

SB 580 - FAV - MML.pdf

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Maryland Municipal League
The Association of Maryland's Cities and Towns

TESTIMONY

March 2, 2023

Committee: Senate Judicial Proceedings

Bill: SB 580 - Public Safety - Officer and Community Wellness Training Grant Fund

Position: Support

Reason for Position:

The Maryland Municipal League supports Senate Bill 580, which will significantly defray costs to municipal police agencies as they seek to provide critical mental health care to their officers. Specifically, the bill provides grant opportunities to municipal police agencies for the specific purpose of providing mental health and stress management training for their officers.

The stress on law enforcement officers can be incredibly high and resulting mental health problems are real. The grant program established in this bill is clear recognition that officers need help managing the toll that their responsibilities take on their wellbeing. Training on ways to improve mental health and reduce stress is critical to most workers but especially in the first responder field. The grant funding in the bill will directly increase the opportunities for our municipal police officers to invest in their own mental wellness.

On behalf of the 88 municipal police departments and over 1,800 municipal police officers, MML supports SB 580 and requests a favorable report.

FOR MORE INFORMATION CONTACT:

Theresa Kuhns	Chief Executive Officer
Angelica Bailey Thupari, Esq.	Director, Advocacy & Public Affairs
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Justin Fiore	Deputy Director, Advocacy & Public Affairs

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BaltimoreCounty_FAV_SB0580.pdf

Uploaded by: D'Andrea Walker

Position: FAV



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Director of Government Affairs

AMANDA KONTZ CARR
Legislative Officer

JOSHUA M. GREENBERG
Associate Director of Government Affairs

BILL NO.: **SB 580**

TITLE: Public Safety – Officer and Community Wellness Training Grant Fund

SPONSOR: Senator Elfreth

COMMITTEE: Judicial Proceedings

POSITION: **SUPPORT**

DATE: March 1, 2023

Baltimore County **SUPPORTS** Senate Bill 580 – Public Safety – Officer and Community Wellness Training Grant Fund. This legislation would establish the Officer and Community Wellness Training Grant Fund.

The overall wellbeing of our local law enforcement officers is critical for enabling our police departments to be as effective as possible in keeping communities safe and secure. As police retention continues to dwindle across the country, it is critical that state and local government take the necessary steps towards maintaining morale, mental wellness, and overall quality of life for law enforcement officers.

SB 580 is a strong step towards supporting our local police forces. Baltimore County has already implemented officer wellness programs and has found these to be successful in assisting officers with mental health difficulties. This bill will provide the necessary funding for the County to not only continue the great work accomplished by these programs, but potentially increase engagement and follow-up in the future.

Accordingly, Baltimore County requests a **FAVORABLE** report on SB 580. For more information, please contact Jenn Aiosa, Director of Government Affairs at jaiosa@baltimorecountymd.gov.

SB0580.pdf

Uploaded by: Jonathan Dayton

Position: FAV



Allegany Garrett Counties Volunteer Fire Rescue Association
P.O. Box 935 Frostburg, MD 21532
agcvfra.net

Judicial Proceedings Committee
Chair Senator William C. Smith, Jr.
February 28, 2023

Dear Committee,

The Allegany Garrett Counties Volunteer Fire Rescue Association is writing you today to **fully support** SB0580: Public Safety - Officer and Community Wellness Training Grant Fund. In Community Wellness, whether for fire and rescue personnel or those working in law enforcement often, the stressors of the job are the same. We advocate for not only those working in the fire rescue service but also advocate for the expanded capabilities of agencies to offer mental health first aid and critical incident stress management training.

As this proposed legislation continues through the committee, we offer our full support and will provide additional testimony if the occasion arises.

Sincerely,

Austin Christner, President

Jonathan Dayton, MS, NREMT, CNE, Vice President, Public Information Officer, and Legislative Committee Chairperson

The mission of the Allegany and Garrett Counties Volunteer Fire and Rescue Association is to serve, promote, advocate and represent the interests of the volunteer fire, rescue, and emergency medical services in Allegany and Garrett Counties.

