that the law enforcement community can benefit from. The more mental health training that law enforcement can have will aid in the contacts with the mentally ill and get them the help and services they need. More training and information on de-escalating a hostile mentally ill subject is needed. The requested funding could provide strategies and themes that could be used in the place of force or deadly force. There is also a great need for more Crisis Intervention Response officers with the advance training in the community. There is also a great need to have all officer and deputies receive the eight hour Crisis Intervention / Triage training class.

This funding proposal will aid law enforcement in contacting, evaluating and assisting the large population of mentally ill people in the county which consists of all ages and

gender. The more training, crisis recognition, de-escalation and communication skills law enforcement has will assist in getting the help that mentally ill subjects need and get them to the proper service location for their needs. The community can also be informed about what services are available to the mentally ill subjects in this community.

The funding requested for this proposal will assist in the training of all commissioned law enforcement officers in first responder calls where mental illness, substance abuse or both maybe involved. Develop a county wide protocol for law enforcement first responders to calls involving mental illness, substance abuse or both. The funding will help add more certified Crisis Response Officers in this area.

The project scope of this proposal does not interfere with any programs currently in place. The proposal adds to the training of first responding law enforcement officers and deputies to help evaluate, de-escalate and obtain treatment services for subjects having mental and or substance abuse issues in the community.

PROJECT DESCRIPTION:

The goal of this proposed project is to provide additional training to all law enforcement officers in crisis intervention and triage for the mentally ill. The training will provide additional training in communicating and de-escalating a subject in crisis with means other than physical or deadly force. The project will also add additional Crisis Intervention Response Officer with the 40 hours advanced training classes.

The following law enforcement agencies in Kitsap County will participate in this project:

Bremerton Police Department

Kitsap County Sheriff's Office

Kitsap County Jail

Port Orchard Police Department

Poulsbo Police Department

Bainbridge Island Police Department

Criminal Justice Training Commission

Kitsap Mental Health and the Criminal Justice Training Commission will assist in the classes. They will assist with the instruction and materials for the class. The Poulsbo Police Department has one certified Crisis Intervention Officer Team member who will assist in the project and training classes. The Bremerton Police Department will communicate with the other agencies involved in this project. The communication will be to structure the training and coordinate the instructors, times, dates and location of the training.

This project has been implemented nationwide and has been very successful. There has been training in crisis intervention and Crisis Intervention Officer Teams developed in King County and other counties in Washington State. The Washington State Criminal Justice Training Commission has also developed similar training in crisis intervention.

The proposed project activities are again to provide addition training in crisis intervention to all commissioned law enforcement officers in Kitsap County and to add additional Crisis Intervention Response Officers. Kitsap County has a large

number of mentally ill subjects that either do not take the medication or cannot afford it. A large number of the mentally ill compound their mental instability by the use of illegal narcotics and alcohol and a lot of them are homeless. It is almost impossible to estimate the number of subjects in this county that suffer from some type of mental illness. Law enforcement in Kitsap County has daily contact with mentally ill subjects and in some cases (Bremerton Police) there are multiple daily contacts with the mentally ill. This crisis intervention training is not only beneficial to law enforcement and the mentally ill but to the community in general who ask what can be done to help mentally ill people besides putting them in jail. This training will help to intervene with the mentally ill and provide additional de-escalating tactics and will give the law enforcement community more tools to use in assisting the mentally ill in this community. The project training will help to decrease the physical conflicts and possible use of deadly force while trying to assist a subject in crisis due to mental illness by law enforcement officers.

The project has been documented a proven success in other cities and counties in Washington State. This type of project has also been a success in other states. The most successful crisis intervention training and Crisis Intervention Officer Response Team concept emerged from Memphis, Tennessee. The Crisis Intervention Officer Response Team concept that emerged from Memphis has become the national standard for law enforcement response training for subjects in crisis due to mental health and or substance abuse issues. This project again will help to improve the service to the community and subjects in crisis and provide additional tools to law enforcement. See attachments for further information.

The expected outcome of this project is to provide every law enforcement officer in Kitsap County with training in crisis intervention and triage for subjects in crisis due to mental health issues, substance abuse or both and to train additional Crisis Intervention Officer Response Team members. The county wide Crisis Intervention Officers will have scheduled meetings to discuss the outcome of contacts with subjects in crisis and different methods or learned themes that were applied to the situation. Each department will review the document contacts with subjects in crisis due to mental illness and copies of the reports will be forwarded to Kitsap Health or to the appropriate agency for review.

Data collection, management, and analysis of data will be the responsibility of each individual agency once the training has been completed. The data on accomplishments of this project can be shared during regular scheduled public safety meetings and department head meetings.

The major accomplishments of this project are:

#1 Have all officers and deputies receive the eight hours crisis intervention and triage training.

#2 Have additional forty hour Crisis Intervention Officer training classes to increase the number of Certified Crisis Intervention Officers.

#3 Provide more knowledge and training to assist the subjects in crisis due to mental illness or substance abuse and get them the proper care they need

PROJECT FINANCIAL FEASIBILITY:

The proposed funds requested of \$333,120.00 dollars will cover the cost of providing Crisis Intervention / Triage training for the three hundred and twenty-six law enforcement officers in Kitsap County. The agencies that will benefit from the training will be the Bremerton Police Department, Kitsap County Sheriff's office and corrections (jail) staff, Port Orchard Police Department, Poulsbo Police Department and the Bainbridge Island Police Department

We will rely on Kitsap Mental Health professionals to assist in the training and additional support after the training. We will also be aided by professional instructors in this requested field and with local officers that are certified Crisis Intervention Officers.

The budget funds will cover the cost of eight (8) eight hour Crisis Intervention / Triage training for all Kitsap County law enforcement Officers during 2014 and 2015. The budget funds will provide two (2) forty hour training classes to certify 30 Crisis Intervention Response Officers per class. One class will be held in 2014 and the other class in 2015. This will also include four (4) Crisis Intervention Response Officer two hour meetings. There will be two meetings in 2014 and two meetings in 2015. The funds requested will pay the attending officers and deputies and class facilitators overtime pay at the rate of \$55.00 per hour. The instructor rate will be factored at \$2,000.00 per eight hour class day. The cost of incidentals (water, coffee and snacks) will be factored at \$150.00 per eight hour class day. See attached supporting cost breakdown.

324 law enforcement officers and 2 communications officers

Overtime rate of pay for officer / deputies \$55.00 per hour

Instructor: \$2,000.00 per 8 hour class day

Facilitator: \$440.00 per 8 hour class day

Incidentals: \$150.00 per 8 hour class day

(8) eight (8) hour Crisis Intervention training class cost for 2104 and 2015 \$161,520.00

(2) forty (40) hours crisis Intervention Response Team classes for 2014 and 2015
\$158,400.00

(4) 2 hour Crisis Intervention Response Team meetings in 2014 and 2015 \$13,200.00

There are resources that can be looked at also in the state of Washington. The Criminal Justice Training Commission teaches a course in crisis intervention. The King County Sheriff's Office and the King County Mental Health Department have similar

programs. There are currently twelve agencies in the state of Washington that have had the crisis intervention training and have certified Crisis intervention officers. We hope to apply for future grants to continue the crisis intervention training and utilize the one tenth of a percent sales tax. These other agencies that have certified Crisis Intervention Officers can be utilized for additional class after the grant funds are exhausted. There are a few certified Crisis intervention Officers in Kitsap County now and with the newly trained officers from the proposed grant a larger pool of resources would be available along with utilizing Kitsap Mental Health professional.

CRISIS INTERVENTION / TRIAGE

ALL KITSAP COUNTY LAW ENFORCEMENT AGENCIES

Bremerton Police Department	62 commissioned personnel
Kitsap County Sheriff's Office	114 commissioned personnel
Kitsap County Jail	83 corrections officers
Poulsbo Police Department	20 commissioned officers
Port Orchard Police Department	24 commissioned officers
Bainbridge Island Police Department	21 commissioned officers
Central Communications (CenCom)	2 operators

OVERTIME RATE:

The overtime rate used is \$55.00 per hour for 324 commissioned officers and 2 CenCom operators. The overtime pay per person attending the 8 hour training would be \$440.00. The overtime pay for officers / Deputies attending the 40 hour training would be \$2,200.00 per attendee.

