



**Public Safety Committee Agenda  
City Hall Council Chambers  
104 Bridge Street South  
September 7, 2023 8:15 AM**

Tod Gunther, Co-Chair/Councilmember  
Don Tracy, Co-Chair/Councilmember  
Scott Larson, City Administrator  
Devon Gabreluk, Police Chief  
Kristin Wetzal, Orting Police

**Call to Order**

- Approval of August 2023 Minutes

**Agenda**

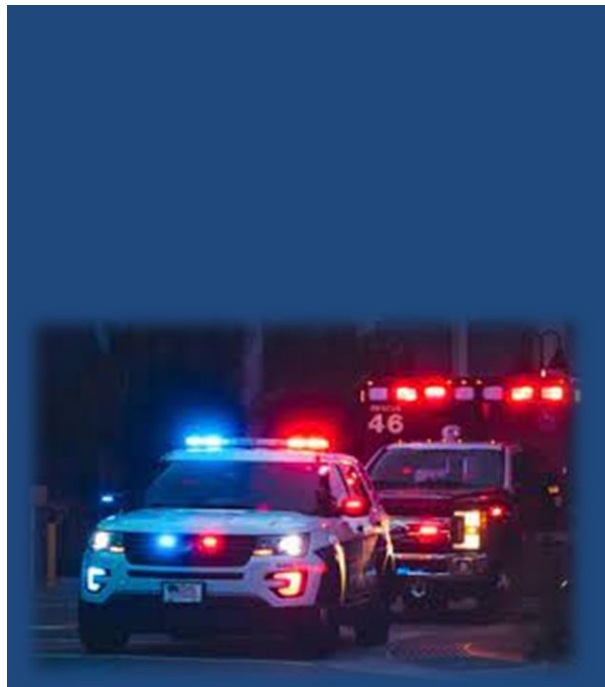
- East Pierce County Peer Support
- Monthly Crime Statistics
- 2024 Legislative Priorities
- Lateral Officer Incentives

**Additional Comments/Good of the Order**

**Action Items**

**Adjournment**

**Next Meeting: *October 5, 2023 – 08:15 am***



# FIRST RESPONDER PEER SUPPORT TOOLKIT



Published by:  
**SUMNER POLICE DEPARTMENT**

This document is a collaborative project  
between East Pierce County Law  
Enforcement Peer Support Team, CODE 4  
Northwest and Shift Wellness



# FIRST RESPONDER PEER SUPPORT TOOLKIT

## EAST PIERCE COUNTY PEER SUPPORT TEAM

### ACKNOWLEDGEMENTS

We thank Shift Wellness, CODE 4 Northwest, Phoebe Mulligan LICSW and all contributing agencies and agency members of the East Pierce County Law Enforcement Peer Support Team for their support, contributions, and guidance in the development of this document.

Shift Wellness:

Dr Stephen Odom, PhD, LMFT

Tiffany Atalla, LMFT

CODE 4 Northwest:

Sgt (Ret.) Nick Bauer

We would like to also thank the following Police Chiefs for their support in the effort of this project:

- Brad Moericke (Sumner)
- Scott Engle (Puyallup)
- Bryan Jeter (Bonney Lake)
- Kurt Alfano (Buckley)
- Devon Gabreluk (Orting).

We thank all our first responders working every day on the frontlines for their dedication, sacrifice, and unconditional service to the communities they serve.

**Creation of this toolkit and training provided to peer support team members was made possible by grants from the Washington Association of Sheriffs and Police Chiefs (WASPC) and the Washington State Criminal Justice Training Commission (WSCJTC).**

# FIRST RESPONDER PEER SUPPORT TOOLKIT

## EAST PIERCE COUNTY PEER SUPPORT TEAM

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# FIRST RESPONDER PEER SUPPORT TOOLKIT

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### THE NEED FOR A FIRST RESPONDER APPROACH TO PEER SUPPORT

Our men and women who unconditionally serve their communities day in and day out as first responders, pour all their time and energy into helping others, yet often forget to help and pour back into themselves. As “helpers”, they are often the last to seek or ask for help. Unfortunately, this seems to be a cultural norm within agencies across the nation. The reality is first responders can experience more trauma in a single day than most will experience in a lifetime. However, they are humans with the same basic needs as everyone else, therefore they require as much or more support than the citizens they serve.

While first responders learn to conditionally adapt to the exposure of trauma and crisis, the effects on their physical, mental, and emotional wellbeing are inevitable, and become worse if not addressed appropriately. “I’m fine” is not fine. “I’m okay” is not okay. “I’m good” is not good enough.

#### ***So, why don't first responders reach out for the help and support they need?***

First responders are often hesitant to come forward and get help because they **fear** people will look down on them as weak, they could lose their ability to carry a firearm, or they could even lose their job.

First responders need to know the **strict confidentiality** of peer support communication, which allows them to be vulnerable and share their thoughts, struggles, and concerns. The hard part is cultivating a level of **trust** within the department so that first responders have peers available who they know and can talk openly to. This is more than an employee assistance program provided through Human Resources, and instead attempts to create a frontline peer level support system that authentically and appropriately provides our first responders the help and support they need to destigmatize and normalize help seeking behavior.

#### ***What is the risk of not investing in peer support?***

Not having a trusted support system can impact quality of life, and in the worst case, increases the risk of the loss of life. Too many first responders leave the profession prematurely because of the impacts of accumulating unresolved stress. According to the National Alliance on Mental Illness, nearly one in four police officers has thoughts of suicide at some point in their life. *In fact, more*

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*police officers die by suicide than in the line of duty.* This is an alarming fact that is unacceptable and deserves attention. Our first responders deserve better than this.

Through collaborative efforts to optimize a peer support program, leaders create an opportunity for struggling employees to get help and support before it is too late. A well-trained peer support team that is empowered and supported by leaders to show up for members of an organization during times of stress, can improve retention, morale, and safety.

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### A PROACTIVE APPROACH TO FIRST RESPONDER RESILIENCY AND WELLNESS

A proactive approach to first responder peer support requires tact and trust to become effective and starts by removing rank and position. When combined with strict confidentiality, first responders who are seeking help, support or resources can feel safe reaching out for help without fear of judgment, retaliation, or discipline. The following recommendations are taken from [A Proactive Approach to First Responder Resiliency and Wellness](#) by Shift Wellness. Shift Wellness has a long history of working with first responders, focusing on proactive behavioral care of support at every level.

While the development of an effective peer support team starts from the top-down, it is most effectively built from the bottom-up, starting with trusted peers on the frontlines who are equipped and empowered by leadership.

#### STEP 1: Establish A Peer Support Team

- Recruit trusted, committed, and caring individuals for the peer support role.
- Send them to *Basic Peer Support Training*.
- Following Basic Training, send them to *Advanced Peer Support Training (Critical Incident Stress Management)*
- Implement quarterly peer support meetings with continuing education, role plays, vignettes, and case scenarios.
- Implement peer support consultations and candidate interviews with a culturally competent clinician.
- Provide them with the opportunity to attend a *Peer Support Team Retreat* and other ongoing training to develop their expertise as a peer supporter.



#### STEP 2: Make Critical Incident Stress Management (CISM) a Top Priority

Post incident stress can lead to physical and psychological disorders for public safety professionals. By implementing a CISM policy that includes structured Defusing and Debriefing conducted by qualified peers and culturally competent clinicians working together, the occurrence of Post-Traumatic Stress (PTS) and acute stress reactions can be significantly reduced.



CISM is an intervention protocol developed specifically for dealing with traumatic events. It is a formal, highly structured, and professionally recognized process for helping those involved in a critical incident to share their experiences, learn about stress reactions and symptoms, and to be given a

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referral for further help if required. Although it can be presented in different formats, the concept of CISM must focus on evidence-based practices.

In Washington State, RCW 5.60.060 prohibits a designated peer support group counselor from being compelled to testify about communication made to the counselor while providing counsel in response to an incident in which the client was acting in his or her official capacity. This “privileged communication” establishes protection beyond the confidentiality of all other communication with a peer supporter, specifically protecting communication that occurs during the CISM process.

The following are suggested best practices for CISM:

- Agencies should establish relationships and formal contracts with culturally competent clinicians to support agency members, qualified peer supporters, and the CISM process.
- The department should determine categories of calls that will trigger the need for a clinician and/or peer support response. Best practice is to have a plan in place in advance for these types of events and not just rely on the discretion of field supervisors.
- Ideally, within 8 to 12 hours of a critical incident, facilitate a peer support led defusing. The main purpose is to stabilize people affected by the incident, minimize stress, and identify resource needs.
- Ideally, within 48 to 72 hours, conduct a peer support led and mental health clinician supported debriefing with employees following a critical incident. Based on core principles of crisis intervention, the debriefing is designed to mitigate the impact of a critical incident and to assist in recovery from the stress associated with the event.
- Routine group debriefings should be held with units that are regularly exposed to high levels of stress and trauma.
- Support additional one-on-one follow-up meeting(s) with clinician and/or peer support as appropriate.
- Allow the affected member time to work with the clinician and peer supporter to develop a plan to prepare the member prior to a formal return-to-work meeting with a clinician (if required).

### **STEP 3: Offer Long Term Treatment Options**

Agencies and peer support team members must develop relationships with trusted treatment organizations that focus exclusively on first responder cultural competency and care. This includes comprehensive inpatient and outpatient treatment services that peer supporters can refer members to in times of need.



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The organizations must be equipped to treat Post-Traumatic Stress, addiction, anxiety, and depression, utilizing a comprehensive approach at every level of care that considers physical, emotional, and mental health needs with the goal of helping each client learn coping skills, process trauma, and rediscover a life of lasting wellness.



The organization must operate licensed, accredited, and certified residential treatment programming; and accept insurance plans and workers' compensation.

### **STEP 4: Offer Peer Support Team Retreats**

Retreats are a proactive measure that may help address wellness and should be collaboratively designed to provide departmental leaders or teams, individuals and even spouses, a holistic approach to wellness using evidence-based modalities.



**STEP 5: Build a culture of wellness, trust, transparency, and support through specialized training and workshops for peer supporters, leaders, agency members, and first responder families.**

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### WHAT WE HAVE DONE TO DEVELOP A SUCCESSFUL PROGRAM

The cities of Puyallup, Sumner, Bonney Lake, Orting, and Buckley have a long history of collaboration to support police, fire, and emergency management programs and training in East Pierce County under existing agreements. Like most of Washington state, these medium and small sized communities must rely on each other to share personnel and resources to meet the needs of community members and first responders, particularly during events that strain or exceed capabilities of individual agencies. Peer Support and Officer Wellness programs in East Pierce County are lacking, and only a few agencies have members with training or certifications that meet requirements and provide the skills and support desperately needed to help their fellow officers with the increasingly complex mental and emotional challenges facing today's law enforcement. Even fewer regions have collaborative peer support teams with the required qualifications and designations to allow them to respond to support each other during major events.

The East Pierce County Peer Support Team (EPCPST) was formed in 2021 to begin to collectively address the support needs of the region's law enforcement. Not only does the collaborative nature of the regional model effectively leverage limited resources of time, personnel, and funding, but it creates social connectedness and organizational supports which are identified as critical protective factors in the 2021 Washington Law Enforcement Officer Mental Health & Wellness Task Force Report:

- Programming and services that support emotional wellness for LE personnel and families.
- Local comprehensive planning and implementation of data driven policies and procedures to increase LE personnel wellness, reduce suicide rate, and increase help-seeking behaviors.
- Expand behavioral health services tailored to LE.
- Increase lethal means safety and safety planning.
- Develop behavioral health and suicide research and data about LE sector.