SB580 testimony.pdf

Uploaded by: Robert Phillips

Position: FAV

MARYLAND STATE FIREFIGHTER'S ASSOCIATION

REPRESENTING THE VOLUNTEER FIRE, RESCUE, AND EMS PERSONNEL OF MARYLAND.



Robert P. Phillips

Chair

Legislative Committee

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SB 580: Public Safety – Officer and Community Wellness Training Grant Fund

My name is Robert Phillips and I am the Legislative Committee Chair for the Maryland State FireFighters Association (MSFA)

I wish to present testimony in favor of Senate Bill 580: Public Safety – Officer and Community Wellness Training Grant Fund

The MSFA is in favor of and support this bill. This bill will make available funds for mental health first aid for public safety training and critical incident stress management PEER support. The need for mental health awareness and assistance is a recognized, necessary goal today in the public safety field. This bill will provide funding to assist with accomplishing these goals.

I thank the committee for their time and attention to this important bill and ask that you vote favorable on Senate Bill 580

I will now be glad to answer any questions, or my contact information is listed above and welcome any further inquiries you might have.

An Integrated Multi-component Psychological Interv

Uploaded by: Sarah Elfreth

Position: FAV



AN INTEGRATED MULTI-COMPONENT PSYCHOLOGICAL INTERVENTION IN RESPONSE TO COMMUNITY VIOLENCE

Lt. Steve Thomas,
Anne Arundel County Police Department

Jennifer Corbin, Director
Anne Arundel County Crisis Response

George S. Everly, Jr., PhD, ABPP
International Critical Incident Stress Foundation
and the Johns Hopkins University

ABSTRACT: *We hear commentaries claiming crime is out of control. Cities such as Portland (OR), Chicago, Detroit, Baltimore, and even New York City have seen disturbing increases in crime, especially violent crime. While there is a hue and cry for more effective enforcement and changes to the criminal justice system, comparatively little is being said about the survivors of crime. The adverse mental health effects of crime can persist for years, even generations. In this paper we describe the development and implementation of an innovative integrated law enforcement – community-based mental health response to community violence. We provide a step-by-step description of how these services were functionally integrated in response to shootings in Annapolis, Maryland. In doing so, we provide a road map for how other communities might structure a program to respond to the psychological consequences of crime.*

KEY WORDS: *crisis intervention; psychological first aid (PFA); violence; community mental health; Critical Incident Stress Management (CISM); Critical Incident Stress Debriefing (CISD), Annapolis shootings.*

INTRODUCTION

Data suggest that crime is rising throughout the United States. Communities such as San Francisco, Portland (OR), Chicago, Detroit, Baltimore, and even New York City appear to be struggling to effectively address the problem. All crime, especially violent crime, takes not just a physical and financial toll, there will always be the potential for an adverse and lasting mental health consequence to crime. As communities attempt to address the plague of escalating crime, comparatively less attention has been focused on the survivors of crime, especially violent

crime. Victim advocacy programs have been in existence for decades and serve a valuable role. Employee Assistance Programs are often used in the wake of workplace violence. “Community policing” is being debated and redefined. Community mental health providers are being trained in psychological first aid (PFA) and Critical Incident Stress Management (CISM). But often these services function as independent silos which sometimes results in wasteful redundancy, as well as gaps in service. In this paper we describe the development and implementation of an innovative law enforcement

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AN INTEGRATED MULTI-COMPONENT PSYCHOLOGICAL INTERVENTION IN RESPONSE TO COMMUNITY VIOLENCE

and community-based psychological crisis intervention response to community violence. In addition, we provide a step-by-step description of how these services were functionally integrated in response to shootings in Annapolis, Maryland.

PSYCHOLOGICAL FIRST AID (PFA)

Psychological first aid (PFA), is a form of psychological crisis intervention. As physical first aid is to the practice of medicine, psychological first aid is to the practice of psychotherapy. PFA may be thought of as a short-term helping process consisting of response-focused psychological support (Everly, 2020, 2021; Everly & Lating, 2021). More specifically, crisis intervention targets a person's reactions to a problem or incident with the goal of stabilizing acute distress (keeping the response from intensifying), mitigating acute distress (reducing the acute distress), if possible, assessing the need for further assistance, and facilitating access to such care if necessary. PFA typically does not focus on problem-solving per se, but rather helping people cope with their problems. Sometimes after crisis intervention, people will be referred to professional counseling to continue the support process. PFA can be conducted by any adequately trained adult. Formal mental health training is not necessary (McCabe, Everly Jr, Brown, et al., 2014; McCabe, Semon, Lating, Everly, et al., 2014; Wu, Connors & Norvell 2022). There are even asynchronous learning modules (e.g., Coursera:

<https://www.coursera.org/learn/psychological-first-aid>). It can be conducted individually, in small groups or in large groups.

