



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-Coroner  
**Department No.:** 032  
**For Agenda Of:** May 14, 2024  
**Placement:** Administrative  
**Estimated Time:**  
**Continued Item:** No  
**If Yes, date from:**  
**Vote Required:** 4/5

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**TO:** Board of Supervisors  
**FROM:** Department Bill Brown, Sheriff-Coroner, (805) 681-4290  
Contact Info: Jarrett Morris, Lieutenant, (805) 681-4146  
**SUBJECT:** Agreement with Nancy K. Bohl, Inc. for Counseling Services

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**County Counsel Concurrence**

As to form: Yes

Other Concurrence: Risk Management

As to form: Yes

**Auditor-Controller Concurrence**

As to form: Yes

**Recommended Actions:**

That the Board of Supervisors:

- a) Approve, ratify, and authorize the Chair to execute the Agreement with Nancy K. Bohl Inc. to provide counseling, training, critical incident intervention, and support to emergency service and public safety personnel for the Sheriff-Coroner's Office for a total contract amount not to exceed \$200,000 for the period of July 1, 2023 through June 30, 2026.
- b) Determine that the above actions are government fiscal activities or funding mechanisms that do not involve any commitment to any specific project that may result in a potentially significant impact on the environment and are, therefore not a project under the California Environmental Quality Act (CEQA) according to section 15378(b)(4) of the CEQA guidelines and that the activity is not a "Project" per section 15378(b)(5) since it is an organized or administrative activity of government that will not result in direct or indirect physical changes in the environment.

**Summary Text:** This item is before your Board to approve an agreement with Nancy K. Bohl Inc. to provide counseling, training, critical incident intervention, and support to emergency service and public safety personnel for the Sheriff's Office, with a total contract amount not to exceed \$200,000 for the period of November 1, 2023 through October 31, 2026. The contract is fully funded for fiscal year 2023-24 and partially funded for fiscal year 2024-25 through a federal grant. The Sheriff's Office is actively seeking additional funding for the remainder of the contract.

**Background:**

Nancy K. Bohl, Inc. d.b.a. The Counseling Team International (TCTI) is a distinguished professional service provider that extends counseling sessions to approximately 750 sworn personnel and their eligible family members up to age 26. These confidential sessions, whether conducted face-to-face or through telehealth, address various issues impacting job performance and overall well-being, including mental health, family conflicts, substance abuse, and stress. TCTI ensures the timely delivery of services, with 24/7 emergency support available.

Operating across multiple regions, including Los Angeles, Orange, Riverside, San Bernardino, San Diego, Santa Barbara, and Ventura, TCTI offers both in-person and telehealth services. TCTI is utilized by multiple law enforcement and fire agencies in Santa Barbara County, including County Fire. The organization highly emphasizes confidentiality and security, adhering to professional ethics, federal regulations, and state laws to safeguard client information.

In addition to its counseling services, TCTI provides training programs for management and supervisory teams, fostering a cooperative relationship between managers and employees. The organization also conducts employee orientation training to acquaint personnel with the services offered. TCTI's comprehensive approach encompasses critical incident debriefing and crisis intervention services, featuring one-on-one counseling, defusing, and psychological first aid. With a rich history dating back to 1985, TCTI, now expanding into telehealth services, is a well-established entity that provides diverse services and training to support first responders and their families.

Prioritizing mental health and well-being is crucial for law enforcement officers, given their work's unique and often high-stress nature. Daily challenges and exposure to traumatic events can impact an officer's mental well-being, influencing job performance and overall quality of life. Counseling services play a vital role in addressing these challenges, providing a confidential and supportive environment for officers to manage stress, trauma, relationship conflicts, and substance abuse.

Recognizing the significance of mental health support, the Sheriff's Office sought professional services to offer confidential counseling sessions. These services extend not only to sworn personnel but also to their eligible family members, recognizing the direct impact an officer's family can have on their mental health. Additionally, the Sheriff's Office adopts a proactive approach by providing consultations with supervisors to address performance concerns and Employee Support Services.

This comprehensive approach includes follow-up sessions for officers involved in critical incidents, ensuring their mental health needs are adequately addressed. Moreover, education and awareness are integral components, with training orientations at all levels, including management, and the dissemination of informational materials to promote access to Employee Support Services while maintaining utmost confidentiality for those seeking assistance.

The Sheriff's Office also acknowledges the importance of community engagement, committing to attend at least one health fair annually to promote mental health wellness within the law enforcement community. This multifaceted strategy reflects the Sheriff's Office's dedication to supporting the mental health of its officers and fostering a proactive and confidential environment for seeking assistance and education.

**Performance Measures:**

TCTI shall handle emergencies on an immediate basis. If an emergency takes place, TCTI shall provide a 24-hour answering service. TCTI shall provide short training sessions on how the program works, and how law enforcement personnel can relate to the program and support it. TCTI shall maintain the confidentiality of all employees and their eligible dependents living in the home referred for counseling. Records shall be kept secure in accordance with professional code of ethics, federal regulations, and state law. TCTI shall not reveal the names or identities of employees or eligible dependents who come to the program voluntarily. TCTI shall provide small group discussions following the critical incident which typically takes place within 8 to 12 hours of the event and shall include a three-phase structure, and the duration is usually less than 1 hour. TCTI shall provide Critical Incident Stress Debriefings which are structured in small groups and must follow the crisis intervention process developed by Jeffery Mitchell, Ph.D. of the International Critical Incident Stress Foundation (ICISF). Critical Incident Stress Debriefings shall be applied between 24 and 72 hours after a traumatic event.

**Fiscal and Facilities Impacts:**

Budgeted: Partially. Grant funds received from the Law Enforcement Mental Health and Wellness Act (LEMHWA) Program and budgeted in Services & Supplies will fund TCTI’s services for fiscal year 2023-24 and part of 2024-25. The Sheriff’s Office is exploring additional funding sources for the remainder of the contract.

**Fiscal Analysis:**

<b>Funding Sources</b>	<b>Current FY Cost:</b>	<b>FY 2024-25 Cost:</b>	<b>FY 2025-26 Cost:</b>
General Fund			
State			
Federal	\$ 47,850.00	\$ 40,000.00	
Fees			
Other:		\$ 30,000.00	\$ 82,150.00
Total	\$ 47,850.00	\$ 70,000.00	\$ 82,150.00

Narrative: The Sheriff’s Office will utilize \$47,850 in federal grant funds from LEMHWA for TCTI’s services in fiscal year 2023-24 and approximately \$40,000 in fiscal year 2024-25. The Sheriff’s Office is exploring additional funding sources, including working with a local non-profit to develop a similar funding source as County Fire to fund services from TCTI. No General Fund money will be used to pay for this contract.

**Special Instructions:**

Clerk of the Board: Please send a minute order to Hope Vasquez, CFO, Sheriff’s Office at [hmv3606@sbsheriff.org](mailto:hmv3606@sbsheriff.org) and Jarrett Morris, Lieutenant, Sheriff’s Office at [jam3768@sbsheriff.org](mailto:jam3768@sbsheriff.org).

**Attachments:**

Attachment A: Agreement for Services with TCTI

Authored by Jarrett Morris, Lieutenant, Sheriff’s Office