



BOARD OF SUPERVISORS
AGENDA LETTER

Agenda Number :

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Department Name: Sheriff
Department No.: 032
For Agenda Of: December 7th 2021
Placement: Administrative e
Estimated Time:

Continued Item: No
If Yes, date from:
Vote Required: 4/5

TO: Board of Supervisors

FROM: Department Bill Brown, Sheriff-Coroner (805 681- 4290)
Director(s)
Contact Info: Cherylynn Lee, PhD (805 618-4231)

SUBJECT: Acceptance of The Office of Community Oriented Policing (the COPS Office),
for the Law Enforcement Mental Health and Wellness Act (LEMHWA) gra

County Counsel Concurrence

As to form: Yes

Risk Management:

As to form: Yes

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors:

- a. Approve Budget Revision BJE-0007990 appropriating \$41,200 in grant revenue and corresponding expense for FY 2021-2022; and allocate remaining funds to the following Fiscal Year's budget
- b. Approve, ratify, and authorize the Sheriff to accept the Community Oriented Policing Services (C.O.P.S.) Office/ Law Enforcement Mental Health and Wellness Act (L.M.H.W.A.) grant in the amount of \$123,596 to be used over FY 2021-2022, FY2022-2023, FY2023-2024; and
- c. Determine that the above action is not a project pursuant to CEQA Guidelines Section 15378(b)(4), as it is the creation of a government funding mechanism or other government fiscal activity, which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment.

Summary Text:

The Sheriff's Office recognizes the importance of employee mental health and wellness and intends to upstand a program with trust and longevity for our employees. Research has shown having a robust, well trained peer support program goes a long way towards improving employee retention, employee

satisfaction with the organization; reduces workers compensation claims; and improves the quality of life for our personnel. The grant funding will allow the Sheriff's Office to upstand an internal peer support team that will be available to support Sheriff's employees both civilian and sworn. The Sheriff's Office received notice on October 15th, 2021, that the COPS Office would be awarding the entire amount of \$123,596 for the 3-year grant period.

Background:

Law Enforcement professionals and civilian staff within law enforcement agencies are exposed to trauma on a near daily basis. Patrol deputies, dispatchers and custody deputies experience trauma after critical incidents such as shootings, physical assaults, natural disasters, death investigations and near-death experiences. Civilian personnel including records, Sheriff Service Technicians, forensics, etc. experience what is referred to as secondary trauma- they are indirectly involved in a traumatic experience, however, the effects of the trauma on the brain and behavior are the same. In addition to critical incidents, first responders and civilian personnel also experience what is called cumulative stress. Cumulative stress refers to the additive impact of incidents and stress over time. Both critical incident and cumulative stress can lead to Post Traumatic Stress Disorder, Major Depressive Disorder, alcoholism, relationship problems, lower self-reported quality of life, job performance problems, missed workdays and suicidality.

The culture of law enforcement is one that historically is reluctant of accepting mental health help. The culture is changing, and many are seeking professional help for the years of trauma they have experienced. Not everyone in the profession is at the point where they need professional help from a psychologist. Peer supporters respond to critical incidents to support personnel on scene, connect with persons who are out on injury and who are retired, connect with personnel who are referred by their supervisor, provide trainings on selfcare and positive coping and are experts in confidentiality and trauma. Peer support interventions often prevent the need for professional help later on because talking to someone who "gets it" and has "been there" is incredibly cathartic and healing.

The Sheriff's Office Peer Support Team will be a collateral assignment and fall under the Behavioral Sciences Unit under the management of Dr. Cherylynn Lee.

Fiscal and Facilities Impacts:

Budgeted: No

Fiscal Analysis:

The grant will fund \$87, 516 in overtime compensation for peer support related activities and \$36,080 towards training, services and supplies.

Funding Sources	Current FY 21-22 Cost:	FY22-23 Cost	FV23-24 Cost	Total Grant Cost
General Fund				
State				
Federal	\$ 41,200.00	\$ 70,626.00	\$ 11,770.00	\$ 123,596.00
Fees				
Other:				
Total	\$ 41,200.00	\$ 70,626.00	\$ 11,770.00	\$ 123,596.00

Special Instructions:

Clerk of the Board:

- (a) Submit two Minute Orders to the Santa Barbara County Sheriff's Office, attention Hope Vasquez, CFO.

Attachments:

Attachment A: Grant Narrative

Attachment B: Grant Application

Attachment C: BJE-0007990

Authored by_:

Dr. Cherylynn Lee