Research has clearly demonstrated the effectiveness of PFA and other crisis-focused

psychological interventions (Despeaux, Lating, et al, 2019; Everly, Lating, Sherman, & Goncher, 2018; Everly, McCabe, Semon, Thompson, & Links, 2014; McCabe, Semon, Thompson, et al., 2014).

CRITICAL INCIDENT STRESS MANAGEMENT (CISM)

For literally decades psychological crisis intervention was applied as one-off interventions. And the number of discrete interventions themselves were limited. This changed when Jeffrey Mitchell developed the Critical Incident Stress Management (CISM) intervention system in the 1980s (Everly & Mitchell, 1997; Mitchell, 2021). CISM is an integrated, multi-component psychological crisis intervention system. It includes structured opportunities for physical rest and psychological decompression referred to as Rest-Information-Transition-Services (RITS), psychological first aid (PFA) applied to individuals face-to face or telephonically, briefing sessions for the dissemination of information referred to as Crisis Management Briefings (CMB), small group crisis interventions—the most common of which is the Critical Incident Stress Debriefing (CISD), as well as other interventions.

The component intervention PFA has been validated as described above. The small group CISD has been validated, as well, with adults (Adler, et al., 2008; Deahl, et al., 2000; Tuckey & Scott, 2014) and children (Vila, Porche, & Mouren-Simeoni, 1999).

Over all, CISM has been shown to be effective in reducing distress and maladaptive coping amongst survivors of mass violence (Boscarino, Adams, Foa, & Landrigan, 2006; Boscarino, Adams, & Figley, 2011).

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ANNAPOLIS CAPITAL-GAZETTE SHOOTING

On Thursday, June 28, 2018, a disgruntled man entered the Annapolis Capital-Gazette newspaper's newsroom and took five innocent lives, wounding two others. At times like this, words cannot adequately capture the thoughts and raw emotions that run through a community in the wake of the senseless violence that has repeated itself once again. That said, intervention with survivors was an imperative. Below we detail an integrated CISM-informed community psychological crisis intervention.

The Intervention

The city of Annapolis, Maryland is geographically surrounded by Anne Arundel County. At the time of the shootings, the newspaper was physically located in Anne Arundel County. The Anne Arundel County Crisis Intervention Team (CIT) is a fully integrated unit between the Anne Arundel County Police Department and Anne Arundel County Crisis Response. At the time there were four officers and one supervisor assigned to the unit and each is partnered with a mental health clinician. Each officer in the unit has at a minimum completed the forty-hour CIT (Memphis model) course, is trained in Mental Health First-Aid and in CISM through the International Critical Incident Stress Foundation (ICISF).

In response to the Capital-Gazette shootings, the Anne Arundel County CIT Team mobilized a comprehensive CISM-informed psychological crisis intervention response. As the incident was unfolding, a detailed strategic Crisis Action Plan was developed.

Upon arriving at the scene three CIT Teams (law enforcement officer and mental health clinician) trained in Critical Incident Stress Management (CISM) were deployed to a neighboring bank which was being used

as a triage area for survivors and witnesses evacuated from the primary scene. Assessment and PFA were applied as indicated. Follow-up was done by the clinicians on those who displayed distress.

Another CIT team was deployed to assist survivors and witnesses utilizing PFA when their interviews with homicide detectives were completed. Additional follow-up for those interviewed was done by Anne Arundel Crisis Response clinical staff and CIT teams.

An informational telephone resource was established for the public utilizing the pre-existing Anne Arundel Crisis Response "warm-line."