TRAINING COSTS PER SESSION:

8 hour Crisis Intervention training for law enforcement officers / deputies

40 attendees Overtime	\$17,600.00
Instructor	\$ 2,000.00
Class Facilitator	\$ 440.00
Incidentals	\$ 150.00
Total class cost	\$ 20,190.00

(4) 8 hour classes in 2014 and (4) 8 hour classes in 2015

Total \$161,520

40 hour Crisis Intervention Officer Response Team training

30 Officer / Deputy OT	\$66,000.00
Instructor	\$10,000.00
Facilitator	\$ 2,200.00
Incidentals	\$ 1,000.00
Total cost	\$79,200.00

(2) 40 hour classes Total cost \$158,400.00

(2) Crisis Intervention Response Team 2 hour meetings in 2014 and (2) 2 hour meetings in 2015

30 Officer / Deputy OT \$3,300.00

Total cost of (4) 2 hour meetings of 30 Officer / Deputy Member \$13,200.00

TOTAL PROPOSAL FUNDS REQUESTED:

(8) 8 hours Crisis Intervention / Triage training classes	\$161,520.00
(2) 40 hours Crisis Intervention Response Team classes	\$158,400.00
(4) 2 hours Crisis Response Team meetings	\$ 13,200.00
Total fund requested	\$333,120.00

These funds are to be used between 07/01/14 and 06/30/15

MH/CD/Courts Special Project Budget Form

Agency Name: BREMINGTON POLICE Project: CRISIS INTERVENTION

Enter the estimated costs associated with your project/program	Total	Requested Funds	Other Funds
Personnel			
Managers and Staff (Program Related)	\$43,920	\$43,920	
Fringe Benefits	-	-	
SUBTOTAL	\$ -	\$ -	\$ -
Supplies & Equipment			
Equipment	-	-	
Office Supplies	3,200	\$ 3,200	
SUBTOTAL	\$47,120	\$47,120	\$ -
Administration			
Advertising/Marketing	-	-	
Audit/Accounting	-	-	
Communication	-	-	
Fees and Taxes	-	-	
Indirect Administrative Expenses	-	-	
Insurance/Bonds	-	-	
Legal Services	-	-	
Training/Travel <u>OT</u>	286,000	286,000	
Transportation	-	-	
SUBTOTAL	\$286,000	\$286,000	\$ -
Ongoing Operations & Maintenance			
Janitorial Service	-	-	
Maintenance Contracts	-	-	
Maintenance of Existing Landscaping	-	-	
Repair of Equipment and Property	-	-	
Utilities	-	-	
O & M Staff Salaries & Benefits	-	-	
Other (Describe):	-	-	
SUBTOTAL	\$ -	\$ -	\$ -
Other			
Debt Service	-	-	
Short Term Rental Assistance	-	-	
Other (Describe):	-	-	
SUBTOTAL	\$333,120	\$333,120	\$ -
TOTAL PROJECT BUDGET	\$680,240	\$680,240	\$ -

Project Salary Summary

Description		
Number of Professional FTEs		-
Number of Clerical FTEs		-
Number of All Other FTEs		-
Total Number of FTEs		-
Salary Information		
Salary of Executive Director or CEO	\$	-
Salaries of Professional Staff	\$ 43,920	-
Salaries of Clerical Staff	\$	-
Other Salaries (Describe Below)		
Description: STUDENT OT	\$ 286,000	-
Description:	\$	-
Description:	\$	-
Total Salaries	\$	-
Total Payroll Taxes	\$	-
Total Cost of Benefits	\$	-
Total Cost of Retirement	\$	-
Total Payroll Costs	\$ 329,920	-

Bremerton Police Total Agency Budget **ONISIS INTERMEDIATE** ATTACHMENT C
 Agency Name: _____ Project: _____

accrual basis cash basis

AGENCY REVENUE AND EXPENSES	2012 Column 1	2013 Column 2	2014 Column 3	variance between col 2 & 3
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AGENCY REVENUE

Beginning Fund Balance	-	-	-	-
Coordinated Grant Application Funds Revenue				
Federal Revenue	-	-	-	-
WA State Revenue	-	-	-	-
Local Revenue	-	-	-	-
Coordinated Grant Funds	-	-	-	-
Private Funding Revenue	-	-	-	-
Agency Revenue	-	-	-	-
Miscellaneous Revenue	-	-	-	-
Total Agency Revenue (A)	\$0.00	\$0.00	\$0.00	\$0.00

AGENCY EXPENSES

Personnel (Including Payroll Taxes, Benefits)				
Managers	-	-	-	-
Staff	-	-	-	-
Subtotal	-	-	-	-
Supplies/Equipment				
Equipment	-	-	-	-
Office Supplies	-	-	-	-
Other (Describe)	-	-	-	-
Subtotal	-	-	-	-
Administration				
Advertising	-	-	-	-
Audit	-	-	-	-
Communication	-	-	-	-
Insurance/Bonds	-	-	-	-
Postage/Printing	-	-	-	-
Operations and Maintenance Expenses	-	-	-	-
Training/Travel/Transportation	-	-	-	-
Other (Describe)	-	-	-	-
Subtotal	-	-	-	-
Program/Project Costs				
Other (Describe)	-	-	-	-
Other (Describe)	-	-	-	-
Other (Describe)	-	-	-	-
Other (Describe)	-	-	-	-
Other (Describe)	-	-	-	-
Other (Describe)	-	-	-	-
Other (Describe)	-	-	-	-
Other (Describe)	-	-	-	-
Subtotal	-	-	-	-
Other Costs				
Other (Describe)	-	-	-	-
Subtotal	-	-	-	-
AGENCY EXPENSES (before depreciation)				
Depreciation (Building and Equipment)	-	-	-	-
OR-if Cash Basis-Asset Acquisition	-	-	-	-
TOTAL DIRECT EXPENSES (B)	\$0.00	\$0.00	\$0.00	\$0.00
DEFICIT OR EXCESS - (A) MINUS (B)	\$0.00	\$0.00	\$0.00	\$0.00

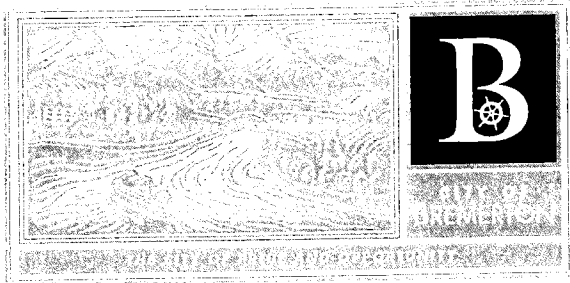
NOTE: If an expenditure line item is larger than 10% of the budget, include an attachment showing detail.

SEE ATTACHED

ATTACHMENT C

**CITY OF BREMERTON
Revenue and Expenses**

	2012 Actual	2013 Actual	2014 Budget
Agency Revenue			
Beginning Cash/Investments	31,734,739	28,526,244	29,054,915
Federal Revenue	11,573,810	4,602,314	3,461,898
WA State Revenue	2,552,148	2,167,273	1,585,878
Local Revenue	65,377,855	66,237,635	68,250,579
Miscellaneous Revenue	4,660,910	4,687,569	3,266,204
Debt Issuance	5,337,033	14,219,956	7,000,000
Total Agency Revenues	121,236,495	120,440,991	112,619,474
Agency Expenditures			
Personnel	34,915,627	35,078,082	37,190,867
Supplies	3,344,834	3,128,554	2,993,909
Equipment	540,497	725,016	623,296
Advertising	17,234	0	451
Communication	283,673	346,274	387,189
Insurance	1,514,701	1,701,763	1,116,800
Postage	96,374	100,777	114,140
Operations & Maintenance Expense	17,741,621	20,859,269	21,956,861
Travel	42,379	44,579	106,335
Utilities	2,302,406	1,983,957	2,137,113
Debt Principal	4,601,865	18,325,078	4,563,342
Debt Interest	1,775,082	1,727,412	2,109,613
Debt Issuance costs	5,761,980	126,819	1,411
Asset Acquisition	9,947,388	9,316,831	14,205,279
Total Agency Expenditures	82,885,661	93,464,411	87,506,606
Deficit or Excess	38,350,834	26,976,580	25,112,868



BREMERTON POLICE DEPARTMENT
CHIEF / Steven D. Strachan
Steven.Strachan@ci.bremerton.wa.us

Tel 360-473-5224
Fax 360-473-5890
1925 Duwamish Street
Bremerton, WA 98337

April 18, 2014

Kitsap County Commissioners
614 Division Street
Port Orchard, WA 98366

RE: MIDD Tax Use Proposal - Crisis Intervention Training for Law Enforcement

Dear Commissioners:

This letter is to acknowledge the commitment of the Bremerton Police Department to law enforcement mental health/crisis intervention training for law enforcement through the use of the new mental health sales tax.

We have been meeting with law enforcement officials including our city jurisdictions, Suquamish Tribal Police, the Sheriff's Department, the State Patrol, and the Prosecutor's Office discussing how we can further provide our citizens challenged with mental illnesses and substance use disorders. In an effort to better serve these citizens, we would like to provide our officers with skills to interact with those experiencing distress, and more intensive advanced training for our Crisis Intervention Officers.

Although we will continue to use our agency's general funds for training, we will not be able to provide the specialized training needed for all of our officers responding to persons with mental illness. Funding from the health sales tax will ensure we are successful in our goal.

Sincerely,

STEVEN D. STRACHAN
Chief of Police



KITSAP MENTAL HEALTH SERVICES

April 17, 2014

Officer Robert Davis
City of Bremerton
Bremerton Police Department

RE: Law Enforcement Training for Persons with Behavioral Health Challenges

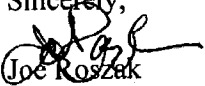
Dear Officer Davis,

Kitsap Mental Health Services is pleased to partner with law enforcement jurisdictions throughout Kitsap County in an important effort to provide intensive training for officers who encounter persons with behavioral health concerns.

We have been meeting with law enforcement officials including our city jurisdictions, Suquamish Tribal Police, the Sheriff's Department/Jail Services, the State Patrol, and the Prosecutor's office for nearly two years, discussing how together we can further a county wide plan for better serving people encountered daily who are challenged by mental illnesses and substance use disorders, and who need treatment, not incarceration.

We are very pleased that a plan addressing law enforcement concerns is moving forward. Based on SAMHSA' GAINS Intercept model addressing how communities can most effectively address the intersection between law enforcement and mental health services, we know law enforcement jurisdictions have recently invested in hiring and training Crisis Intervention Officers specifically to interact with persons experiencing distress due to mental illnesses and/or substance use disorders. We applaud your plans to provide Crisis Intervention Training for all of officers on the street this coming year, and more intensive advanced training for your Crisis Intervention Officers.