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### WASPC Grant

A Behavioral Health and suicide Prevention Grant was obtained from WASPC with the following objectives:

- Create a personalized “tool kit” that equips Law Enforcement agencies to develop collaborative teams that address risk factors impacting Law Enforcement personnel.
- Provide advanced training on peer support team best practices to members of the East Pierce County Peer Support Team to empower healthy individuals, families, and communities; connect with clinical and community prevention and treatment services; implement treatment and support services; and prevent suicide.
- Purchase equipment for participating agencies to help create a culture of self-care, wellness, and resiliency.

Members of EPCPST attended a three-day training on Comprehensive Peer Support, taught by Shift Wellness and funded by the WASPC grant, on May 18-20, 2022. During the first day of training, team members reviewed individual department policies, discussed emerging issues, determined a baseline of team member knowledge, and inventoried available resources. Team members worked collaboratively to create individual, team, and agency action plans to address obstacles to resilience. Members also received training on confidentiality and privileged communications. Agency leaders joined the EPCPST members to receive training on evolution of care and discuss best practices.

Training was provided to team members on the following topics:

- Developing and implementing a Peer Support Program
- Healthy Communication and Peer Support Skills
- Crisis Intervention- CISM/CISD and Disaster
- Grief and Loss
- Addiction and First Responders
- Mental Health and Suicide
- First Responder Family Life
- Stress, Self-care, and Trauma Response

Data on the following questions was gathered from participants via self-reflective journals:

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1. How do you describe “Officer Wellness”, in your own words?
2. What are the cultural barriers to wellness?
3. What are the organizational barriers to wellness?
4. What are the personal barriers to wellness?
5. What is your action plan to address these barriers?

From the data collected via participant journals, the following requests were made by team members to agency leaders:

- Establish contracts with culturally competent local MHP to support members during critical incidents.
- Provide regular training and check ins between peer supporters and command.
- Establish policy to support peer support team objectives.
- Improve trust between team members and leaders.

The following commitments were made by agency leaders to team members:

- Provide clarity on ground rules for debriefings.
- Follow through on commitment to support wellness.
- Intentionally collaborate to support wellness.
- Prioritize wellness.
- Provide staffing, time, and funding to support wellness programs.

Members of EPCPST reconvened on November 16-17, 2022, for a course on Advanced Crisis Management, specifically designed to address gaps identified in analysis of student self-reflective journals from the previous course of instruction. Members reviewed commitments made by agency leaders during the previous training and collaborated to address remaining program deficiencies. The following topics of training were provided:

- Progressive debrief with regulation strategies.
- How to identify when to seek further assistance.
- Learn the trifecta approaches to trauma treatment.
- Overview of EMDR and ART.
- How resilient responders can implement mindful living.

Remaining grant funds were used to purchase wellness related equipment for participating agencies to support members in building resilience, which was identified as a priority of department members.

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### WSCJTC Grant

An additional Wellness Grant was obtained from WSCJTC with the following objectives:

- Thirteen members of the East Pierce County Peer Support Team (EPCPS) attended a first responder training retreat on May 4-6, 2023, hosted and presented by Shift Wellness/The Counseling Team International at their facility in Idyllwild, California.
- EPCPS members completed immersive clinically based treatment and training exclusively designed for East Pierce County first responders, led by subject matter experts, to address mental performance and wellness needs of EPCPS members.
- EPCPS members received training on implementation of evidence-based best practices to specifically address programming and services to support emotional wellness for law enforcement personnel and families, local comprehensive planning and implementation of data driven policies and procedures to increase wellness, reduce suicide and increase help seeking behaviors, expand behavioral health services to law enforcement, increase lethal means safety planning, and improve resilience.
- EPCPS members also participated in clinician-led group and individual counseling sessions and designed individual, team, and agency wellness action plans to help overcome barriers to resilience.

While attending the retreat, PCPST members were able to learn new skills to help build individual, team, and agency resilience; demonstrated understanding of those skills through completion of self-reflective journaling and team building exercises; and received direct feedback and coaching from clinicians on pre/post ProQOL (Professional Quality of Life) assessment scores.

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### **Results and Recommendations**

Members of the EPCPST who received basic and advanced peer support training and attended the peer support team retreat have demonstrated an increase in interpersonal and professional collaboration between team members; have created individual, team, and agency wellness plans that they have an opportunity to take back to their agencies to continue improving the health and wellness of their agencies and members; and are producing a toolkit and leadership training to support agencies in implementing programs and policies to support what has been learned.

The following recommendations have been made by the group and will be shared with agency leadership:

1. Continue to improve resilience and life skills for coping with work-related stressors for all agency members by supporting EPCPST members with ongoing training and implementation of agency policy and procedure to support the team mission.
2. Continue to improve social connectedness and peer support for all agency members by providing agency leaders and team members with ongoing training and regular clinician-led check-ins.
3. Foster team and agency wellness by publishing toolkit, providing training, and creating resiliency focused cultures within involved agencies.

### ***OUR STORY: THE VISION...***

Efforts were made to educate agency leaders, city leaders, and the community about the work being done to support first responder wellness. Agencies presented information about the work being done by peer supporters at agency meetings, to agency leaders, to city councils, and shared successes with the local media.



## **Peer-support program being developed to help law enforcement in East Pierce County**

BY ALLEN SIEGLER JUNE 05, 2022

Through an interagency partnership, six Pierce County police departments have received a grant to improve mental health resources for each jurisdiction's officers.

The grant, \$60,000 awarded by the [Washington Association of Sheriffs and Police Chiefs](#) (WASPC), is intended to help the Bonney Lake, Buckley, Orting, Puyallup, Puyallup Tribal and Sumner police departments develop a collective peer support network.

Sumner deputy chief Andy McCurdy applied for the grant earlier this year. When he worked for the King County Sheriff's Office, part of his responsibilities included supporting other officers through peer support after they experienced high intensity field incidents. When McCurdy was hired at the Sumner department, he noticed mental health resources were less accessible.

"In East Pierce County, there are a lot of smaller agencies that do a lot of work together," McCurdy said. "But there was an area that showed it needed a little more organization, and that's an area of wellness and peer support."

McCurdy said two of his priorities for the grant are to contract mental health providers familiar with law enforcement and to train wellness and support officers within each partners' police department. At an administrative level, he looks to teach East Pierce County decision makers, like police commanders, human resource designers and local elected officials, how mental health resources can improve officer well-being. In addition to developing a program for the partner departments, McCurdy is outlining these steps into a mental health resource toolkit to share with other small departments across Washington. WASPC projects and programs manager Jamie Weimer said that McCurdy's toolkit idea was unique among grant applicants.

"They are really looking as part of their work to develop a curriculum for peer support certification that could be used at other agencies," Weimer said. "So we're very interested to see the work that this group is able to put together using those grant funds."

According to a [WASPC news release](#), the grant is part of the state Legislature's \$587,000 effort to establish a behavioral health, support and suicide-prevention program. The release states that the funds aim "to leverage access to mental health professionals, critical stress management and resiliency training." According to McCurdy, his funds will last until at least July 2023.

Mental illness is one of the largest occupational hazards among police. [First H.E.L.P.](#), a non-profit that addresses mental health stigma among first responders, reported 177 suicides among U.S.

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law enforcement officers in 2021. The only cause of death that claimed more officer lives in the line of duty that year was COVID-19, according to the [Officer Down Memorial Page website](#).

Peer-support networks have had mixed results at reducing mental illness among police. A [2019 study](#) sponsored by the National Institute of Justice found that while these groups are common among law enforcement agencies, there is limited evidence that they reduce an officer's mental illness or increase use of mental health services.

Despite the statistics, McCurdy is confident that well-developed, well communicated peer-support services have positive impacts on police departments. When he or his coworkers sought help at the Kings County department, he noticed that they all seemed more satisfied with their work afterwards.

"I have had times when things like my sleep or my health have been compromised by the stressors on or off the job," McCurdy said. "I have experienced for myself how much it helps to know what resources are out there and to know that the resources are culturally competent to understand my needs as a law enforcement officer."



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### PROGRAM IMPLEMENTATION & TRAINING

Agency leaders should receive training on peer support best practices, confidentiality vs privileged communication, and how to select and support wellness/peer support team members.

Once staff have been selected within the department to serve as members of the peer support team, they should be sent to Basic Peer Support Training, Advanced Peer Support Training (Crisis Management), and eventually attend a peer support retreat. This training should be provided by an organization with experience working with first responder communities and should include, at a minimum, CISM best practices and crisis intervention skills.

The following are a list of topics that are often included in basic and advanced peer support training:

#### **Basic**

**Assisting Individuals in Crisis and Group Crisis Intervention (GRIN-CISM)**

**Evolution of Care and First to Respond, Last to Seek Help**

**Developing and Implementing a Peer Support Program**

**Healthy Communication and Peer Support Skills**

**Crisis Intervention-CISM/CISD & Disaster**

**Grief and Loss**

**Addiction & First Responders**

**Mental Health & Suicide**

**First Responder Family Life**

**Stress, Self-Care, and Trauma Response**

#### **Advanced**

**Advanced Assisting Individuals in Crisis and Advanced Group Crisis Intervention**

**Advanced Crisis Management**

**Evaluate the Functioning of Your Peer Support Team:**

# **FIRST RESPONDER PEER SUPPORT TOOLKIT**

## **EAST PIERCE COUNTY PEER SUPPORT TEAM**

**History and Review of Current Crisis Management Models:**

**First Responder Resources and Supportive Referrals**

**Stress Effects and Management Tools**

**Post Traumatic Stress Injury Prevention and Mitigation**

**Peer Support Interventions and Strategic Planning**

**Trauma and Trauma Genesis**

**7 Stages of CISD**

**Enteroception and Incident Resolution Debrief**

**Resilient Responder and Post Traumatic Growth**

### ***NEXT STEPS...***

Wellness and Peer Support is continuing to evolve and expand and throughout East Pierce County agencies, and positive results are being produced. All who are a part of this mission and program are committed and working diligently to integrate both proactive and reactive wellness solutions as a foundational element within the first responder community. It is our hope that in providing the right tools and resources, agencies will make wellness and peer support a top priority and show our valued first responders that they are cared for and supported, and that in optimizing their personal and professional wellness, they can begin to look at wellness as not just a goal to achieve, but as a new way of being.

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Nick Bauer with CODE 4 Northwest wrote the following recommendations for policy improvements regarding wellness and peer support to guide future program improvements:

### **Peer support team protocol for major incidents including OIS**

The purpose of this worksheet is to discuss issues that have arisen during informal reviews of major incidents from the perspective of employee officers and some commanders. The need for an established protocol for peer support response to those incidents becomes clear. A protocol must be developed in the spirit of enhancing the outcomes of the investigations while helping to minimize, to the extent possible, the emotional impact on involved officers. Overall morale is also best served by having an established and agreed policy so that all involved are aware ahead of time. I am calling this a worksheet to convey that edits and input are strongly encouraged. I believe that the stakeholders, from command to line officers, are interested in outcomes that deliver thorough and accurate investigations that satisfy societal expectations of legitimacy and transparency, while also serving the personal, professional, and emotional needs of the involved employees.

About the author:

I am a recently retired police sergeant after 30 years of service at the Seattle Police Department. I held several assignments including patrol, property and person crime detective, major crimes task force assignment with several undercover and surveillance missions, Founding member of the departments' newly formed Force Investigation Team, and sergeant in EEO investigations sergeant, narcotics, and the wellness team. I have been involved in an OIS and have been a member of the peer support team since 2005. I am also a founding member and current director of Code 4 Northwest. I have serious incident experience from several angles including being involved, being a peer to the involved, and investigating OIS incidents. The formation and operation of Seattle Police FIT policy was monitored by the DOJ and monitoring team by way of a settlement agreement.