Two CIT teams were deployed to the Information Assistance Center to assist in acute assessment and PFA, as indicated. Additional mental health clinicians from the Anne Arundel County Health Department were at the Information Assistance Center to assist the CIT teams. Numerous families reunited at the Information Assistance Center. Anyone evacuated who had contacted family or friends and did not need any further assistance was allowed to leave the Information Assistance Center. Additionally, numerous restaurants at Annapolis Mall donated food and drinks, while concerned citizens also contributed cases of water. Many employees of the Capital-Gazette who were not in the office at the time of the incident showed up at the Information Assistance Center to get information on their co-workers. CIT teams conducted follow-up assessment and PFA with the co-workers.

Eventually, after the deceased were positively identified, death notifications were made by a CIT team (with a police chaplain) to three of the five deceased families. All of the families were assisted from the Information Assistance Center out of sight of the media. An additional death notification was made at University of Maryland Shock Trauma, as the deceased was transported

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there for medical care and was pronounced deceased at the hospital. A CIT team went to Silver Spring, Montgomery County, Maryland to make the final death notification. Unfortunately, a media outlet contacted the wife of a deceased prior to the names being released and before the CIT team arrived. CIT continued to follow-up with all the families of the deceased.

A CISM-trained peer support law enforcement officer remained at the scene and was available to speak with officers who were having concerns or showing signs of acute distress

Officers from the Annapolis City Police Department (APD) were among those who responded to the shootings. A CIT team was dispatched to provide a psychological decompression session (referred to as Rest-Information-Transitional-Services [RITS]) as responding officers went back to the station to end their tour of duty. APD officers would not return for their next tour of duty until Monday July 2, 2018. A CIT team was at the 6:00 a.m. lineup for a Crisis Management Briefing (CMB) at that time.

A CIT Team went to Anne Arundel County Police Southern District. Responding officers from Southern District went back to the district station to complete reports. Due to officers completing their administrative tasks at different times, the CIT team conducted one-on-one PFA interventions prior to officers leaving the station.

The next day, the same CIT team attended the Southern District line-ups on Friday June 29, 2018 at 07:00 a.m. and 3:00 p.m. and conducted a Critical Incident Stress Debriefing (CISD) of each shift. The CISD is considered to be a process designed to foster some form of “psychological closure” in the wake of a traumatic incident. One-on-one law enforcement peer follow-ups

utilizing PFA were done for officers who initially entered the newspaper building.

On Friday June 29, 2018, a CIT team conducted another CISD at the Communication Center at 06:45 a.m. and 2:45 p.m. lineups for the call takers and dispatchers. The same day a CIT team assisted the management of the Capital-Gazette, as they removed the personal belongings of staff members and the deceased from the office where the incident occurred.

Again, on Friday June 29, 2018 a CIT team (three officers and a clinician) returned to the newspaper building parking lot and escorted those survivors who were evacuated to their vehicles which had been left after the shooting. The clinician provided professional assistance and follow-up for anyone needing additional assistance.

The building remained secure until 7:00 a.m. on Monday, July 2, 2018 at which time a CIT team and an additional mobile crisis team (three clinicians) were at the building as employees returned to work for the first time since the incident. Informational fliers from Anne Arundel County Crisis Response with information on common signs and signals of distress along with positive coping strategies were taken to each office in the newspaper building.

In addition to the aforementioned activities occurring on June 29, 2018, the following activities transpired:

- 1) A CISM team (peer/clinician team) conducted a CISD at the Anne Arundel County Sheriff's Office. The CISM team consisted of members from outside agencies who were assisting the Anne Arundel County CIT team;
- 2) A peer/clinician team went to Anne Arundel County CID (Gang Unit). An initial intervention was done with the detectives and a follow-up was

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completed when the detectives were psychologically ready. The CISM team consisted of members from partner agencies who were assisting the Anne Arundel County CIT team;

- 3) A Crisis Management Briefing (CMB) was done with the Anne Arundel County Police Academy Recruit Class. The Recruit Class had done a grid search of the crime scene earlier in the morning prior to the crime scene processing being completed. The CMB was completed with the assistance of a clinician from a partner agency.

CIT teams conducted follow-up PFA with all family members of the deceased. On Saturday June 30, 2018 a CIT team met with two families. One was a follow-up as the family was at the Information Assistance Center where the death notification took place. The second family was notified at University of Maryland Shock Trauma by hospital personnel, as the deceased was transported there for treatment.