Kitsap Mental Health Services is pleased and honored to support law enforcement in its endeavor to implement elements of the Intercept Model in our county, to support you in efforts to better serve persons with Behavioral Health issues, and to reduce the likelihood of violent contacts between officers and citizens.

Sincerely,

Joe Roszak
Chief Executive Officer
Kitsap Mental Health Services

BOARD OF DIRECTORS

- Ian Tezak, RN, MN
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- Mart Lewis, EdD
- Carolyn Powers
- Wes Tallman
- Dennis Velont
- Joe Roszak
Chief Executive Officer

The mission of Kitsap Mental Health Services is to shape the future of mental health through state of the science service delivery, community partnerships and advocacy.

Ph (360) 373-5031
TDD (360) 478-2715
Fax (360) 377-0458
5455 Almira Drive NE
Bremerton, WA 98311-8331
www.kitsapmentalhealth.org



KMHS does not discriminate against any person on the basis of race, color, national origin, sex, disability, marital status, religion, ancestry, age, veteran status, or other protected status under applicable laws in its programs and activities.



Poulsbo Police Department

Office of the Chief

April 17, 2014

Kitsap County Commissioners
614 Division Street
Port Orchard, WA 98366

RE: MIDD Tax Use Proposal – Crisis Intervention Training for Law Enforcement

Greetings,

This letter is to acknowledge the commitment of the Poulsbo Police Department to law enforcement mental health/crisis intervention training for law enforcement through the use of the new mental health sales tax.

Law enforcement agencies in Kitsap County have made great strides in improving our response to persons with mental illness. Some initial officer training has occurred along with some additional advanced training for a few of our newly appointed crisis intervention officers. But we are a long way from meeting our goal of ensuring that all commissioned officers in Kitsap County have attended at least 8 hours of crisis intervention training and that all new crisis intervention officers have obtained the advanced level of training necessary for them to interact with person in crisis during those critical minutes on the street.

The only way for us to reach our goal is with outside funding provided by this tax. We will continue to use agency general funds to supplement our training and to provide backfill to send officers to this critical training. Our training budgets have been decimated over the last several years due to economic conditions, making it difficult to meet even our state mandated training requirements.

As the chair of the Kitsap County Sheriff & Police Chief's Association, I can assure you that all of the agencies in the county are committed to continuing to improve our response to people in crisis and to meet our new minimum training standards. This funding will ensure we are successful.

Sincerely,

Alan L. Townsend
Chief of Police

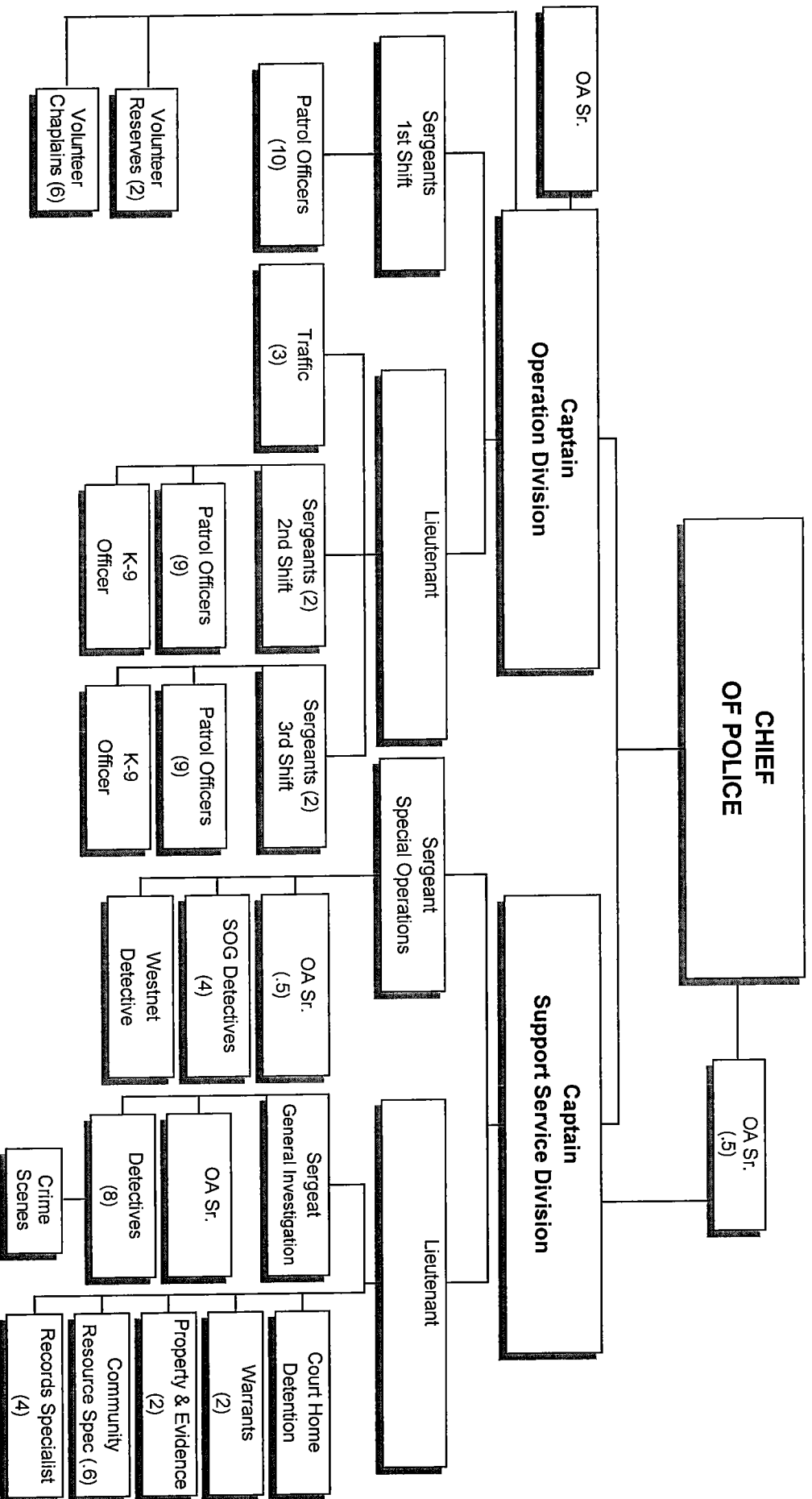
ORGANIZATIONAL CHART:

The Bremerton Police Department is organized in a military style fashion. The department is led by the Chief of Police. The command staff consists of the Chief, Captains and Lieutenants. The command staff over sees the following divisions patrol, traffic, K-9, detectives and special operations.

Sergeants supervise the patrol shifts and other units in patrol. Detectives and Special Operations each have a supervising sergeant. There is a 24 hour seven day a week police coverage in the city of Bremerton.

The Bremerton Police Department is structured and administrated in the same manner as any other law enforcement agency with the exception of very small police agencies. See attached organizational chart.

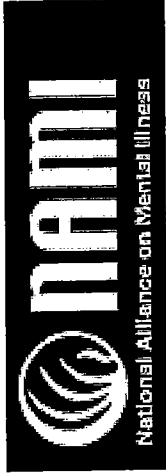
BREMERTON POLICE DEPARTMENT



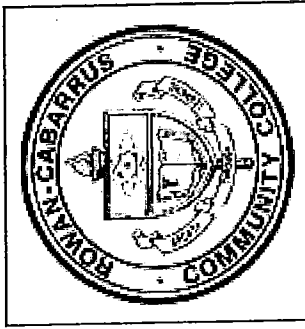
Crisis Intervention Team Program Objectives

The objectives of this program are to:

- Train law enforcement officers to safely respond to people in crisis
- Protect the rights of people with mental illness and other brain disorders
- Ensure that people with mental illnesses and other brain disorders always receive treatment in lieu of incarceration, when appropriate
- Improve the quality and quantity of disability services
- Promote adequate training for criminal justice system personnel about mental illnesses, developmental disabilities, substance abuse and geriatric illnesses



The local chapters of the National Alliance on Mental Illness (NAMI) are major advocates for consumers, families and police departments in our area.



A Police-Based Pre-Booking
Jail Diversion Program



pbh

Call 704-721-2700 or
email cit@pbhsolutions.org
for more CIT information
Visit our website at
www.pbhsolutions.org/cit

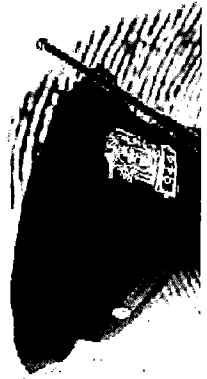
Crisis Intervention

Team Program

The CIT Program is a community-based collaborative between consumers, families, the Mental Health LME, law enforcement agencies, mental health providers, NAMI (National Alliance on Mental Illness), consumer advocacy organization, the community college and the medical community.

Law enforcement officers are frequently first responders to people in crisis. Therefore, CIT training facilitates ongoing collaboration between law enforcement and the mental health community. CIT is designed to assist law enforcement officers who respond to incidents involving people experiencing a mental health crisis.

Police officers receive 40 hours of training on topics, including an Overview of Mental Health, Geriatrics, Substance Abuse/Co-Occurring Disorders, Special Concerns with Adolescents, Mental Health Commitment Process, Personality Disorders, Developmental Disabilities, Autism, Suicide, Trauma and its aftermath, Homelessness, Crisis Intervention and De-escalation.



Strong Mental

Health Partnerships

Strong mental health partnerships -

Police officers respond to people in crisis using viable options, when appropriate, for linking individuals with needed mental health treatment in lieu of arrest and incarceration.