Concerns that officers have brought up from previous OIS incidents:

1. No initial deployment (or any deployment at all) of peer support personnel to scene or follow up location.

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2. Officers were held in remote areas with no offer of change of clothes, food, water, communication of status, or accompaniment by peer support personnel. Note that officers have been held while in wet or soiled clothing that occurred during the incident and not allowed to change while waiting to be interviewed or released from duty.
3. Officers not free to be released until giving an interview by investigators on the day/night of the incident.
4. Command unsure or ambivalent as to how or whether to provide peer support activities for officers involved in shootings.
5. Command unclear on parameters of necessity to maintain the integrity of the investigation, in balance with taking care of their officers personal and emotional needs post incident.
6. Lack of clear guidelines and established policy has caused substantial resentment and affected morale.

While not a comprehensive and final list of concerns, these are some of the most frequent and impactful. Several of the above concerns are addressed in the Tacoma-Pierce County peer support plan. Review GUIDELINES AND RULES OF OPERATION-SECTION 5 for policy relating to a critical incident of LODD, Disciplinary, and Conflicts of Interest. There are refinements to be made to the Tacoma-Pierce County plan, it is a well thought out document with plenty of information and guidelines. It seems that there is not a comprehensive understanding of this plan and/or best practices as it relates to peer support involvement in major incidents. Better understanding could be accomplished by providing training on the plan and by infusing a very similar version into individual department policy and procedure manuals. Otherwise, below are some suggested policy improvements to address the listed concerns:

1. *No initial deployment (or any deployment at all) of peer support personnel to scene or follow up location:*
  - a. Dispatch should be provided with an on-call list of available personnel, and ordered to notify peer support along with command, investigators, CSI (evidence units), to respond to the initial call out. They can deploy as ordered and needed once they arrive at the scene and/or follow up location(s).
2. *Officers were held in remote areas with no offer of change of clothes, food, water, communication of status, or accompaniment by peer support personnel. Note that officers have been held while in wet or soiled*

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*clothing that occurred during the incident and not allowed to change while waiting to be interviewed or released from duty.*

- a. Clear guidelines should be provided via policy in addition to the expectation that each peer support and involved officer/responder are familiar with state law regarding mandatory disclosure and what conversations are protected or not.
  - b. Concise guidance on limitations of topics talked about between involved and peer. Suggest “Do not talk about incident. Talk about emotional responses/needs, whether they need food/water, any notifications they need help in making to family”.
3. *Officers not free to be released until giving an interview by investigators on the day/night of the incident.*
  - a. Pierce FIT policy says that officers will likely be interviewed in days directly following the incident. This suggests that there are limited investigative reasons to hold them after the incident. Once immediate investigative needs are met (photos, public safety statement, evidence/gun exchange, determination of investigative direction (administrative, criminal, misconduct), involved should be assisted in returning home as soon as possible.
4. *Command unsure or ambivalent as to how or whether to provide peer support activities for officers involved in shootings.* Training should be provided to review policy and agree on new/augmented policy on how to address needs of involved and the investigation. Legal consultation on whether any peer support conversations present any risk of compromising the integrity of an investigation, keeping in mind that there is clear RCW law that defines confidentiality. Additionally, there is RCW policy that also protects conversations with members of separate crisis referral entities such as Code 4 Northwest. (See RCW 43.101.425)
5. *Lack of clear guidelines and established policy has caused substantial resentment and affected morale.*
  - a. Refine and clarify policy, then advise/train officers on new protocols.

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### SUMNER PD WELLNESS / PEER SUPPORT 1 YEAR SUMMARY

Following the first year after the program was implemented, the following summary was authored by Sumner PD Officer Brandon Anderson, highlighting some of the of the positive impacts the program had made and was shared with agency members, agency leaders, and city leaders:

*To whom it may concern,*

*I would like to take a moment to summarize what the **Peer Support Team** has accomplished this past year (2022), with the hope to continue our forward momentum, progress, and growth. Below are 4 main areas that I believe have been positively impacted by the implementation of the Peer Support Team:*

#### **HEALING CULTURE:**

*Since coming on board back in August of 2021, Deputy Chief Andrew McCurdy immediately began looking at ways to optimize health and wellness within the department and proposed the idea of developing a Peer Support Team. On January 5<sup>th</sup> of this year, he sent out an email looking for volunteers (frontline officers) to lead said team. The email itself presented a message of "care" and "support" amongst staff, which I heard firsthand speaking with fellow officers. This was a big first step of healing amongst our culture following a very difficult year filled with various challenges stemming from the pandemic, politics and other elements that affected morale.*

*Officer John Kaylor, Officer Marcus McDonald and I responded with sincere interest in being part of this team. All 3 of us have a heart focused desire to optimize culture, peer support and wellness. Prior to the email, we had all previously discussed different ways and ideas to promote wellness and support within the department, but it was the actual execution to develop a team that made it happen, and since then has only had positive implications.*

*Deputy Chief McCurdy's support and plan of action created a breath of fresh air and healing within the organization, not only building trust between frontline staff and administration, but building relationships amongst partnering agencies throughout the region. We have now joined forces with other peer support team members, as the **East Pierce County LE Peer Support Team**. We work alongside*

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*CODE 4 Northwest, Shift Wellness, and highly respected Therapist Phoebe Mulligan.*

*The regional team has now attended 2 separate blocks of training put on by Shift Wellness, the first being a 3-day course (24 hours) and the second/advanced training being a 2-day course (16 hours). Both courses were extremely educational and impactful, and the advanced class dove more into crisis and stress management, and peer support intervention and planning. Following the advanced portion of the peer support training, our team has moved from a developmental stage of forming, towards an applicational stage of performing. We are still actively learning and growing as a team, but with a better understanding in terms of the who, what and why of the program, we are now able to tailor to the specific operational needs of the officers we are here to serve and support. We now have a better understanding of our primary roles and responsibilities for when we are needed.*

### **TRUST & RELATIONSHIPS:**

*Echoing from the above summary discussing healing culture, it is without question that the implementation of our Peer Support Team has not only promoted trust and relationships internally amongst our own family of officers and staff, but externally amongst other partnering agencies. The development of the regional team has partnered across the community working with other valued businesses and individuals like Shift Wellness, and this partnership and collaboration has created an active momentum of positive energy, optimism, and care. Not only is there much gratitude to be found in working with such a competent Peer Support Team, but within frontline operations there is a growing feeling of "care" and "support" that is present amongst fellow officers.*

*Our team put together a Peer Support flier and a Resiliency resource packet for staff which was presented and distributed at our most recent annual department meeting. To me it appeared that there was a different energy amongst staff during the meeting from last year's Zoom meeting, and while there may still be some skepticism and uncertainty for some, it is evident that there has been healing and progress over the past year, as well as awareness of a genuine and deliberate mission to support staff in any and every way we can. Trust and Relationships are a foundational element of a high performing team,*

# FIRST RESPONDER PEER SUPPORT TOOLKIT

## EAST PIERCE COUNTY PEER SUPPORT TEAM

and it is completely appropriate to say that the implementation of the Peer Support Team has been instrumental in moving toward that goal.

### **OPTIMISM & OPPORTUNITY:**

As the department is seeing a new light of hope being instilled, both veteran officers of the department and new officers are starting to feel like their health and wellness is being invested in, instead of just operational tasks and business. There are 2 pillars of hope for staff, one being **Peer Support** in terms of care and support, and the other being **Wellness** in terms of health and wellbeing.

From the pillar of Wellness, several emails have already been sent out soliciting ideas and different ways to improve and optimize health and wellness within the organization. These ideas include new exercise equipment, a monthly coffee supply, a bigger fitness area, fitness incentives/memberships and the possibility of a wellness center. With these great ideas and the support from leadership above, it is only realistically optimistic to assume that what is possible is probable. Not only will trust and relationships continue to improve, but staff will have a spark of optimism to believe that their health and wellbeing absolutely matter, and that it is something worth investing in. It shows that with any vision accompanied by the discipline, focus and consistency to achieve your goal, there is always a chance for opportunity. For example, following the last email looking for ideas to promote wellness and update our fitness room/equipment, a response was sent back from Deputy Chief McCurdy advising that he is onboard with the idea, and asked our team to come up with a detailed plan including priorities, timelines, and costs, and that the idea of a "wellness center" for all city staff is a great idea. He advised that he would consult with city leadership to gauge how much support there is and how much cost would be needed. An idea sparked conversation, which sparked planning for implementation. And in the meantime, any additional budget remaining from the year will be used towards updating/upgrading several pieces of exercise equipment at the station and making better use of the space we have. This illustrates the power in perpetual optimism, and that a "no for now" is "not forever". When staff have trust, they have support. When they have support, they have hope. When they have hope, they have optimism, and when they have optimism, they have opportunity. It is as simple as knowing that there is no truly vested support if there is no true investment in wellness. We have learned this year that the peer



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support team is not only there to support peers/officers in hard times of need, but **all** the time.

### **EMPLOYEE RETENTION & HIRING**

*This past year in a half, several new officers were hired during the same time the Peer Support Team was implemented, and there were additional new officers hired afterwards that learned about the program during the annual department meeting. After the Peer Support / Wellness / Resiliency portion of the annual training, the newer officers with the department appeared to have a lot of interest and questions about the program. This is a very good thing in that it provides new officers with the idea that they are coming to a healthy culture/department, where relationships, health and wellness are a priority. This is attractive from a hiring standpoint for both entry level and lateral applicants and is vital to the retention of the staff we currently have and are continuing to invest in.*

*I am certain that there are some items I left out or forgot to include in summarizing the accomplishments over this past year, but hopefully it provides a good idea of where we were, where we are now, and where we are going to be.*

*With much respect,*

*Brandon Anderson*

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### RESOURCES

At Sumner PD, the peer support team presented an introduction to Peer Support at the annual department training for all staff.

**POLICE CITY OF SUMNER WA EST. 1907 SUMNER**

**E.P.S. SUMNER POLICE EMPLOYEE PEER SUPPORT**

**MISSION**

Our team is dedicated to building a department with a peer-oriented approach to physical, mental and emotional wellness; to offer hope, advocacy and resources to those seeking help, support or recovery; and to do so confidentially and without fear of judgement.

**YOUR TEAM / ADVOCATES**

Officer John Kaylor	253-961-7511
Officer Marcus McDonald 253	-405-2558
Officer Brandon Anderson 253	-720-9261

**POLICE CITY OF SUMNER WA EST. 1907 SUMNER**

**E.P.S. SUMNER POLICE EMPLOYEE PEER SUPPORT**

- HERE FOR YOU / WHAT DO YOU NEED FROM US?
- RESILIENCY HANDOUT
- HELP / CONTACT NUMBERS
- CONFIDENTIALITY

*Everyone we meet is fighting a battle we know nothing about... Be Kind*

What we see...  
The reality...

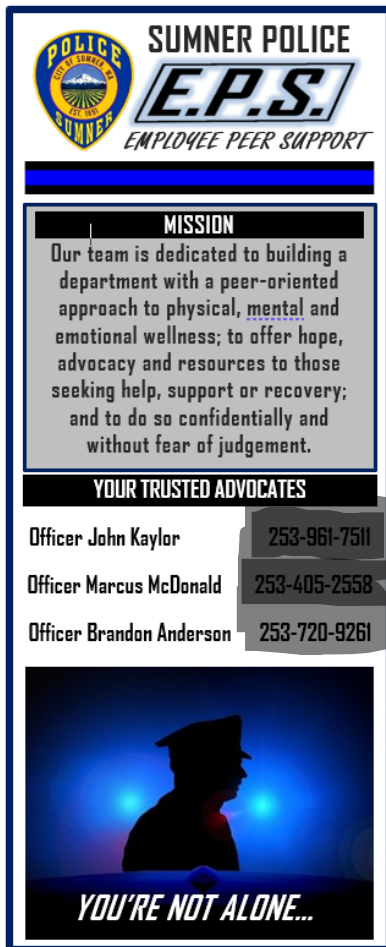
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The goal of this presentation was to make staff aware of the team mission, show that the Peer Support Team cares about all members, and convince members that the team is there for anyone who needs help or support. Confidentiality concerns were discussed and clarified, and an additional presentation on resilience and wellness was provided by Deputy Chief McCurdy and the team clinician, Phoebe Mulligan.