On Tuesday, July 3, 2018 a CISM team (clinician/peer) conducted PFA interventions with the administrative staff at Anne Arundel County Police ECU (Evidence Collection Unit). A second CISM team PFA interventions took place on Thursday July 5, 2018 when the evidence collection technicians returned to work from their regular day off.

A community CMB titled, "Helping Your Child Cope with Violence" written by Dr. Victor Welzant from ICISF was disseminated throughout the community. Further, a community CMB was recorded at the Anne Arundel County Government Television Station. The CMB featured Anne Arundel County Executive Steve Schuh and Dr. George Everly, Jr. of ICISF. The video was distributed on the County Television Station, on the internet, and social media.

The Anne Arundel County Police Business Liaison visited every business within two blocks of the newspaper building. He spoke to each business about situational awareness and resources available from Anne Arundel County Crisis Response for any employee having concerns due to the incident. Further, every business was provided with the Active Shooter Reference Card and directions to view the Guardian website Active Shooter Training - On the Go training.

A CIT Team not involved in the incident assisted the suspect's family.

After more than a week, a CIT officer and Anne Arundel County Police Chaplain assisted the property management company with the removal of the memorial that had been placed at the newspaper building. This was considered a preventative measure in that removing the memorial might be distressing to some.

Anne Arundel County Crisis Intervention/CIT continued to provide follow-up support for the family of the deceased, the survivors, the victims, and community members who experienced continued distress.

SUMMARY

This paper has detailed a prototypic application of a fully integrated multi-component psychological crisis intervention system in the wake of violence that took the lives of five and wounded two others near Annapolis, Maryland in 2018. The intervention team was multidisciplinary (law enforcement, chaplaincy, and mental health clinicians) and served survivors, witnesses, their families, the families of victims, the family of the then suspect, first responders, and the community at large. The interventions included surveillance/assessment, psychological first aid (PFA), Rest-Information-Transition-Services, (RITS),

Elfreth_FAV_SB58.docx.pdf

Uploaded by: Sarah Elfreth

Position: FAV

SENATOR SARAH ELFRETH
Legislative District 30
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Budget and Taxation Committee

Subcommittees

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Pensions

Chair, Public Safety,
Transportation, and Environment

Joint Committee on the Chesapeake and
Atlantic Coastal Bays Critical Area

Chair, Joint Subcommittee on
Program Open Space/Agricultural
Land Preservation

THE SENATE OF MARYLAND
ANNAPOLIS, MARYLAND 21401

March 1, 2023

Testimony in Favor of SB0580
Public Safety - Officer and Community Wellness Training Grant Fund

Chairman Smith, Vice-Chair Waldstreicher, & members of the Judicial Proceedings Committee:

I respectfully request a favorable report of Senate Bill 580 to establish an Office and Community Wellness Training Grant Fund within the Governor's Office of Crime Prevention, Youth, and Victim Services (GOCPYVS). This grant program would support local law enforcement agencies so they can provide Mental Health First Aid for Public Safety Training (MHFAPS) and Critical Incident Stress Management Peer Support Training (CISM).

The idea for this legislation originated from wanting to find a way to better incentivize our law enforcement officers to participate in Crisis Intervention Training (CIT). However, after discussions with Anne Arundel County's director of our world-renowned CIT training program, incentivizing officers for such training is not the best strategy as a key pillar of such training is fully believing in its principles and benefits without the need for incentivization.

However, from that conversation it became clear that we can and should do more to:

1. Train our officers to respond to signs of mental illness and substance use disorders that they experience in their service (MHFAPS)
2. Support our law enforcement officers after experience in a critical incident (CISM).

MHFAPS training teaches how to identify, understand, and respond to signs of mental illnesses and substance use disorders. This training gives an officer the skills needed to reach out and provide initial support to someone who may be developing a mental health or substance use challenge and help connect them to the appropriate care¹. This type of training – and most

¹ https://www.mentalhealthfirstaid.org/wp-content/uploads/2022/09/2022_MHFA_For_Public_Safety.pdf

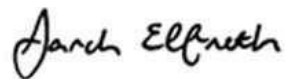
importantly the critical de-escalation and support mechanisms – has the opportunity to save lives if we can train more officers.