Significant consumer and family involvement -

Consumer and family advocates are integrally involved in the design and implementation of CIT programs

40-Hour CIT Training Provides Officers with Tools...

- The skill to identify and effectively interact with people with substance abuse, mental health and/or developmental disabilities
- Basic medication awareness
- Verbal de-escalation skills
- Use of less-than-lethal weapons/force
- Face-to-face interactions with consumers and family members

Benefits of CIT for Law Enforcement Officers...

- Decrease in use of force during crisis events, which reduces injuries to officers
- Cost savings in time, money and resources
- Appropriate alternatives to arrest and incarceration
- Ongoing collaboration with mental health and advocacy resources
- Officer and department recognition and appreciation

Benefits of CIT for

Consumers and Families

Benefits of CIT for Consumers and Families...

- Reassurance that when a CIT Officer responds, he or she has special skills
- Decrease in use of force during crisis events
- Decrease in number of injuries to the consumer
- Respectful, effective police intervention during crisis
- Access to treatment and continuous care, rather than arrest and jail
- Positive relationships with mental health providers and law enforcement enhances trust
- Partners in advocacy and educational efforts
- Reduction in myths and stigma associated with mental illness

Benefits of CIT for the Mental Health System...

- Opportunities to get people the right services at the right time
- Decrease in use of expensive crisis resources
- Additional crisis response resources
- Ongoing collaboration with police and community resources
- Community partners in advocacy and educational efforts



Memphis Crisis Intervention Team

Overview

Crisis Intervention Team

Memphis Model

- “This is policing for the 21st Century”
Police Chief Charles Moose (1997)
- “This program should be imitated in every city in America”
E. Fuller Torrey (1996)
- “. . . the most visible pre-booking diversion program in the U.S.”

Hank Steadman and colleagues (2000)

First Responder Model

- *Advantages*
 - excellent immediacy of response (Deane et al, 1997)
 - changes nature of intervention
 - reduces injuries, use of force (Dupont & Cochran, 2000)
 - changes attitudes/perception (Borum et al, 1998)
 - lowers arrest rates (Steadman et al, 2000)
 - increases healthcare referrals (Dupont & Cochran, 2000)
 - clarifies lines of responsibility (immediately)

METRO

MEMPHIS, WEDNESDAY, SEPTEMBER 30, 1967

THE COMMERCIAL APPEAL

SECTION 1

Furor sparks call for crisis team New options needed on handling of mentally ill, says alliance

By William C. Bayne
Staff Reporter

Approached aggressively, a person with severe mental problems may react aggressively — either fighting or fleeing from law enforcement officers or others trying to help.

"There's magic in the man," said Ann Dino, president of the Alliance for the Mentally Ill of Memphis, the organization that suggested the task force approach for dealing with uncontrollable people with mental ill-

ness. She said a better approach to Joseph Robinson, the 27-year-old man who was shot repeatedly and killed last Thursday by police, might have "prevented the tragedy."

On Monday, Mayor Dick Hackett announced he would speed up plans to create a crisis intervention team, which would include mental health professionals, to deal with people who have mental problems and are violent.

No evidence has emerged to show Robinson had a history of

mental illness. A relative who had called police to subdue him said he was "trying to cut his throat, acting like he's on drugs," police reported.

Mrs. Dino said others with the alliance met with Police Director John Holt before Thanksgiving last year asking for a task force approach to handling the uncontrollable mentally ill.

She said Holt seemed receptive to the idea and assigned Patrolman John Dwyer to research the proposal.

"You have to have the research in order to see what best

will work in connection with the assets you have," she said yesterday. "Los Angeles has the best one in the country, but it took them two years to work out the kinks in their operation."

Part of the research, she said, pointed out changes needed in ordinances and some new laws about the handling of emergency commitments.

She praised Dwyer's work as excellent and said that cooperation was tremendous between the Police Department and City Hall. She said the first-year study

hasn't even been completed and did not have this annual operating cost. John Dwyer's research showed the task force would pay for itself," in savings to the Police Department and other agencies, Mrs. Dino said.

Asked why it took so long for the city to announce the plan, she said, "Sometimes it just takes some hollering and screaming to get something done. It's sad that it took this tragedy for something to happen, but maybe something good is going to come

Please see T-10M, Page B1.



Ann Dino

The Washington Post

METRO

WEDNESDAY, DECEMBER 27, 2000

Force of Empathy



PHOTOS BY MICHAEL WELLS/FOX — THE WASHINGTON POST
As part of a Montgomery training program to improve officers' understanding of the problems of the mentally ill, Sgt. Rodney Hill tries to form shapes with toothpicks while hearing a cacophony of voices on a headset.

Md. Police Are Trained to Respond Better to Mentally Ill

By PATRICK LEE
Washington Post Staff Writer

Sgt. Ron Smith's first task was to buy a newspaper, get his change in nickels and ask the clerk her name.

Easy enough, usually. But this day, screaming voices filled his head, channeled through a headset he was required to wear. And when he started talking, the 7-Eleven employee stepped away from him, worried about his requests.

Other Montgomery County officers—all with voices screaming in their ears—tackled other tasks. Two read a story and then answered questions; another pair slowly composed geometric shapes with toothpicks. One officer recited a list of words, hesitating



PHOTOS BY MICHAEL WELLS/FOX — THE WASHINGTON POST
Sgt. Rodney Hill (left) and Sgt. Ron Smith listen to a mentally ill patient a little as he spoke.

that simulates the everyday reality of many of the mentally ill. The goal is to teach police how to better handle emergency calls involving mentally ill citizens and reduce the use of deadly force.

The exercises were part of a revolutionary training course for Montgomery police officers

See POLICE, B5, Col. 1

Integrated Crisis Services For Behavioral Emergencies

A Community Partnership Since 1988

Memphis Police Services Patrol Division Crisis Intervention Team (CIT)	Mental Health Community University of Memphis University of Tennessee Regional Medical Center VA Medical Center Lakeside Hospital Community MHC and others	NAMI National Alliance For The Mentally Ill NAMI Memphis
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Goals

– Improve Officer and Consumer Safety

- Immediacy of Response
- In-Depth Training
- Team Approach
- Change Police Procedures

– Redirect Consumers from Judicial System → Health Care System

- Single Source of Entry
- No Clinical Barriers
- Minimal Officer Turnaround Time

Planning Group

Government
Law Enforcement
Judiciary
Advocates
Citizens/Consumers
Health Care
Mental Health



Local Resources



CIT Model

Crisis Intervention Team Model

Dispatch → Officer → Citizen Event → Disposition

Introductory Training
Identify CIT Officers
New Procedures

Volunteer

Patrol Role

New Role

Selection

Specialized Training

Maintain Safety Skills

De-Escalation Skills

New Procedures

Lead Intervention

De-escalation Skills

Officer Discretion

Receiving Facility

User Friendly

Mental Health Emergency System

- *Considerations*
 - Diagnosis and Referral (Honesty versus Expediency)
 - Referral Sources (Open-end/On Demand)
 - Community Interface (Professional and Advocacy)
 - Training Environment (Burnout)
 - Team Approach (Multifaceted Needs)
- *Barriers*
 - Lack of Mental Health Funding
 - Turf Issues
 - Political Disinterest
 - Legal Issues
 - Risk Assessment
 - Police Culture

CIT Training

- Scenario Based
- Exposure
- Specialized Knowledge
- Officer Expertise

Crisis Escalation Cycle

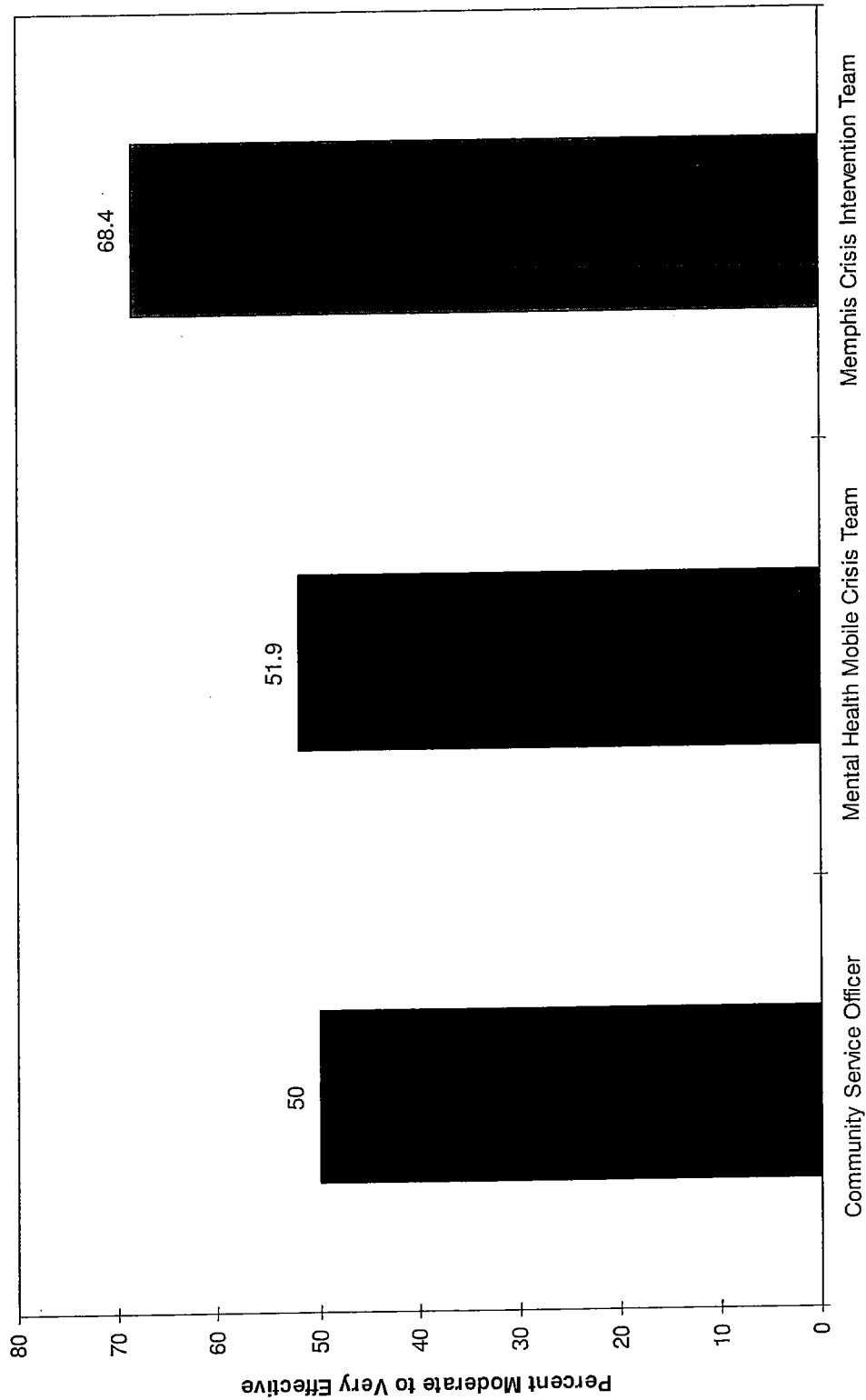
- **Uncertainty**
- **Questioning**
- **Refusal**
- **Demanding**
- **Generalized Acting Out**
- **Specific Acting out**
- **Recovery**
- **Rapport**
- **Cooperation**