### Staff were provided with the following resources:

#### Peer Support Pamphlet:



**SUMNER POLICE**  
**E.P.S.**  
EMPLOYEE PEER SUPPORT

**MISSION**  
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**YOUR TRUSTED ADVOCATES**

Officer John Kaylor 253-961-7511  
Officer Marcus McDonald 253-405-2558  
Officer Brandon Anderson 253-720-9261

**YOU'RE NOT ALONE...**

**MANY OFFICERS ARE STILL HESITANT TO SEEK HELP**


According to the [National Alliance on Mental Illness](#), nearly one in four police officers has thoughts of suicide at some point in their life. In fact, more police officers die by suicide than in the line of duty. This is not okay. We deserve better than this.

Officers and other first responders can experience more trauma in a single day than most people will experience in a lifetime. Despite this, first responders are often hesitant to come forward and get help because they **fear** people will look down on them, that they could lose their ability to carry a firearm, or even lose their job.

Our team is here to make sure you have a trusted person to come to and get whatever help or resources you need.

**YOU CAN'T POUR FROM AN EMPTY CUP...**

Officers can spend so much time and energy pouring themselves into someone having a mental health crisis, that their own personal mental and emotional energy is simultaneously being depleted without them realizing it. You are a hero, but you are human first, and your mental well-being is a priority. **Our team is here to meet you right where you are at!** We will **listen** to your needs, help you **identify** the right referrals and resources, and **follow up** to make sure your needs are met and taken care of.



**SIGNS AND SYMPTOMS OF A MENTAL HEALTH CONCERN**

We are dedicated to raising awareness about the early warning signs of a possible mental health concern. Those signs may include, but are not limited to:

- Lack of sleep/[nightmares](#);
- Sudden relationship [issues](#);
- Increase in reckless [behaviors](#);
- Loss of [appetite](#);
- Lack of [self-care](#);
- [Isolation](#);
- Anger/[rage](#)/change in [personality](#);
- Loss of interest in [activities](#);
- Increased alcohol consumption or substance use as a coping mechanism.

Some first responders mistakenly believe these symptoms will get better over time. The reality is that they typically only get [worse](#)

**THE GOOD NEWS IS, THERE IS HELP!**

**Free Confidential Help:**

CODE 4 NORTHWEST	425-243-5092
PEER SUPPORT HELP LINE or text COUNSELING to or text TREATMENT to	833-698-7864 833-698-7864 833-698-7864
SUICIDE PREVENTION LIFELINE	800-273-TALK
AMERICAN ADDICTION CENTERS	855-997-6542
CRISIS TEXTLINE.ORG	Text BLUE to 7 4 1 7 4 1
FIRSTHELP.NET (resource database)	
PHOEBE MULLIGAN	206-498-6998

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## EAST PIERCE COUNTY PEER SUPPORT TEAM

Sumner PD Peer Support Team Resiliency Handout, Officer Brandon Anderson:

### INTRODUCTION



Today, stress is an unavoidable part of daily life, and in today's public safety environment, it's all about how well you handle it, both in the moment and over the long haul. Technically speaking, stress results from the way we perceive and respond to challenges to the body and mind. A manageable level of stress or challenge is not necessarily a bad thing. In fact, these are necessary for growth and optimal performance. When we must deal with demanding circumstances it can lead to quick, clear thinking and heightened energy, and it pushes us to higher levels of performance.

When stress piles up or reaches extreme levels, however, it becomes a liability, rather than an asset. It can chip away at our job performance, threaten our relationships at home and work and put our mental, emotional, spiritual, and physical health in jeopardy. We are working to safeguard you by helping you become more resilient, which is the ability to prepare for, recover from and adjust to life in the face of stress, adversity, trauma, or tragedy.

The tools and techniques in this guide are designed to help build resilient public safety professionals, families, and units, and to increase the acceptance of seeking help for stress-related injuries through education, training and communication. We want you to learn and utilize skills that will help you become more resilient and psychologically fit, and to know what to do if stress starts to become a problem. We are working hard to develop a culture that rewards preventative actions and recognizes that seeking help is a sign of wisdom, courage, and strength.

***"Perpetual optimism is a force multiplier." Colin Powell***

### PROGRAM OBJECTIVES

This guide places special emphasis on understanding the benefits of being more coherent and composed, saving mental and emotional energy, and building resilience. It discusses the practical aspects of using HeartMath's energy self-regulation techniques for reducing the harmful effects of operational stress and

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increasing and sustaining cohesion and readiness. Learn to strengthen operational stress resilience through research-based tools that help you:

- Leverage your ability to think clearly under pressure.
- and discern appropriate solutions to problems.
- Increase your ability to maintain situational awareness.
- Diminish physical symptoms of operational stress such as
- sleep disturbance and fatigue.
- Improve reaction times and coordination.
- Increase personal resilience and stress tolerance.

"We have long been aware of the toll policing exacts physically and emotionally. That toll erodes our resilience and capacity to perform at sustained high levels. The-Resilience Advantage provides the learning and tools for officers to take charge of their emotions, store and recover energy, sustain health, and perform at their best. It is as essential to our survival as is mastering street survival tactics!" Cmdr. Michael J. Nila (Retired) Blue Courage, Aurora, Illinois

### RESILIENCE

**Resilience**

The capacity to prepare for, recover from and adapt in the face of stress, challenge or adversity.

*You can learn to build your resilience capacity and sustain your energy.*

The infographic features a battery gauge with a needle pointing to the 'CHARGED' section. The gauge is labeled 'RE CHARGE' on the left, 'LOW' at the top, and 'CHARGED' on the right. Below the gauge are four batteries with different colored liquids inside: red, orange, yellow, and green. The background is a light blue grid pattern with a blue and red wave at the bottom. Logos for HeartMath and the Institute of HeartMath are visible in the bottom right corner.

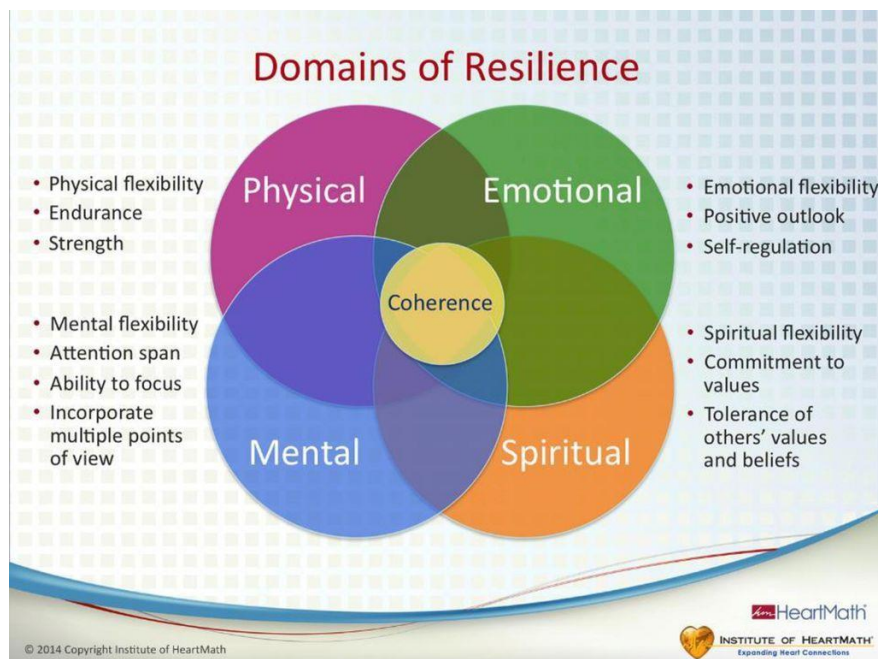
The capacity to prepare for, recover from and adapt in the face of stress, adversity, trauma, or tragedy. The skilled use of resilience is not just bouncing back and recouping after challenging situations. It's especially important for preventing stress accumulation during stressful and challenging situations.

Basically, we all are "energy systems" that expend and renew energy - physically, mentally, emotionally, and spiritually. Given the demands on public safety professionals, building, and sustaining resilience is more vital than ever

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and it is where much of the emphasis of "whole person wellness" should be placed.



**Physical resilience** is reflected in physical flexibility, endurance and strength.

**Emotional resilience** is reflected in our ability to self-regulate our emotions and reactions, our degree of emotional flexibility, our ratio of renewing to depleting emotions and the quality of our relationships.

**Mental resilience** is reflected in our attention span and ability to stay focused, our mental flexibility finding new or creative solutions to problems and our level of optimism.

**Spiritual resilience** is reflected in our core values, intuition and tolerance of others' values and beliefs.

You can think of "resilience capacity" as the amount of energy that can be stored in a battery. If you have a full charge, you are in a "ready" state and have the energy to deal with whatever comes your way. The demands of job assignments and short periods of stress can have an accumulated effect, depleting our levels of personal energy in any one or all four of the domains of resilience.

### DEPLETION AND RENEWAL

Constant energy expenditures without the balance of adequate rest and recovery lead to burnout, errors, diminished performance, and health challenges. The most basic way the body restores its energy is through rest and sleep. Sleep disruption and fatigue are strong risk factors for developing more serious stress injuries such as PTSD.

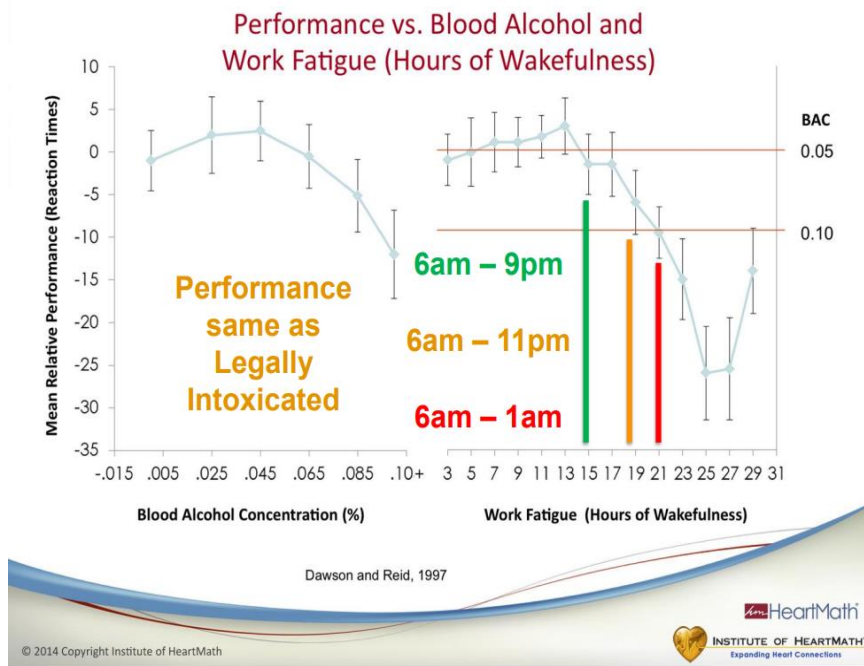
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### SLEEP AND RESILIENCE

Common sense dictates that you should use the time you have available to rest wisely. It is well known that stress reactions during the day can disrupt sleep at night. Stress hormones have effects on your body that last many hours. Shifting into a coherent state for even a few minutes before going to bed can help align and boot up the body's regenerative process and help quiet down the mind and emotions. It only takes being awake 19 hours for our performance to be the equivalent of what it would be if we were legally intoxicated.

### PERFORMANCE AND SLEEP



Researchers at Walter Reed Army Institute of Research studied how various amounts of sleep affected the performance of participant groups. The fewer hours each group was permitted to sleep, the lower their performance was. It is important to note that the sleep restricted participants took two full weeks to recover. Although we may think we can get

by with five hours of sleep each night and make it up on the weekends, research shows this is not the case. Another important finding was that the people in the study were not aware of their performance impairment. They thought they were good to go, while in reality their performance was highly impaired. This research clearly shows how our performance is reduced when our inner batteries or our resilience energy are drained.

