

MEMORANDUM OF UNDERSTANDING

CR# 33328.1

**Between Washtenaw County Government
and the Washtenaw County Sheriff's Office**

At the request of County Administration in 2012, the Washtenaw County Sheriff's Office ("WCSO") worked collaboratively with representatives from the Washtenaw County Health Organization ("WCHO") and Washtenaw County Public Health to develop a Critical Incident Stress Management (CISM) program proposal. The proposal was approved by the WCHO and WCSO on January 18, 2013. A contract was subsequently executed by all parties on April 9, 2013. WCSO hired a part-time employee in accordance with the contract. Upon completion of services specified and submission of quarterly invoices, WCHO reimbursed WCSO an amount not to exceed \$25,000.00 annually. Refer to Attachment A for a detailed background summary.

As a direct result of team leadership, Washtenaw County has developed a CISM team with improved responsiveness, better training and an increased capability level. The team responds to traumatic death incidents 365 days per year. Including 2018 and 2019 figures, CISM has responded to 56 requests for critical incident debriefing assistance. These requests have been initiated by school districts, healthcare providers, first responders, community centers and local leaders. Given the documented impact of traumatic deaths upon a community, response to such incidents by CISM has become a fundamental aspect of community health and wellness.

As a result of increased demand and cost, this Memorandum of Understanding establishes an agreement between WCSO and Washtenaw County Government to continue this important service by evenly sharing the \$35,000 annual part-time personnel expense.

Starting pay	\$25.00 per hour
After first year completion of probation	\$30.00 per hour
After two years of satisfactory service	\$35.00 per hour

The WCSO Emergency Services Division will continue to provide in-kind support for staff travel, training and printing expenses up to a maximum of \$5,000 per year.

This Memorandum of Understanding begins on January 1, 2020. It remains in effect until either party provides 30-day written notice of termination to the other party.

ATTESTED TO:

WASHTENAW COUNTY

By: _____
Lawrence Kestenbaum (DATE)
County Clerk/Register

By: _____
Gregory Dill (DATE)
County Administrator

APPROVED AS TO FORM:

WASHTENAW COUNTY OFFICE OF THE SHERIFF:

By: _____
Michelle K. Billard (DATE)
Corporation Counsel

By: Jerry L. Clayton 5/19/2020
Jerry Clayton (DATE)
Sheriff

**CRITICAL INCIDENT DEBRIEFING COORDINATOR
May 12, 2020**

Background

Washtenaw County's two critical incident response teams (Traumatic Events Response Network "TERN" and Washtenaw Critical Incident Stress Management "WCISM") were organized following the crash of flight 255 in 1989. It was recognized that should something similar happen within Washtenaw County, we would not be adequately prepared to respond to the emotional trauma of such an event. Washtenaw Community Mental Health had been providing crisis intervention services generally and on an individual basis. However, there was simply not an adequate structure in place to respond to events that affected large groups of people or public safety and health professionals.

Accordingly, TERN was created to focus on the larger community and WCISM was organized to meet the needs of public safety responders. Two discreet teams were formed because the needs of each specific group were unique. In each case, however, the goal was to help individuals affected by a traumatic event return to a daily functional level and reduce the risk of future mental health needs.

The types of events that have been responded to include on-campus school shootings, completed suicides, natural disasters, accidental deaths (particularly involving children), line of duty deaths, deaths of residents in group homes, staff assault/murder, and plane crashes.

Team members were required (and continue) to be trained in the Critical Incident Stress Management Model developed by the International Critical Incident Stress Foundation. This model includes; Critical Incident Stress Debriefing (CISD), 1-1, Defusing, Crisis Management Briefing (CMB), Demobilization, consultation and education/training.

Between 1989 and 1992, TERN and WCISM were co-sponsored by Washtenaw County's Community Mental Health Department and the Office of Emergency Management. Professional leadership was provided by the CMH Prevention and Community Response Program, and background checks and credentialing were conducted by Emergency Management. This program was eventually moved to the Washtenaw County Public Health Department under a contract with WCHO. This continued until 2007 when it was moved to Community Support and Treatment Services. The timing of this move was unfortunate because of State and County budget issues. Funding was no longer available to continue supporting the staff that coordinated the teams, and all such support ended in 2010 leaving the team without leadership. As the only option available, Emergency Services attempted to provide in-kind team support by utilizing a voluntary coordinator. Conducting the required training, recruitment activities and coordination efforts were much too demanding and the team's capacity gradually diminished.

Discussion

The TERN and WCISM teams help to develop emotional resiliency in our community, whether for those directly affected by a significant trauma or those who responded to a public catastrophe such as the recent opioid crisis and COVID-19 pandemic. It's important to keep in mind that there is a short window of opportunity following a traumatic event when those