**Police Response to Emotionally
Disturbed Persons**

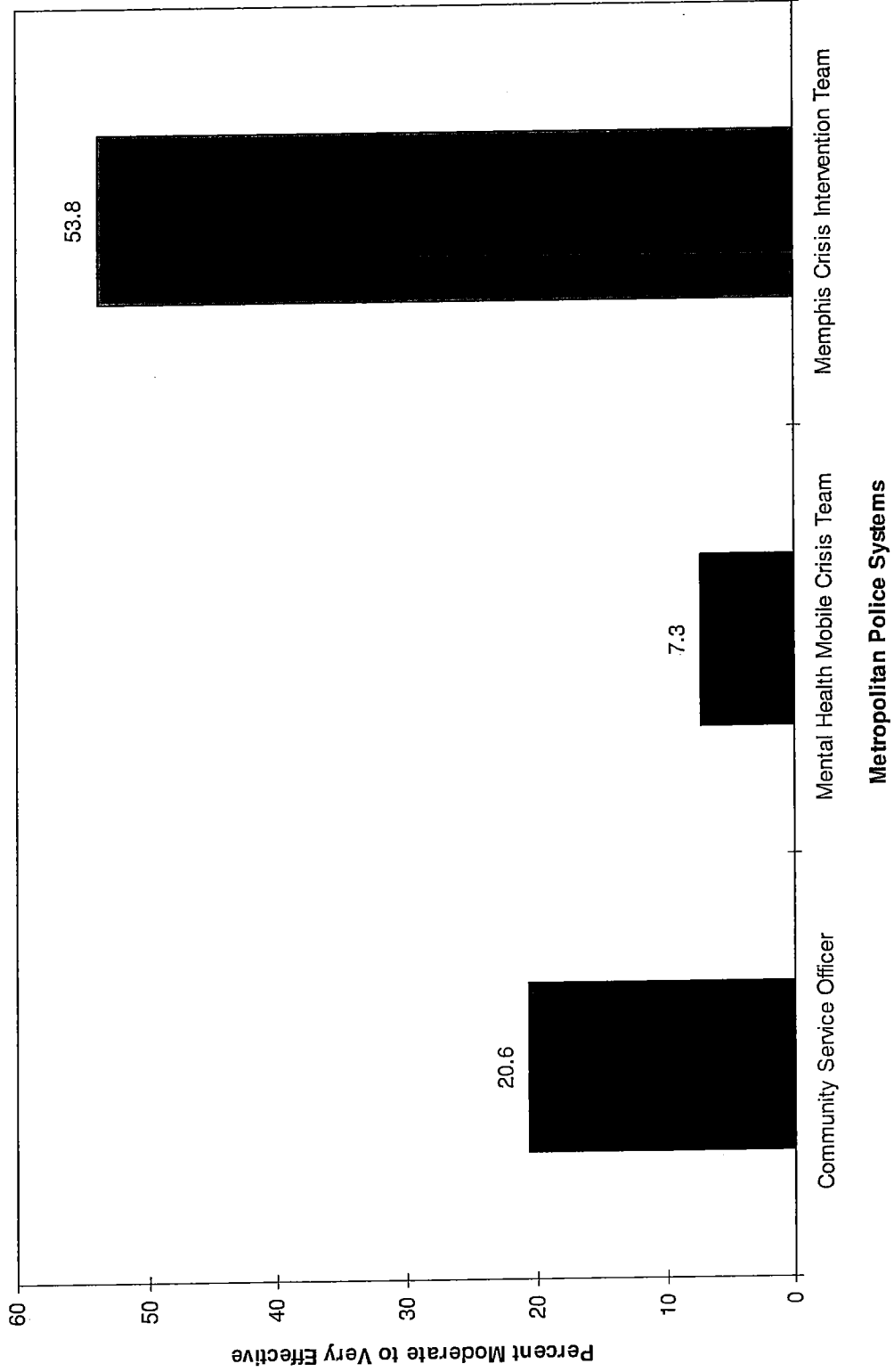
**Models of Police Interactions with the
Mental Health System**

Policy Research Associates (PRA)

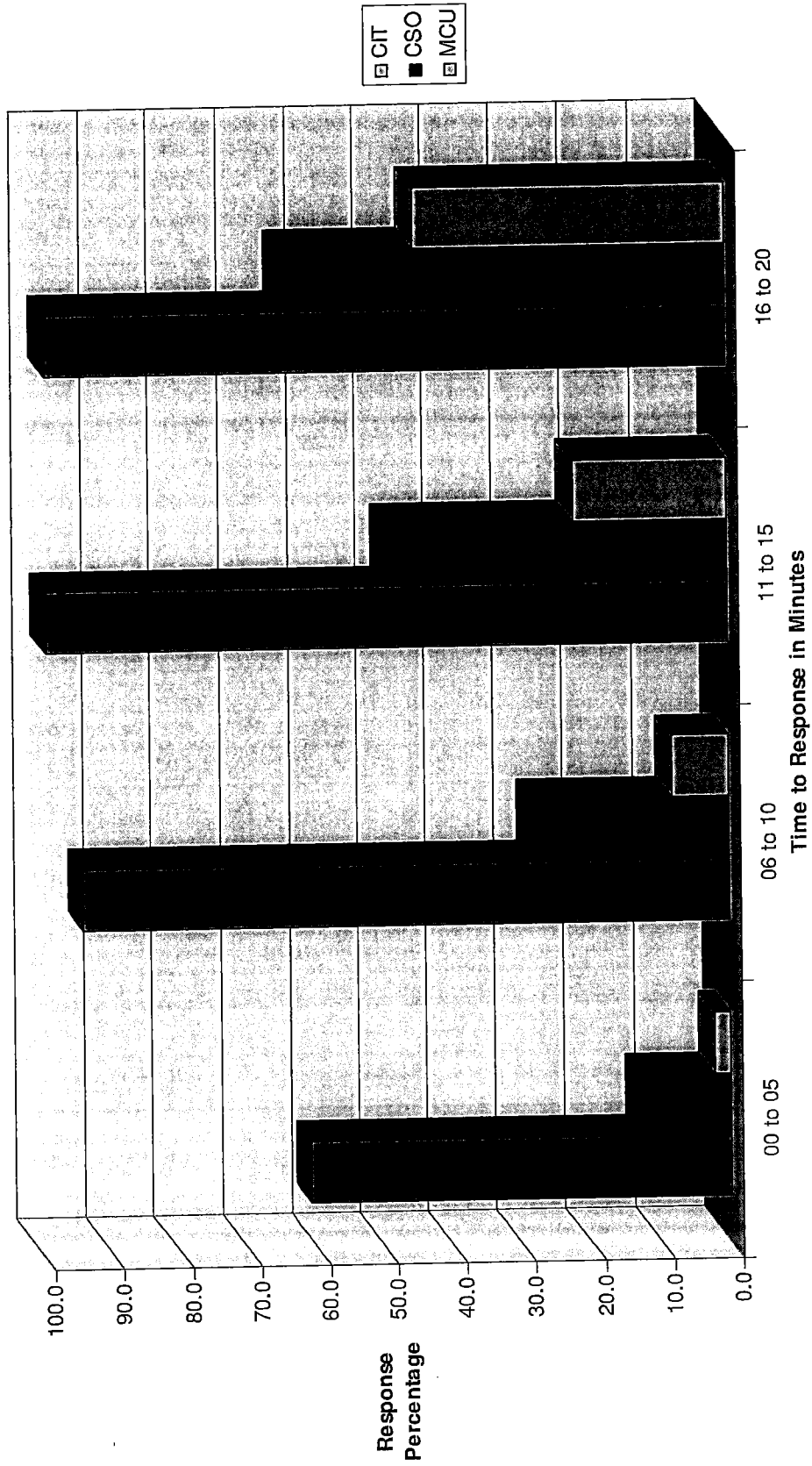
Maintain Community Safety? Officer Ratings
Borum et al (1998)