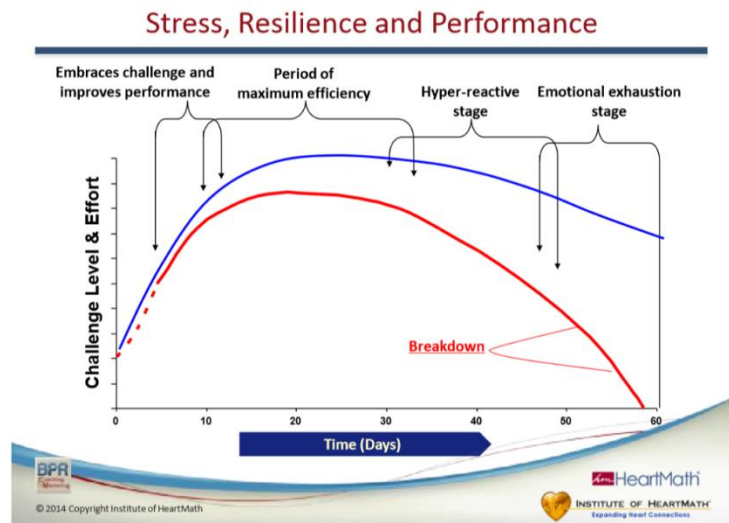
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### STRESS, RESILIENCE AND PERFORMANCE

#### Common Sources of Depletion:

- Critical incident-related stressors
- Sleep disruption
- Uncertainty or unexpected change
- Pressures of missing family time and activities
- Fluctuating schedules and shift work for long periods of time
- Exposure to extreme temperatures and environment



*Building and sustaining resilience is dependent on our ability to manage our energy expenditures and recharge more quickly more intelligently. To do this, we must become more aware of our energy expenditures.*

*This graph, from a military research study, shows how challenge/operational stress affects performance over time. The red line tracks performance levels through their peak during a period of sustained challenge and their decline over time. The blue line shows performance levels that remain higher in the face of sustained challenge. You can maintain a high level of performance and avoid the more serious stages of depletion when you engage in appropriate stress and energy management.*



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### THE POWER OF EMOTIONS

We experience a wide range of emotions every day. Some emotions deplete us and others renew us. Emotions supply an energetic power train that influences our major body systems. They determine our level of engagement in life's events, what motivates us and what we care about. Most of us do our jobs because we care about our communities and have the courage to do the job. Courage, dignity and honor are powerful emotions that provide a source of energy that enables us to do what needs to be done.

### Depleting Emotions

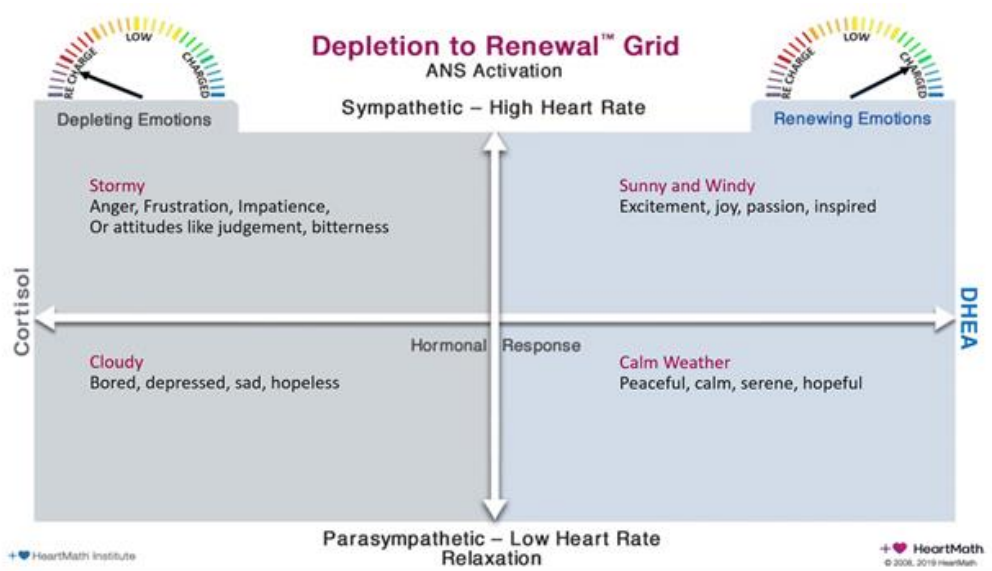
Emotions such as fear, frustration, impatience and anger have a toxic feeling and cause the release of stress hormones. This often results in:

- Reduced muscle mass
- Brain-cell death
- Impaired memory
- Accelerated aging
- Impaired mental function
- Diminished performance



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From an energy perspective, energy-draining emotions are costly and inefficient. Like a gas-guzzling car, they rapidly drink our energy reserves and pollute the environment for others. Our capacity to maintain resilience and composure is determined by our ability to self-regulate our emotions and stop energy leaks. "Taking Charge" of our emotional system is about the intelligent regulation of emotional energy for maintaining tactical stability, clarity and safety for self and others.



The Depletion to Renewal Grid shows the relationship between our emotions and the activity in our nervous and hormonal systems and thus, our energy,

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resilience and performance. Every emotion we feel causes changes in our body and our energy utilization. The vertical arrow indicates how emotions change the level of activity in our autonomic nervous system (ANS). Increased activity speeds up body processes and increases energy utilization. The more intense an emotion (renewing or depleting), the more activity it causes in the nervous system. The horizontal arrow indicates the activity in a key part of our hormonal system. The type of hormones released - those that deplete energy or those that renew it - are affected by both the intensity and quality of the emotion. Anger, impatience, frustration, etc. (left side), increase stress hormones such as cortisol that impact many aspects of our bodily functions, including metabolism, the immune system, sleep/wake cycles, etc.

Renewing emotions like courage, dignity, appreciation, etc. (right side), are associated with increased hormones such as DHEA that are associated with higher resilience. What are your typical emotional responses and their intensity? At the end of the day, what quadrant were you in most of the time?

### **COHERENCE: PHYSIOLOGY OF OPTIMAL PERFORMANCE**

There's an important term that is fundamental to resilience, optimal functioning and being at our best. That term is coherence. There are times when we have experienced being in sync and flowing with a sense of ease through daily challenges. When we are in a coherent flow, things that come up don't seem to get under our skin. We achieve coherence when the heart, mind, emotions, and body are all working in sync. We are then able to "take charge" of ourselves and maintain our composure. We have more energy; time seems to pass by quickly and we seem to flow through or around issues. When challenges come up, we can think more clearly, handle a situation, and move on. We have increased energy and stability.

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### THE HEART-BRAIN RELATIONSHIP

#### Heart-Brain Communication



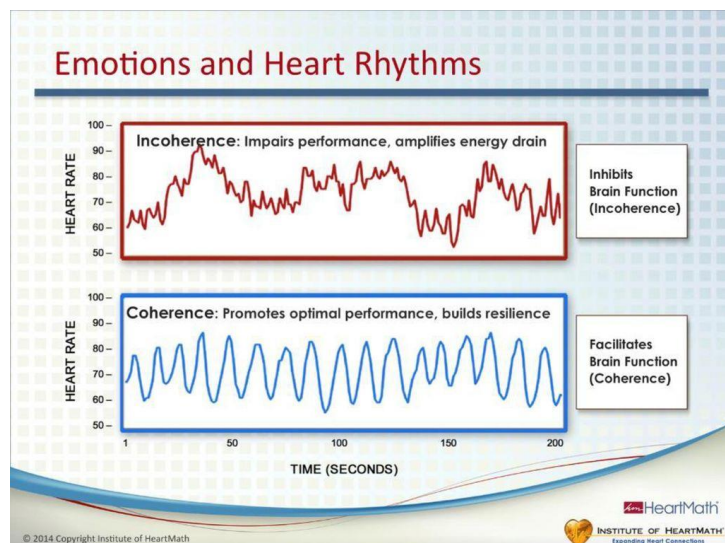
- The heart has its own complex nervous system: the “heart brain.”
- The heart sends far more information to the brain than the brain sends to the heart.
- Signals from the heart especially affect the brain centers involved in strategic thinking, reaction times and self-regulation.

The underlying activity occurring in our nervous system determines the quality and stability of the performance. Optimal function requires that the activity in the brain and nervous system be stable, synchronized, and well-coordinated. The feelings we experience as renewing reflect coherent and well-

coordinated nervous system activity in which the regulation and flow of inner processes are efficient and optimal.

### EMOTIONS AND HEART RHYTHMS

These graphs indicate how stress reactions and positive states affect the nervous system and are reflected in our heart-rhythm patterns. The top graph shows the typical heart rhythm pattern that occurs when we are frustrated or stressed. The chaotic pattern indicates the signals in the nervous system are out of sync and inefficient. This negatively affects mental functions and reaction times. The bottom graph shows a coherent system that is in sync and enables optimal performance.



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### Renewing Emotions

### Renewing Emotions

Emotions and attitudes such as care, courage, tolerance and appreciation create neurochemicals that regenerate your system and offset energy drain, resulting in:

- Increased longevity
- Increased resilience to adversity
- Improved memory
- Improved problem-solving
- Increased intuition and creativity
- Improved job performance and achievement



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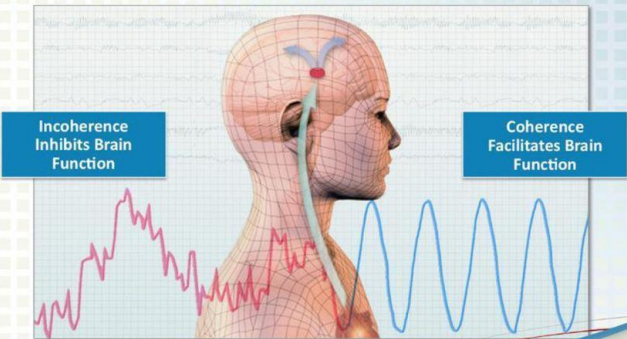
- Enjoyment
- Love of family, friends and country

Experiencing regenerative (positive) emotions and attitudes facilitates the maintenance of coherence and resilience. They create neurochemicals that regenerate your system and offset energy drain.

- Courage and nobility
- Dignity and honor
- Appreciation
- Adventure

### Heart Rhythms Directly Affect Physical and Mental Performance

Heart signals affect the brain centers involved in decision making, reaction times, social awareness and the ability to self-regulate.



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Coherence Improves Brain / Mental Functions:

- Reaction times and coordination
- Situational awareness
- Ability to focus, process information,
- solve problems and make decisions
- Long-term and short-term memory

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**“Put Your Heart Into It”** - Why do people tell each other "put your heart into it" when trying to achieve something? Instinctively, people know putting your heart into a commitment often adds the extra strength needed to succeed.

### INTELLIGENT ENERGY SELF-REGULATION TECHNIQUES

#### **HEART-FOCUSED BREATHING TECHNIQUE:**

Heart-Focused Breathing is an effective technique to take the charge out of a reaction and start the process of shifting into a more coherent state. It is a powerful and effective tool for self-regulation. It's the first step in shifting to a state of focused energy, alertness, and calm - all at the same time. It can help you maintain your composure in challenging situations. Focus your attention on your heart. Imagine your breath is flowing in and out of your heart or chest area, breathing a little slower and deeper than usual.

**Suggestion:** Inhale for 5 seconds and exhale for 5 seconds, or use whatever rhythm is comfortable. Heart-Focused Breathing to calm the mind and emotions is critical: It helps activate the inner resilience needed to restabilize and move forward with what needs to be done.

Focusing your attention on your heart (center of your chest) is important because it can help shift the heart rhythms to a more coherent pattern, which signals the brain to calm down and become more synchronized, thereby improving mental capacities.