CISM training² is more focused on how to support our officers that experience occupational stressors through critically important peer support. This type of support and training has the ability to not only allow our officers to serve to the greatest of their ability but will also help us further retain our dedicated law enforcement personnel.

Furthermore, Maryland has been a world-wide leader on CISM training and today you will hear from Dr. George Everly from Johns Hopkins University who has been leading on this effort and, who in partnership with Lt. Steven Thomas (who you will also hear from today), provided such support to those in the aftermath of the Capital Gazette mass shooting (academic article attached).

I believe that this legislation will ensure that our officers and the public are more safe and I once again respectfully request a favorable report of Senate Bill 580.

Sincerely,

A handwritten signature in black ink that reads "Sarah Elfreth". The signature is written in a cursive, flowing style.

Sarah Elfreth

² <https://cops.usdoj.gov/RIC/Publications/cops-w0942-pub.pdf>

SB0580-JPR_MACo_SUP.pdf

Uploaded by: Sarah Sample

Position: FAV



Senate Bill 580

Public Safety – Officer and Community Wellness Training Grant Fund

MACo Position: **SUPPORT**

To: Judicial Proceedings and
Budget & Taxation Committees

Date: March 1, 2023

From: Sarah Sample

The Maryland Association of Counties (MACo) **SUPPORTS** SB 580. This bill supports training for local law enforcement agencies to best respond to, and support, their residents' mental health needs.

SB 580 can help provide local law enforcement agencies with resources to update practices and training protocols for interactions with people experiencing a mental health crisis. These efforts would include expanded mental health first aid training, thus ensuring an even greater likelihood that an emergency situation will not unfold in a harmful way for either party. This type of training will allow officers to better identify an individual's needs in situations where those needs might not be obvious or the individual is unable to communicate them - whether because they're actively in crisis or may not yet understand their condition themselves.

Additionally, the funds can be used for training officers on how to identify and communicate with co-workers when peer support is needed. Regular exposure to tense and sometimes traumatic environments can result in adverse mental health and physical symptoms from an incident that took place in the line of duty. The peer support training outlined in the bill will enable law enforcement officers to protect not just residents in need, but themselves and one other.

Law enforcement readily put themselves in circumstances where the mental health needs of an individual might not be obvious or visible to the untrained eye. SB 580 wisely targets this as a primary concern, and provides important resources to promote best outcomes in such difficult encounters. For these reasons, MACo urges the Committee to issue a **FAVORABLE** report for SB 580.

MCPA-MSA_ SB-580-Community Wellness Training Fund_

Uploaded by: Natasha Mehu

Position: FWA



Maryland Chiefs of Police Association Maryland Sheriffs' Association



MEMORANDUM

TO: The Honorable William Smith, Jr., Chair and
Members of the Judicial Proceedings Committee

FROM: Darren Popkin, Executive Director, MCPA-MSA Joint Legislative Committee
Andrea Mansfield, Representative, MCPA-MSA Joint Legislative Committee
Natasha Mehu, Representative, MCPA-MSA Joint Legislative Committee

DATE: March 1, 2023

RE: **SB 580 – Public Safety – Officer and Community Wellness Training Grant
Fund**

POSITION: **SUPPORT WITH AMENDMENTS**

The Maryland Chiefs of Police Association (MCPA) and the Maryland Sheriffs' Association (MSA) **SUPPORT SB 580 WITH AMENDMENTS**. This bill creates a fund to grant local law enforcement agencies with mental health first aid for public safety training and critical incident stress management peer support training.

MCPA and MSA appreciate the sponsor's intent and support the bill as it intends to provide targeted supplemental grant funding to local law enforcement agencies. However, both organizations are concerned with the definition of a "local law enforcement agency" used in the bill. To ensure that SB 580 properly applies to local law enforcement agencies, the definition found in MD Code, Public Safety, § 3-201 should be used.

For these reasons, MCPA and MSA **SUPPORT SB 580 WITH AMENDMENTS** and request that the definition found in MD Code, Public Safety, § 3-201 be used instead of the "local law enforcement agency" definition used in the bill.