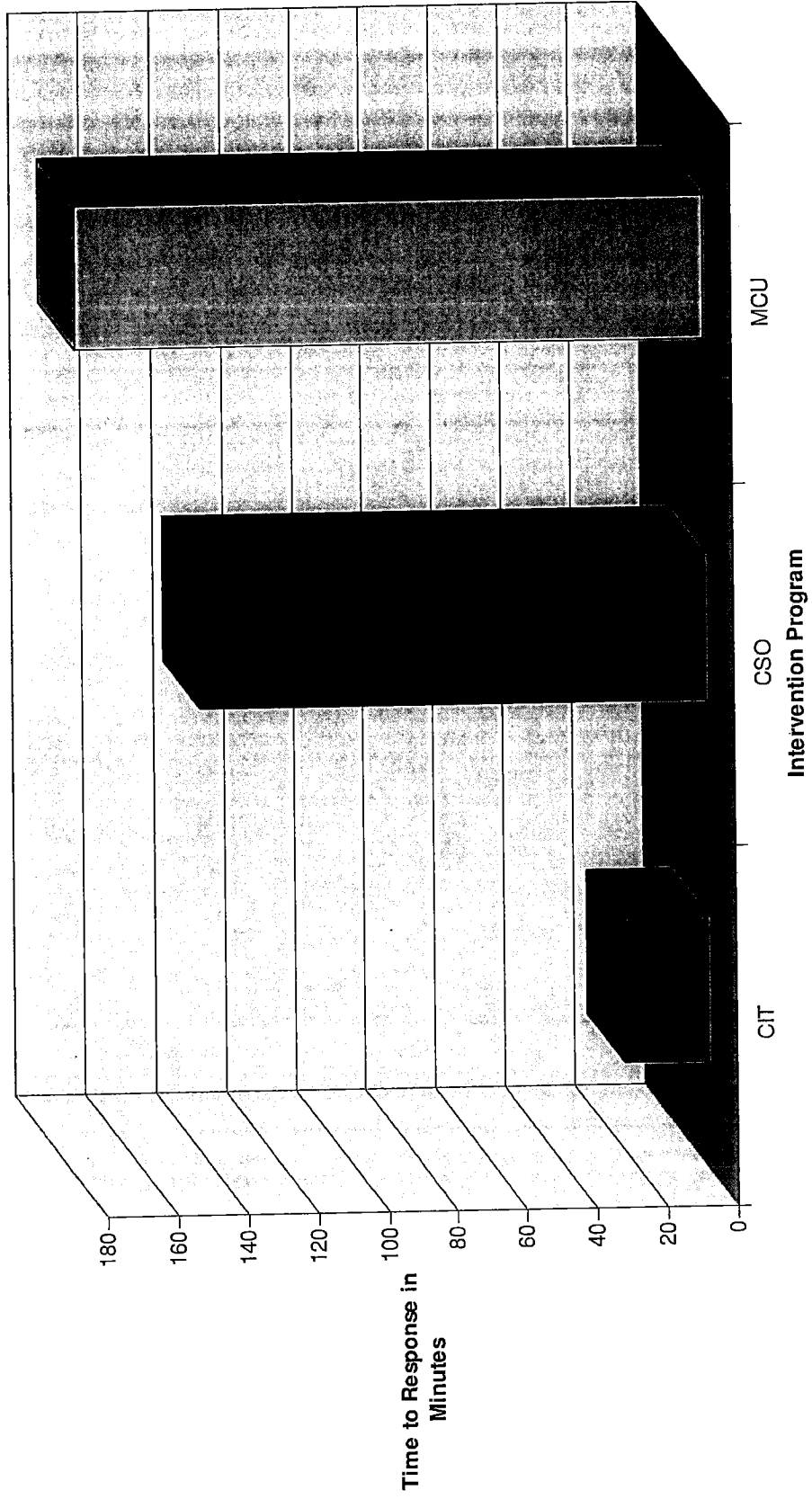
Minimize Officer Call Time? Officer Ratings
Borum et al (1998)



Crisis Response Times
Deane et al (1997)



Maximum Response Time
Deane et al (1997)