#### **Benefits:**

- Easy to learn and use to manage energy and build resilience.
- Quickly reduces feelings of anger, anxiety, overwhelm, dread, acute pain, etc.
- Calms stress reactions and takes out some of the significance and drama in the moment.

#### **QUICK COHERENCE TECHNIQUE**

Consciously and intentionally self-activate a positive or renewing feeling such as appreciation, compassion, courage, integrity, ease, patience, etc. It will take some practice, but with consistent and genuine effort, most people find they

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can effectively create or engage a regenerative feeling in a short period of time. When you engage positive feelings in the moment, you replace depleting emotions with ones that can help you add energy and remain calm and balanced in challenging or stressful situations.

**Step 1:** Use Heart-Focused Breathing. Focus your attention on your heart. Imagine your breath is flowing in and out of your heart or chest area, breathing a little slower and deeper than usual.

**Suggestion:** Inhale for 5 seconds and exhale for 5 seconds, or use whatever rhythm is comfortable.

**Step 2:** Make a sincere attempt to experience a regenerative feeling such as honor or appreciation or care for someone or something in your life.

**Suggestion:** Try to re-experience the feeling you have for someone you love or a pet. You also can focus on feeling courage, dignity, honor, calm, or ease.

With practice, you often can do both steps in one breath. Shift your focus to your heart as you inhale and activate a regenerative feeling as you exhale. If it's hard for you to recall anything positive, think of any occasion when you felt an uplifting, renewing feeling. Even a sincere attempt to feel a positive emotion will reduce the drain and replenish your system.

### **Quick Coherence Quick Steps:**

- Heart-Focused Breathing
- Activate a positive feeling

---

### **INNER-EASE TECHNIQUE**

One of the most important steps in being able to stop energy drain and increase resilience is to begin identifying unnecessary energy expenditures. Shifting to Ease at the Onset of Stress Learning to shift to a state of inner ease at the onset of challenging situations can help prevent and eliminate many unwanted predicaments. This saves energy, making it easier to create a flow through challenges.

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- The state of ease is not about moving at the speed of a snail, nor is it a sleepy-time relaxation state. It's about slowing down our inner body language - the mechanical mental and emotional reactions that cause mistakes, compromise friendships, and create energy drain from frustration, impatience, anger, etc.
- The inner ease state is like the one cultivated in martial arts: It is a state of active calm in which your mental and emotional energies are balanced, but you're ready for intelligent action. Being in a state of ease doesn't mean you necessarily have to slow down your physical pace, but it can mean that at times.
- Cultivating a state of ease creates a time window or pause for deeper discernment and more competent, conscious, and wiser choices. Without discernment, we perpetuate many stress loops.
- Inner ease is an aspect of "stillness" that we can access while on the move.
- Ease creates sensitivity to the appropriate inner pace for handling each situation in life, a process that creates flow.

**Step 1:** Focus your attention on your heart. Imagine your breath is flowing in and out of your heart or chest area, breathing a little slower and deeper than usual.

**Suggestion:** Inhale for 5 seconds and exhale for 5 seconds, or use whatever rhythm is comfortable.

This has been proven to help create coherent, or smooth wave patterns in your heart rhythm, which helps calm and balance your mental and emotional systems.

**Step 2:** With each breath, draw in the feeling of inner ease to balance your mental and emotional energy. A little practice can lead to quick results. It has been scientifically proven that practicing ease and coherence activates regenerative hormones, boosts your immunity, and creates stress resistance.

**Step 3:** Set a meaningful intent to anchor the feeling of inner ease as you engage in your projects, challenges, or daily interactions.

Remember, once you have calmed and balanced your mental and emotional nature, it's easier to find intelligent solutions for issues and situations.

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### Inner-Ease Quick Steps:

- Heart-Focused Breathing
- Draw in the feeling of inner ease
- Anchor and maintain the feeling

With practice, you can shift to the attitude of ease by remembering to breathe it in.

---

### 3 STRATEGIES FOR BUILDING & SUSTAINING RESILIENCE

The following three strategies can help you effectively regulate your energy and increase your resilience capacity:

1. Prep to set the tone for the day.
2. Shift and Reset to a more coherent state.
3. Sustain your resilience throughout the day.

Understanding these three strategies can help you see when and where you can apply any of the energy-management techniques described in this guide.

1. Prep to set the tone for the day and before stressful events to sustain your composure and balance. Practice using a coherence technique to shift to a composed state before:

- Hot calls
- Tactical operations
- Entering dangerous environments
- Making decisions
- Communicating with others
- Engaging in important relationships

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### PREP TECHNIQUE



# FIRST RESPONDER PEER SUPPORT TOOLKIT

## EAST PIERCE COUNTY PEER SUPPORT TEAM

Prep is a simple technique that prevents a lot of stress and energy drain and increases your ratio of positive outcomes. Elite athletes value prepping before events. They visualize the perfect moves and especially imagine themselves maintaining their emotional composure if they make mistakes or have setbacks. They realize the importance of staying calm, balanced, and focused to prevent energy drain and maintain clear discernment.

**Step 1:** Identify upcoming events, situations or interactions for which Prep would be effective.

**Step 2:** While doing Heart-Focused Breathing, project yourself into the upcoming event, situation or interaction. With genuine feeling, visualize being calm, balanced and resilient throughout.

**Step 3:** See yourself remembering to re-center in your heart and take charge of your feelings if you start to overreact or lose emotional composure. Genuine heartfelt commitment is the key to making this technique effective. It's not merely a mental exercise. It's not merely thinking about ease or calm. It's about breathing through the heart to create heart-rhythm coherence and then imagining staying calm, balanced and resilient throughout the event, situation, or interaction.

### **Prep Quick Steps:**

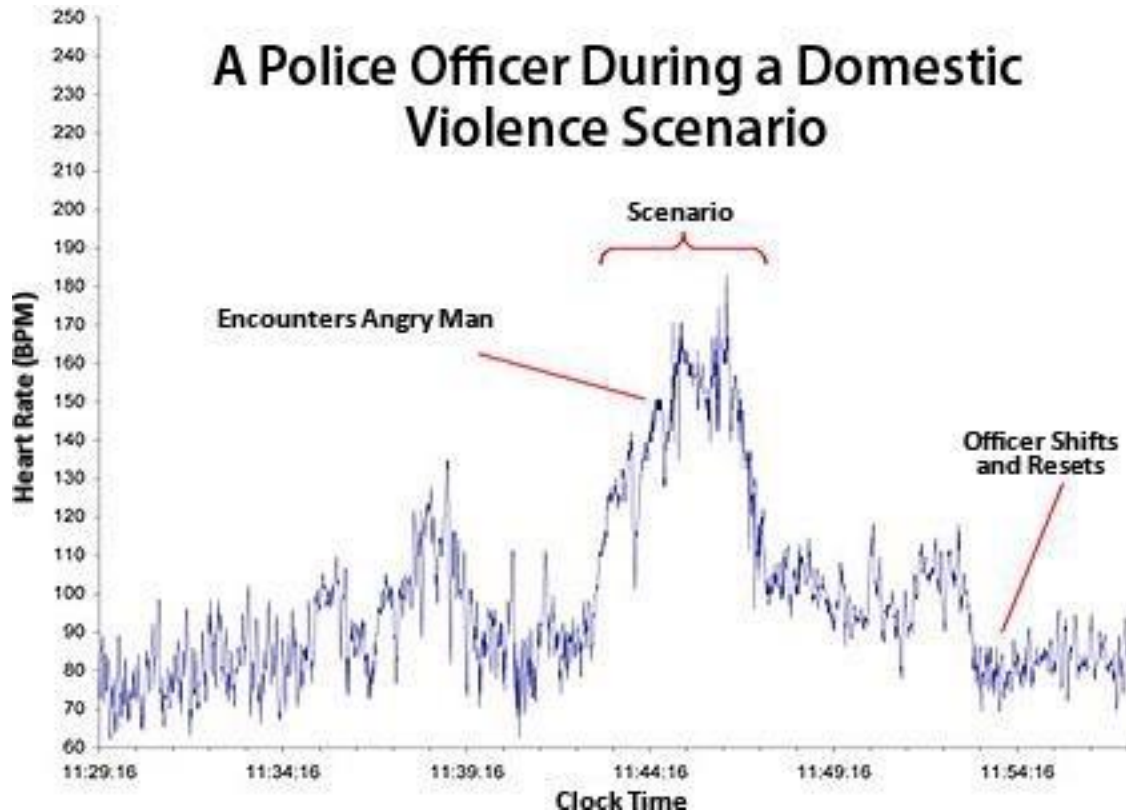
- Heart-Focused Breathing
- Visualize remaining calm and composed
- See yourself re-centering as needed

Shift and Reset to a more coherent state as soon as possible after a stress reaction to minimize energy drains. Other beneficial times are after a duty shift or before resting or sleeping to ensure you receive the maximum benefits.

When you find yourself challenged, use Heart-Focused Breathing or Inner-Ease as soon as you can to help shorten the time you are out of sync and losing energy.

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The graph above shows the heart rate of a police officer during a domestic violence scenario. Even though the officer is standing still, his heart rate is around 175 BPM while dealing with the situation. Before learning the energy self-regulation techniques, it took an average of two hours for the officer's heart rate to return to normal. By using a Resilience Advantage technique, he was able to shift and reset immediately after the event, saving a great deal of wear and tear on his body.

Sustain your resilience throughout the day by establishing regular practices and using the techniques between activities, like driving to and from a call, work, or home.

### PRACTICAL INTUITION

Research results on the electrophysiology of intuition show that sometimes, if a future event is emotionally relevant, the heart can produce a signal that alerts

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you before the event takes place. This high-speed intuitive intelligence reacts faster than the mind can perceive and bypasses standard thought processes.

### **There are three types of intuition:**

- **Implicit knowledge**, or implicit learning refers to something we learned in the past and either forgot or didn't realize we had learned. It also can be subconscious learning or knowledge we gain from past experiences. This fast type of "intuitive" decision-making or action results from the brain matching new problems or challenges with unconscious memories.
- **Energetic sensitivity** is our ability to sense environmental signals such as when we have the feeling someone is staring at us.
- **Nonlocal intuition** is the knowledge or sense of something that cannot be explained by past or forgotten knowledge or by sensing environmental signals. An example of this is someone sensing danger for no apparent reason and taking evasive action.

### **Keys To Accessing Practical Intuition:**

1. Shift into a coherent, composed state to quiet down mental chatter and any emotional unrest. You have better access to all three types of your intuitive intelligence when you are coherent.
2. Pay attention to intuitive feelings and perceptions, which often are subtle. This is important because we only perceive something when we are paying attention to it.

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### **FREEZE FRAME TECHNIQUE**

The Freeze Frame Technique is a multipurpose technique for stopping energy drain and enhancing clarity and discernment. It helps balance your mind and emotions and results in a greater incidence of finding clearer and more effective choices. This technique helps you access higher mental functions, which are compromised during stress and reactive states.

**Step 1:** Acknowledge the problem or issue and any attitudes or feelings about it.

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**Step 2:** Heart-Focused Breathing: Focus your attention on the heart. Imagine your breath is flowing in and out of your heart or chest area, breathing a little slower and deeper than usual.

**Suggestion:** Inhale for 5 seconds and exhale for 5 seconds, or use whatever rhythm is comfortable.

**Step 3:** Activate a positive or renewing feeling: Make a sincere attempt to re-experience a regenerative feeling such as appreciation or care for someone or something in your life.

**Step 4:** From this more objective place, ask yourself what an efficient, effective attitude, action or solution would be.

**Step 5:** Quietly observe any subtle changes in perceptions, attitudes, or feelings. Commit to sustaining beneficial attitude shifts and acting on new insights.

If no insights come up, that's OK. Repeat the process later or the next day. Often, solutions are inspired through communicating with or getting input from others. Have a genuine "I mean business" attitude to truly shift into a more coherent state. For example, if you feel impatience or frustration, try replacing it with ease and tolerance.