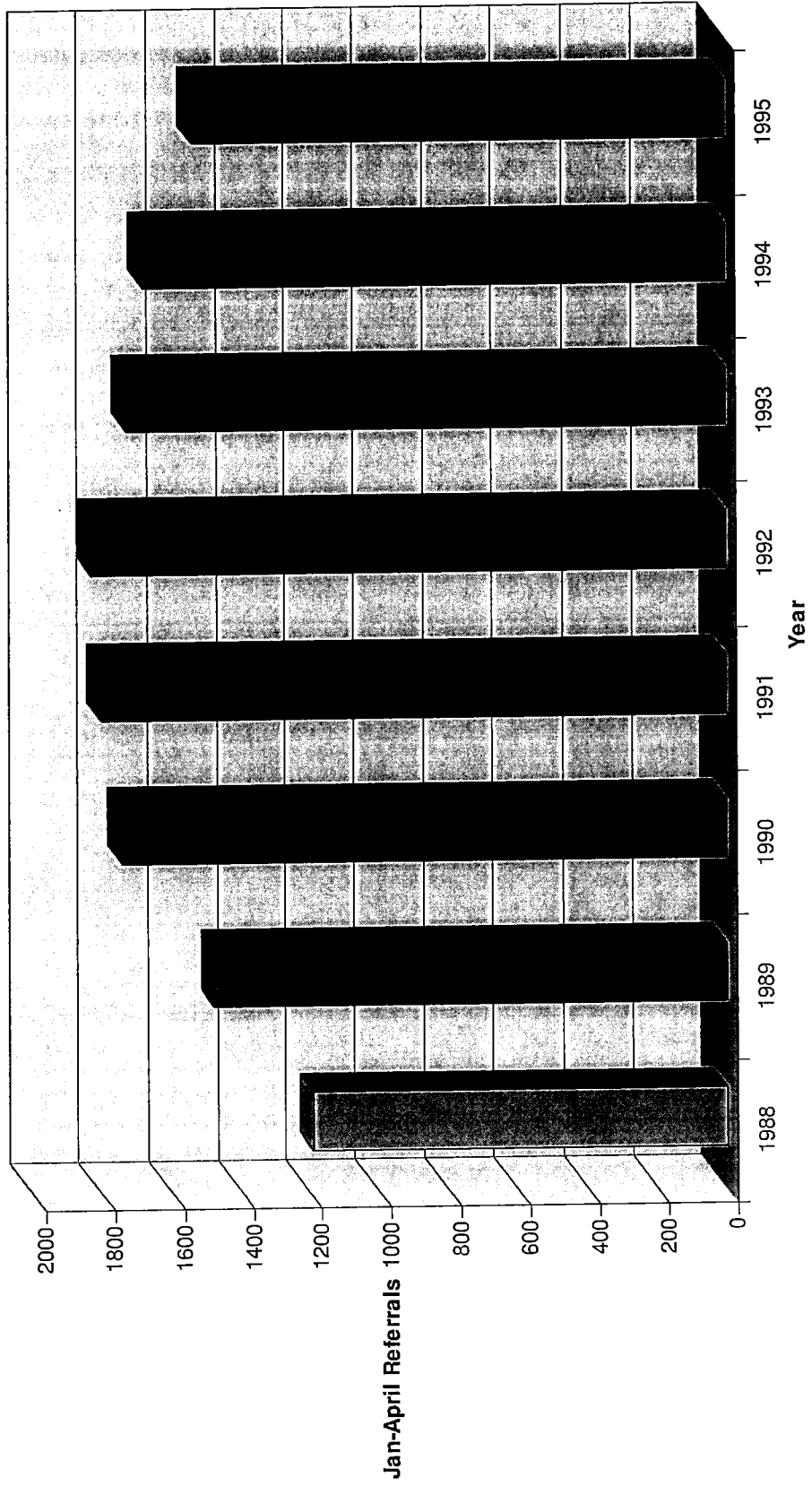


**Health Care Referrals,
Impact on Arrest and Officer Safety**

**Randolph Dupont, PhD
Professor**

**University of Memphis
School of Urban Affairs and Public Policy
Department of Criminology and Criminal Justice**

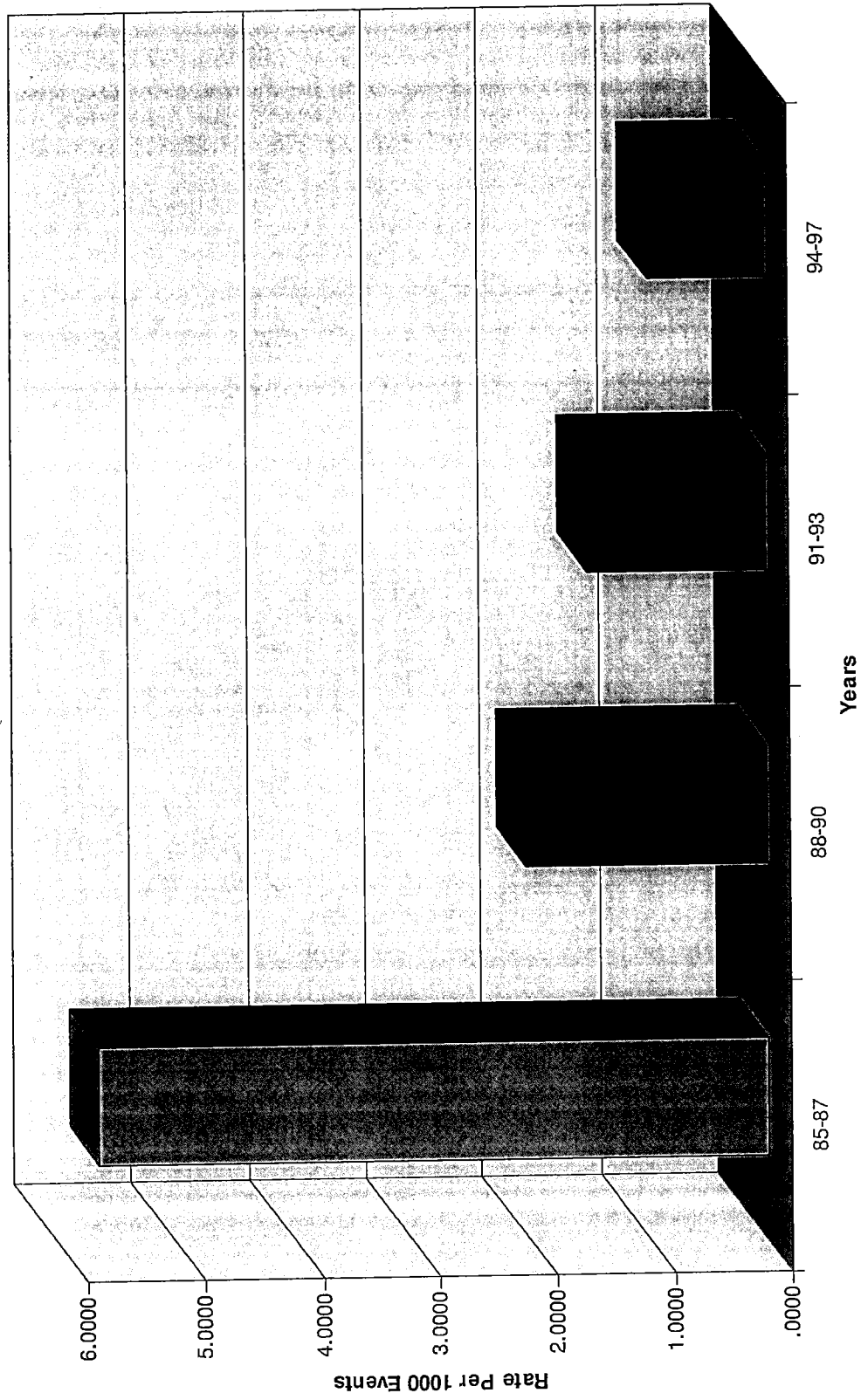
CIT ER Referrals



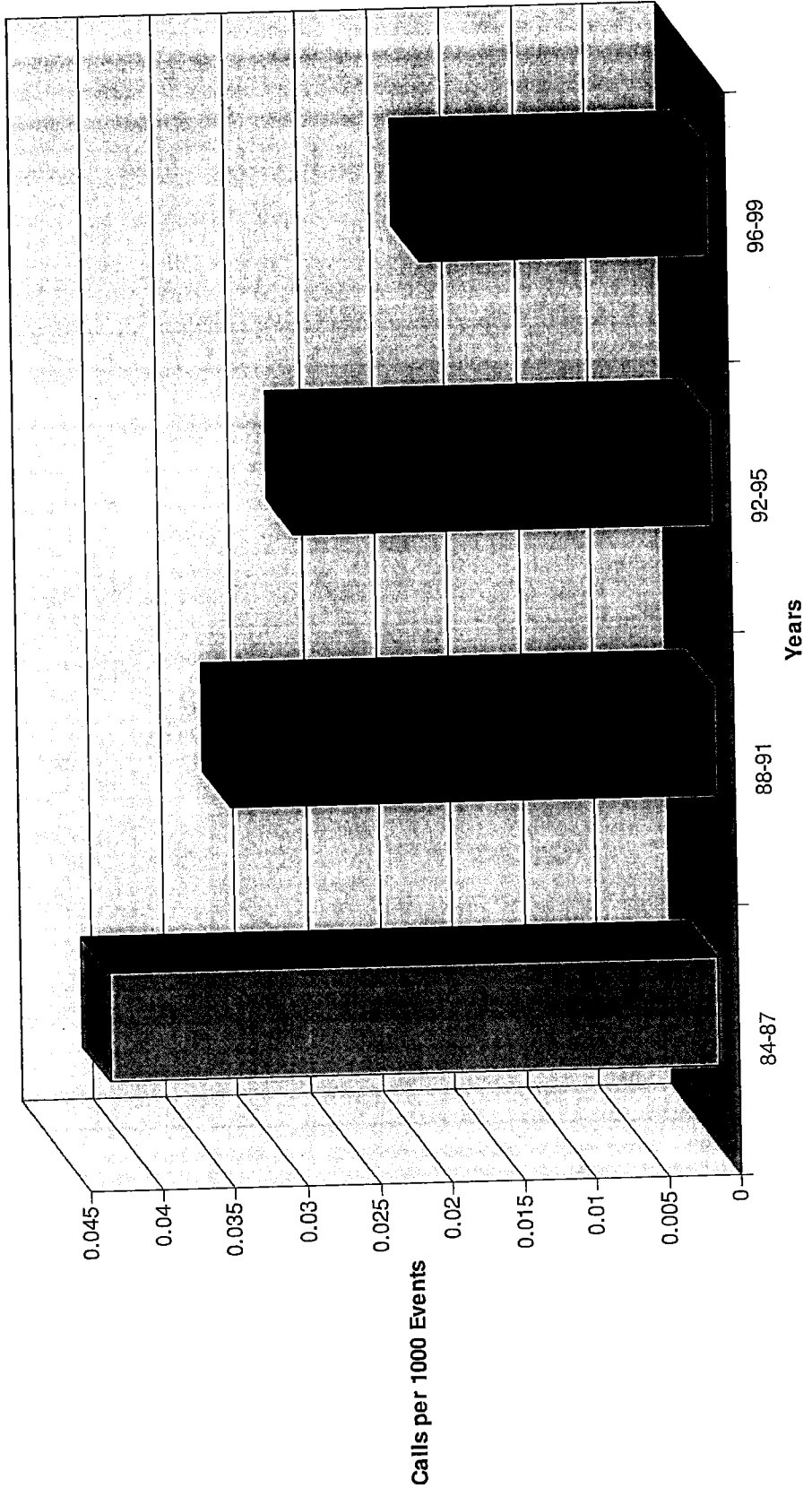
Jail Arrest Evaluation Data

- *National Estimates*
 - Sheridan & Teplin, 1986; Borum et al, 1998 20%
- *CIT*
 - Steadman et al, 2000 2%
- *Reports to County Government*
 - *Daily Census Count*
 - Zager (1990) 2.5%; Dupont (1998) 3.5%
 - *Monthly Arrests Screened for MI*
 - Dupont (1998) 5.0%, CMS (1999) 5.2%
 - *Individuals Eligible for ROR*
 - Pretrial Services (1999) 0.5%

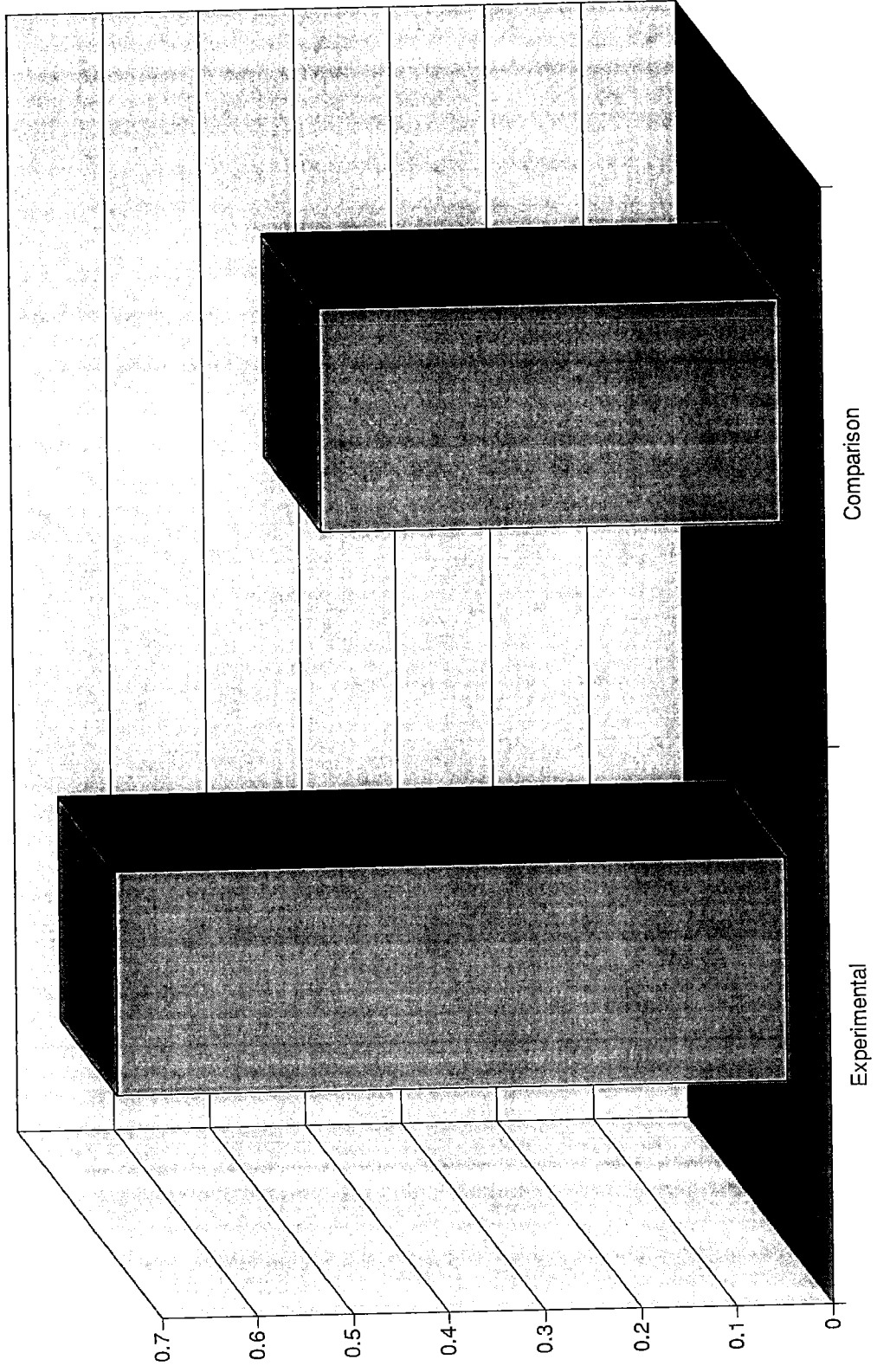
Officer Injuries During MI Events



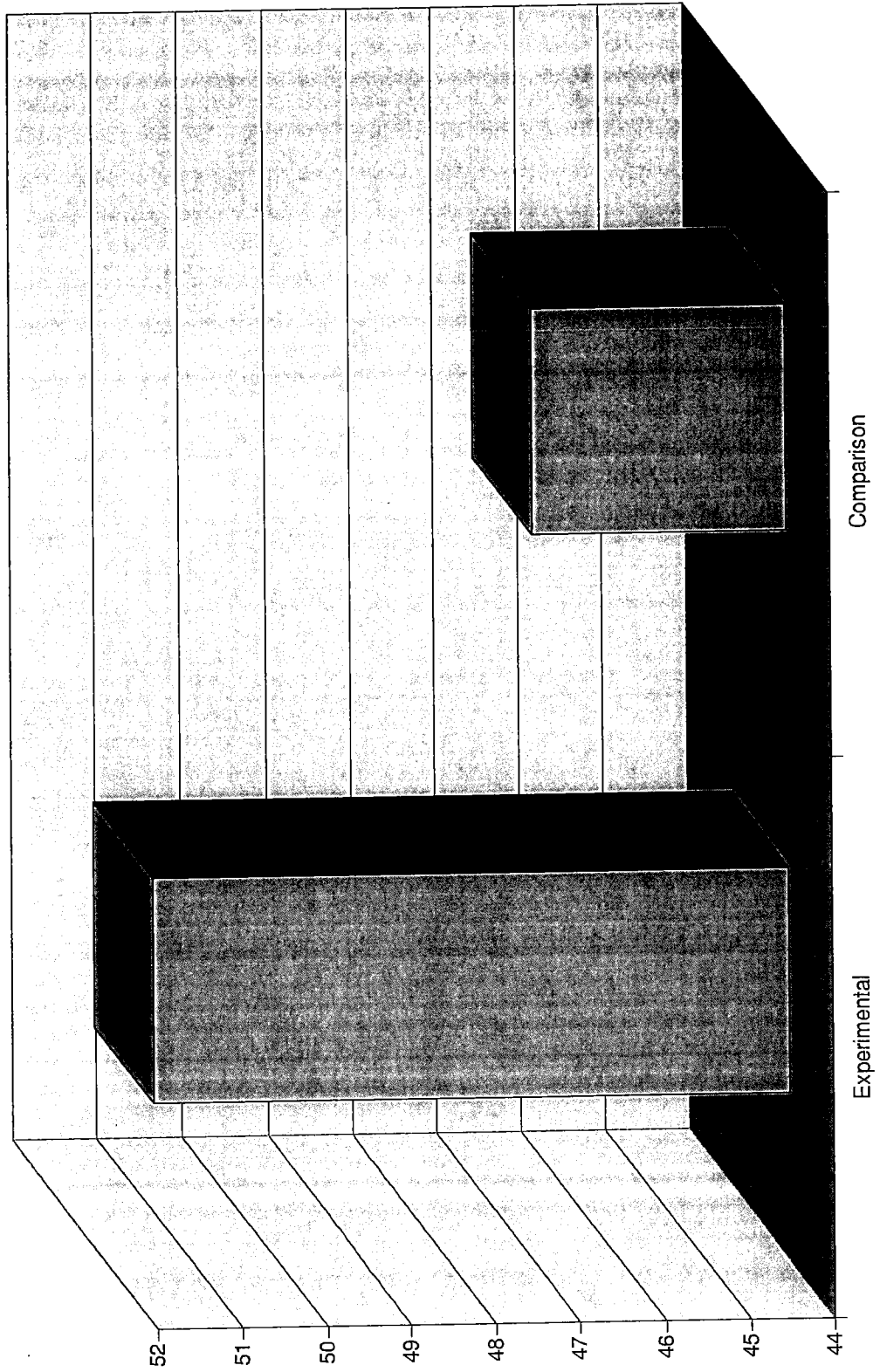
TACT Barricade Calls



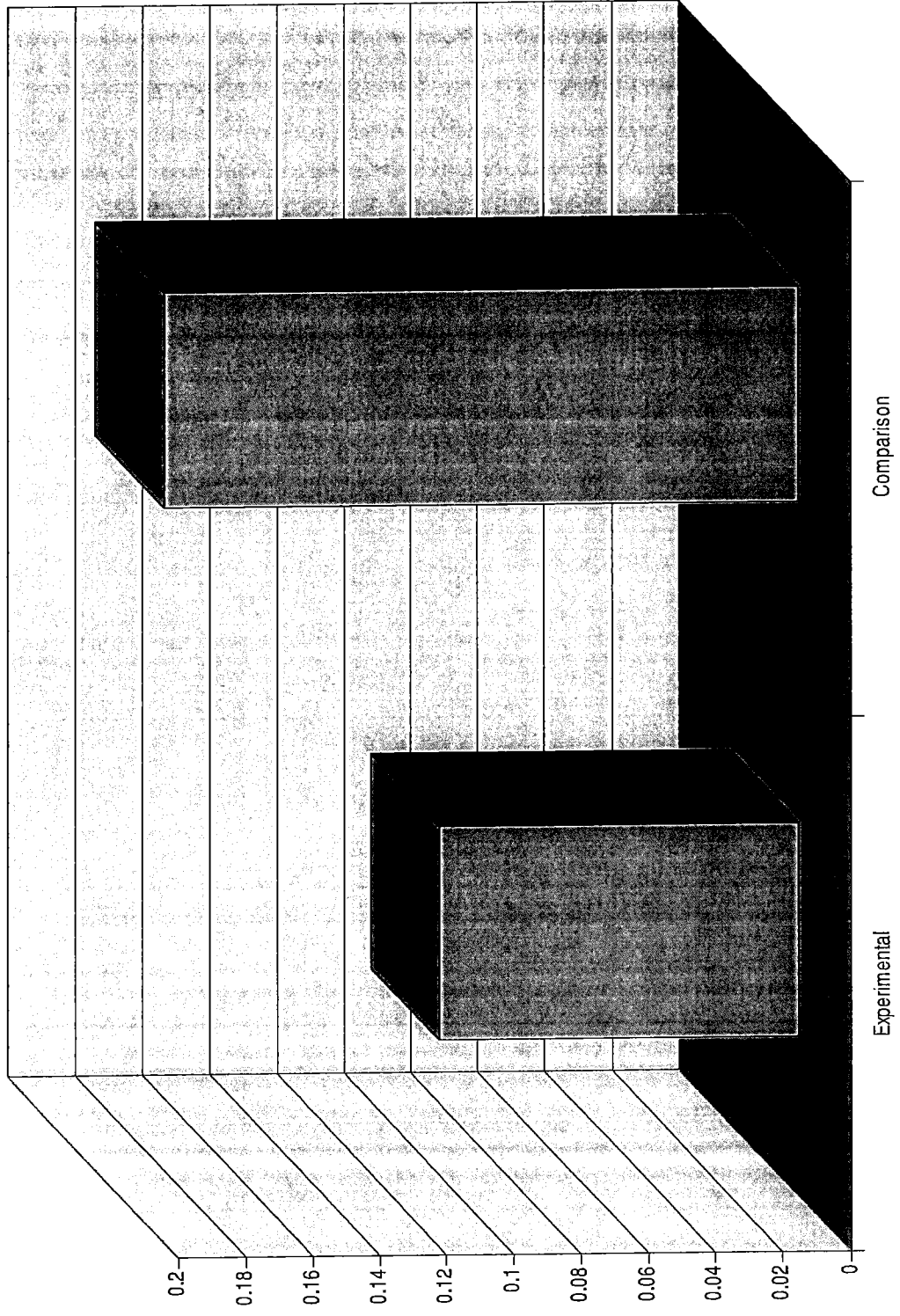
Mental Health TX (P<.0001)



CSI: Symptoms ($P < .0001$)



Re-Arrest Probabilities at 3 Months: During Past 30 Days ($P < .05$)



CIT Diversion - Compared to Jail (after 90 days)

- better connection to community treatment
- improved mental status symptoms
- lower rate of re-arrest

* SAMHSA: Final Report, Dupont (2003)
Criminal Justice Jail Diversion Project

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