### **Freeze Frame Quick Steps:**

1. Acknowledge
2. Heart-Focused Breathing
3. Activate a positive or renewing feeling
4. Ask
5. Observe and act

### **GETTING IN SYNC FOR EACH SITUATION**

Making sure we have the appropriate attitude for challenging situations gives us greater situational awareness and access to creativity and intuitive guidance on the best approach.

Getting in Sync is an "on the move" application of the Freeze Frame Technique that can save a lot of energy and help you respond to any situation with a more appropriate attitude and more intelligence. After getting into a coherent state,

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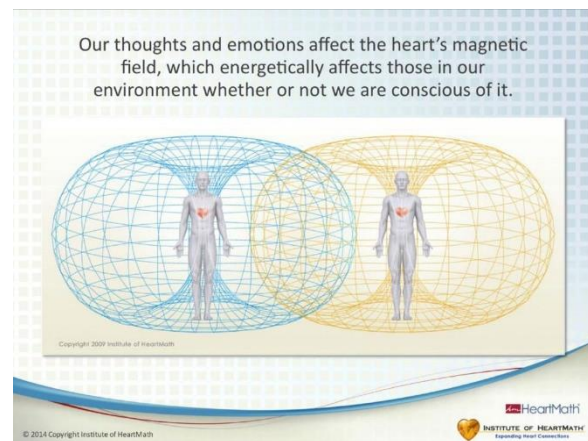
ask yourself what the most appropriate attitude would be for handling the situation.

### RELATIONAL ENERGETICS

Each time the heart beats, a magnetic field is produced that travels out from the body. Scientists have shown that different thoughts, attitudes, and emotions create different signals that are broadcast by this field. This process of emotions influencing the heart's magnetic field is like how a radio or TV transmission works, with the sound or picture being carried by an electromagnetic wave.

#### The Magnetic Field of the Heart

Essentially, we broadcast information about how we are feeling whether we are conscious of it. When we shift into a coherent state, it helps others find their balance and composure more quickly.



### COHERENT COMMUNICATION TECHNIQUE

The Energetic of Communication: Emotional energy transfers unspoken feelings, both depleting and renewing, and this colors our communications. The energetics of anxiety, fear, judgment, frustration, preconceptions, etc. can create incoherence in communication. Being genuine and authentic helps create coherent alignment in communication.

**Step 1:** Shift into a heart-coherent state before communicating to effectively share and receive information.

**Suggestion:** Set an intention to be respectful of others' views or situations.

**Step 2:** Listen for the essence of what is being said without prejudging or being pulled into drama before the communication is complete.

**Suggestion:** Remember to re-center your heart if you start to overreact or lose emotional composure. Speak in a genuine tone and consider what you are going to say and how it may affect others.

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**Step 3:** During important or sensitive communications, it's effective to confirm the essence of what you heard to ensure mutual understanding. Yet, when rushing communications, this is the step most of us forget.

**Remember:** Quieting the noise in the mind and emotions allows us to become more attuned to our own perceptions before we speak and to hear more genuinely what someone else is trying to say.

### **Coherent Communication Quick Steps:**

1. Shift into heart coherence
2. Listen for the essence; speak with a genuine tone
3. Confirm mutual understanding

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### **ACTION PLAN FOR PLUGGING ENERGY LEAKS**

No matter how effective these techniques may be, their potential to increase resilience and operational readiness and reduce stress cannot be realized they are not used. As with any new skill, it takes practice and repetition or the new skill to become an automatic response, especially in challenging situations. Staying coherent requires effort, especially when first overcoming the inertia of our well-established habits.

Ongoing practice of the techniques, and when possible, use of the emWave® or Inner Balance™ Trainer facilitates a repatterning process in the brain and nervous system, where coherence - being calm and composed – becomes a new baseline or norm. Self-regulation then becomes increasingly familiar and automatic.

### **TAKE ACTION TO CHARGE YOUR INNER BATTERY AND ADD ENERGY TO YOUR SYSTEM:**

- Prep with a coherence technique to set the tone for the day; use Heart-Focused Breathing.
- Take a few moments each day to practice Quick Coherence and breathe feelings like courage, dignity, honor, integrity, or any other renewing emotions.
- Use a coherence technique to deepen your composure and align.

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- with your self-security before challenging situations.
- Get adequate, renewing sleep.
- Appreciate something each day. Engage in an activity you enjoy.
- such as sports, a hobby or exercising.
- Prep with the Inner-Ease Technique before stressful interactions
- or communications to maintain judgment-free participation.
- Reset after a stressful interaction by practicing Heart-Focused Breathing or Freeze Frame.
- Commit to taking out the drama and not overreacting.
- Practice Coherent Communication in every interaction.
- Use your emWave or Inner Balance technology to help you.
- learn to sustain your coherence.



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### Reference info:

Tacoma-Pierce County peer support plan.

[https://www.piercecountywa.gov/DocumentCenter/View/87548/FINAL2\\_TPC-Peer-Support-Plan-v8\\_BASE](https://www.piercecountywa.gov/DocumentCenter/View/87548/FINAL2_TPC-Peer-Support-Plan-v8_BASE)

### “PRIVACY, CONFIDENTIALITY, AND RECORDKEEPING

“All Peer Support personnel are required to maintain the highest levels of trustworthiness and confidentiality to the Peer Support programmatic guidelines. Those impacted by a traumatic/critical incident may find it difficult to open up and express themselves to those they do not trust, respect, or find credible. All program members must work to maintain themselves worthy of trust, both on assignment and in their professional day-to-day jobs. Peers who are trustworthy and demonstrate integrity and respect in what they do are the key element to assisting individuals in crisis.”

“Peer Support Team members are protected under state law. A peer supporter is privileged and not subject to disclosure in a judicial or administrative proceeding if the communication occurs during a peer support session whereas both parties are aware the peer is acting as a peer, and the person is recognized by the department as a peer. “

### Pierce County FIT guidelines regarding employee rights/officer interviews:

#### SECTION 5.

#### EMPLOYEE RIGHTS/OFFICER INTERVIEWS

Law enforcement employees have the same rights and privileges regarding criminal interviews that any other citizen would have, including the right to remain silent, the right to consult with an attorney prior to an interview, and the right to have an attorney present during the interview.

Witness officers will be requested to either provide a written report or recorded interview as deemed appropriate by the Lead Investigator.

The Prosecutor’s Investigators will have the option to participate in whatever interviews they choose.



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Statements from the involved officer(s) usually occur in the days following the incident.

Statements from the involved officer(s) using force must be completely voluntary. Under no circumstances are investigators to take a compelled statement from the involved officer(s).

Dates and times of the involved officer(s) interviews will be scheduled through either the PCFIT Commander, Team Sergeant, and/or Lead Investigator in consultation with the involved officer(s) legal representative.

Interviews will be scheduled at a location chosen by investigators conducting the interviews.

All officer and witness interviews will be recorded and transcribed at the expense of the agency in which the interviewing investigator is a member of. If interviews are recorded on systems such as Case Cracker or similar, the PCFIT Commander and/or Lead Investigator will make certain copies of all interviews are retained on digital storage devices as opposed to a system server or computer network. The purpose of such is to establish a firewall to prevent agencies that house such recording systems from accessing content of the interviews themselves.



IncidentNo	CallDate	CallTime	ClearTime	Disposition	Type_Text
2321301460	8/1/2023	13:38:38	14:47:47	P	911 HANG-UP/OPEN LINE
2321302721	8/1/2023	22:02:02		CANCELEV	911 HANG-UP/OPEN LINE
2321300159	8/1/2023	1:45:45	1:53:53	S	CITIZEN ASSIST
2321302149	8/1/2023	17:51:51	20:14:14	S	Community Oriented Policing
2321301442	8/1/2023	13:34:34	13:45:45	S	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2321302415	8/1/2023	19:58:58	20:35:35	SUP	FOUND PROPERTY
2321301197	8/1/2023	12:09:09	12:17:17	UTC	SEX OFFENDER VERIFICATION
2321301222	8/1/2023	12:19:19	12:23:23	UTC	SEX OFFENDER VERIFICATION
2321301272	8/1/2023	12:31:31	12:35:35	UTC	SEX OFFENDER VERIFICATION
2321302055	8/1/2023	17:21:21	20:14:14	S	SPECIAL EMPHASIS
2321302916	8/1/2023	23:36:36	23:55:55	G	SUSPICIOUS - PERSON
2321302161	8/1/2023	17:53:53	18:06:06	N	TRAFFIC STOP
2321302164	8/1/2023	17:53:53	23:54:54	R	VIOLATION OF COURT ORDER
2321301944	8/1/2023	16:41:41	17:05:05	UTC	WELFARE CHECK
2321402472	8/2/2023	21:01:01	21:02:02	P	911 HANG-UP/OPEN LINE
2321402681	8/2/2023	22:31:31	22:42:42	P	911 HANG-UP/OPEN LINE
2321402266	8/2/2023	19:33:33	19:45:45	S	BURGLARY ALARM - COMMERCIAL
2321400169	8/2/2023	2:36:36	2:37:37	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2321400692	8/2/2023	8:59:59	9:00:00	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2321401587	8/2/2023	15:15:15	15:18:18	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2321401977	8/2/2023	17:42:42	17:44:44	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2321401173	8/2/2023	12:24:24	12:53:53	S	PHONE MESSAGE FOR OFFICER
2321400002	8/2/2023	0:01:01	0:02:02	S	SUSPICIOUS - VEHICLE
2321400345	8/2/2023	5:35:35	5:59:59	N	PARKING PROBLEM
2321502063	8/3/2023	17:57:57	18:19:19	P	911 HANG-UP/OPEN LINE
2321500547	8/3/2023	8:00:00	9:59:59	S	DVV - VERBAL DOMESTIC
2321500191	8/3/2023	2:12:12	2:30:30	S	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2321502277	8/3/2023	19:29:29	23:38:38	S	FOLLOW UP
2321502875	8/3/2023	23:38:38	1:23:23	S	FOLLOW UP
2321500540	8/3/2023	7:57:57	9:32:32	S	HARASSMENT
2321500535	8/3/2023	7:54:54	7:55:55	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2321501911	8/3/2023	17:01:01	18:17:17	R	DEATH INVESTIGATION
2321501713	8/3/2023	15:57:57	17:00:00	R	THEFT
2321601943	8/4/2023	17:46:46	18:02:02	P	911 HANG-UP/OPEN LINE
2321601166	8/4/2023	12:40:40	18:19:19	R	AGENCY ASSIST
2321602292	8/4/2023	20:09:09	20:54:54	S	BURGLARY ALARM - COMMERCIAL
2321602620	8/4/2023	22:16:16	23:58:58	R	ASSAULT NO WEAPON ~ NOT IN PROGRESS
2321601118	8/4/2023	12:25:25	12:49:49	S	DISORDERLY - NEIGHBOR DISPUTE
2321601840	8/4/2023	17:01:01	17:02:02	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2321602414	8/4/2023	20:55:55	20:57:57	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2321602541	8/4/2023	21:41:41	21:44:44	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2321602702	8/4/2023	22:47:47	22:49:49	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2321602123	8/4/2023	18:55:55	22:00:00	R	MVC - HIT & RUN
2321601734	8/4/2023	16:25:25	19:06:06	R	MVC - INJURY OR UNK INJURY
2321602124	8/4/2023	18:55:55	19:41:41	P	SUSPICIOUS - PERSON
2321702397	8/5/2023	23:06:06	23:22:22	S	CITIZEN ASSIST
2321701335	8/5/2023	15:08:08	16:31:31	AGE	DVV - VERBAL DOMESTIC
2321701172	8/5/2023	13:57:57	13:57:57	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2321702234	8/5/2023	21:38:38	22:54:54	S	NOISE COMPLAINT
2321702377	8/5/2023	22:58:58	23:29:29	S	NOISE COMPLAINT
2321702041	8/5/2023	20:23:23	21:05:05	S	SECURITY CHECK
2321701875	8/5/2023	19:06:06	19:16:16	N	TRAFFIC STOP
2321702205	8/5/2023	21:26:26	21:33:33	N	TRAFFIC STOP
2321702249	8/5/2023	21:46:46	22:04:04	N	TRAFFIC STOP
2321701838	8/5/2023	18:52:52	19:05:05	S	DISABLED VEHICLE IN ROADWAY
2321801281	8/6/2023	14:19:19	14:54:54	R	SECURITY CHECK
2321800985	8/6/2023	11:50:50	12:06:06	G	SUSPICIOUS - PROWLER
2321800387	8/6/2023	4:26:26	4:36:36	G	SUSPICIOUS - VEHICLE

2321801869	8/6/2023	19:08:08	19:15:15	N	TRAFFIC STOP
2321801913	8/6/2023	19:30:30	19:38:38	N	TRAFFIC STOP
2321800926	8/6/2023	11:20:20	11:23:23	P	OFF ROAD VEHICLE COMPLAINT
2321802018	8/6/2023	20:22:22	20:50:50	S	WELFARE CHECK
2321901968	8/7/2023	18:25:25	18:40:40	S	CIVIL CHILD CUSTODY
2321902370	8/7/2023	21:25:25	22:12:12	S	DVV - VERBAL DOMESTIC
2321900837	8/7/2023	10:24:24	13:36:36	R	CITIZEN FLAG DOWN
2321901859	8/7/2023	17:36:36	17:57:57	HML	FOLLOW UP
2321902486	8/7/2023	22:23:23	22:36:36	S	SECURITY CHECK
2321901504	8/7/2023	15:13:13	15:44:44	UTC	SUSPICIOUS - VEHICLE
2321902601	8/7/2023	23:32:32	0:03:03	S	SUSPICIOUS - VEHICLE ~ NOT IN PROGRESS
2321902519	8/7/2023	22:42:42	22:52:52	N	TRAFFIC STOP
2321901719	8/7/2023	16:37:37	17:32:32	UTC	INTIMIDATION WITH WEAPON
2322001765	8/8/2023	16:33:33	16:54:54	FANB	BURGLARY ALARM - RESIDENTIAL
2322002028	8/8/2023	18:28:28	18:34:34	S	CIVIL CHILD CUSTODY
2322001820	8/8/2023	17:01:01	17:33:33	S	DISORDERLY - NEIGHBOR DISPUTE
2322001474	8/8/2023	14:28:28	16:23:23	S	THEFT
2322000212	8/8/2023	2:34:34	2:34:34	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2322000945	8/8/2023	10:52:52	10:53:53	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2322001951	8/8/2023	17:52:52	19:32:32	S	PHONE MESSAGE FOR OFFICER
2322001909	8/8/2023	17:32:32	18:59:59	AIR	MVC - NON INJURY
2322002220	8/8/2023	19:54:54	20:02:02	S	NOISE COMPLAINT - CAR STEREO
2322002678	8/8/2023	23:42:42	0:01:01	S	SECURITY CHECK
2322000030	8/8/2023	0:18:18	1:47:47	R	TRAFFIC STOP
2322001551	8/8/2023	15:00:00	15:10:10	G	TRAFFIC COMPLAINT (RECKLESS VEHICLE)
2322000174	8/8/2023	2:01:01	2:29:29	U	WELFARE CHECK
2322001944	8/8/2023	17:47:47	18:16:16	S	WELFARE CHECK
2322101910	8/9/2023	17:22:22	18:13:13	R	AGENCY ASSIST
2322101360	8/9/2023	13:44:44	15:19:19	S	ANIMAL COMPLAINT (GENERAL)
2322101421	8/9/2023	14:04:04	16:23:23	SUP	FOLLOW UP
2322100127	8/9/2023	1:25:25	1:27:27	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2322101909	8/9/2023	17:22:22	17:23:23	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2322101999	8/9/2023	18:03:03	19:15:15	R	MVC - NON INJURY
2322101679	8/9/2023	15:53:53	19:38:38	S	MVC - HIT & RUN
2322100717	8/9/2023	9:15:15	13:48:48	R	RUNAWAY
2322102294	8/9/2023	20:32:32	21:35:35	S	MOLESTATION/GROPING ~ NOT IN PROGRESS
2322102615	8/9/2023	23:31:31	1:24:24	R	THEFT - FROM VEHICLE
2322100506	8/9/2023	7:20:20	7:33:33	S	VIOLATION OF COURT ORDER
2322101978	8/9/2023	17:53:53	21:04:04	R	WELFARE CHECK
2322200296	8/10/2023	4:50:50	4:51:51	P	911 HANG-UP/OPEN LINE
2322202019	8/10/2023	18:13:13	18:18:18	P	911 HANG-UP/OPEN LINE
2322202045	8/10/2023	18:29:29	19:10:10	S	CIVIL CHILD CUSTODY
2322200657	8/10/2023	9:08:08	9:19:19	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2322201967	8/10/2023	17:53:53	18:12:12	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2322202267	8/10/2023	20:13:13	20:15:15	S	SECURITY CHECK
2322202716	8/10/2023	23:18:18	23:24:24	S	SECURITY CHECK
2322202729	8/10/2023	23:27:27	23:32:32	V	TRAFFIC STOP
2322201794	8/10/2023	16:51:51	18:40:40	SUP	FOLLOW UP
2322300834	8/11/2023	9:54:54	11:51:51	S	ABUSE - CHILD OR ADULT
2322301616	8/11/2023	15:36:36	20:18:18	S	FOLLOW UP
2322301357	8/11/2023	13:57:57	19:12:12	S	Community Oriented Policing
2322301496	8/11/2023	14:50:50	19:43:43	S	FOLLOW UP
2322302644	8/11/2023	22:32:32	22:43:43	S	INFORMATION FOR POLICE
2322300638	8/11/2023	8:22:22	8:35:35	S	INCORRIGIBLE JUVENILE
2322300929	8/11/2023	10:45:45	13:54:54	S	PHONE MESSAGE FOR OFFICER
2322301701	8/11/2023	16:12:12	19:03:03	G	MVC - NON INJURY
2322301704	8/11/2023	16:13:13		DUPNCAN	MVC - NON INJURY
2322302405	8/11/2023	20:59:59	21:22:22	HML	MVC - NON INJURY
2322302764	8/11/2023	23:34:34	4:22:22	S	SECURITY CHECK

2322301951	8/11/2023	17:59:59	18:58:58	S	DUI
2322301606	8/11/2023	15:33:33	20:02:02	S	PARKING PROBLEM
2322300782	8/11/2023	9:30:30	14:11:11	S	VIOLATION OF COURT ORDER
2322400164	8/12/2023	2:18:18	2:20:20	P	911 HANG-UP/OPEN LINE
2322401647	8/12/2023	17:27:27		DUPNCAN	BURGLARY ALARM - COMMERCIAL
2322401077	8/12/2023	13:01:01	13:18:18	S	ANIMAL ABUSE
2322400581	8/12/2023	8:54:54	8:55:55	S	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2322400690	8/12/2023	9:55:55	10:00:00	S	FOLLOW UP
2322401405	8/12/2023	15:31:31	15:32:32	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2322401626	8/12/2023	17:19:19	17:42:42	AGE	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2322401979	8/12/2023	19:55:55	20:07:07	UTC	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2322402029	8/12/2023	20:13:13	20:25:25	S	SECURITY CHECK
2322401280	8/12/2023	14:36:36	14:40:40	V	TRAFFIC STOP
2322401336	8/12/2023	15:03:03	17:19:19	R	THEFT
2322401286	8/12/2023	14:38:38	14:52:52	S	UNWANTED PERSON
2322400819	8/12/2023	10:59:59	11:12:12	S	WELFARE CHECK
2322401668	8/12/2023	17:34:34	18:01:01	UTC	WELFARE CHECK
2322500726	8/13/2023	10:10:10	10:19:19	P	911 HANG-UP/OPEN LINE
2322501492	8/13/2023	16:43:43	16:46:46	P	911 HANG-UP/OPEN LINE
2322501581	8/13/2023	17:23:23	18:02:02	S	AGENCY ASSIST
2322501408	8/13/2023	16:01:01	16:32:32	S	BURGLARY ALARM - COMMERCIAL
2322501515	8/13/2023	16:53:53	17:20:20	S	BURGLARY ALARM - COMMERCIAL
2322501194	8/13/2023	14:09:09	14:12:12	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2322501617	8/13/2023	17:39:39	19:45:45	R	MVC - HIT & RUN ~ JUST OCCURRED
2322502350	8/13/2023	23:27:27	0:11:11	S	SECURITY CHECK
2322502334	8/13/2023	23:17:17	23:26:26	G	SUSPICIOUS - VEHICLE ~ NOT IN PROGRESS
2322601874	8/14/2023	17:20:20	17:26:26	P	911 HANG-UP/OPEN LINE
2322601968	8/14/2023	17:57:57	19:00:00	CAN	911 HANG-UP/OPEN LINE
2322602039	8/14/2023	18:23:23	19:07:07	S	CIVIL CHILD CUSTODY
2322601932	8/14/2023	17:41:41	17:46:46	S	CITIZEN FLAG DOWN
2322601995	8/14/2023	18:04:04	18:39:39	S	FOLLOW UP
2322600560	8/14/2023	8:02:02	8:05:05	S	HAZARD - MISCELLANEOUS
2322601113	8/14/2023	12:10:10	12:10:10	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2322602281	8/14/2023	20:19:19	20:19:19	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2322600491	8/14/2023	7:13:13	10:51:51	MCRR	MVC - HIT & RUN
2322600489	8/14/2023	7:12:12	7:16:16	DUPNCAN	MVC - HIT & RUN ~ JUST OCCURRED
2322601958	8/14/2023	17:54:54	19:49:49	UTC	SUICIDE THREAT
2322601955	8/14/2023	17:54:54	18:04:04	UTC	DUI
2322600507	8/14/2023	7:28:28		DUPNCAN	DUI
2322601081	8/14/2023	11:57:57	12:55:55	S	THEFT - FROM VEHICLE
2322601600	8/14/2023	15:20:20	17:28:28	W	ABANDONED VEHICLE
2322702537	8/15/2023	21:19:19	21:28:28	P	911 HANG-UP/OPEN LINE
2322700041	8/15/2023	0:20:20	0:34:34	C	CITIZEN ASSIST
2322702218	8/15/2023	18:58:58	21:43:43	UTC	CITIZEN ASSIST
2322702200	8/15/2023	18:53:53	18:57:57	S	CIVIL CHILD CUSTODY
2322701597	8/15/2023	14:47:47	15:15:15	S	DISORDERLY - VERBAL ALTERCATION
2322702060	8/15/2023	17:58:58	18:07:07	S	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2322702066	8/15/2023	17:59:59		DUPNCAN	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2322701398	8/15/2023	13:30:30	13:34:34	S	INFORMATION FOR POLICE
2322702249	8/15/2023	19:10:10	19:17:17	CAN	INFORMATION FOR POLICE
2322700603	8/15/2023	8:14:14	9:26:26	S	DEATH INVESTIGATION
2322701040	8/15/2023	11:20:20	11:41:41	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2322701217	8/15/2023	12:28:28	12:36:36	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2322701242	8/15/2023	12:37:37	12:38:38	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2322702609	8/15/2023	21:48:48	21:51:51	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2322702312	8/15/2023	19:40:40	21:20:20	R	MVC - NON INJURY
2322700329	8/15/2023	5:04:04	5:52:52	R	MOTOR VEHICLE THEFT
2322702276	8/15/2023	19:24:24	19:40:40	S	SECURITY CHECK
2322702560	8/15/2023	21:25:25	21:51:51	V	TRAFFIC STOP

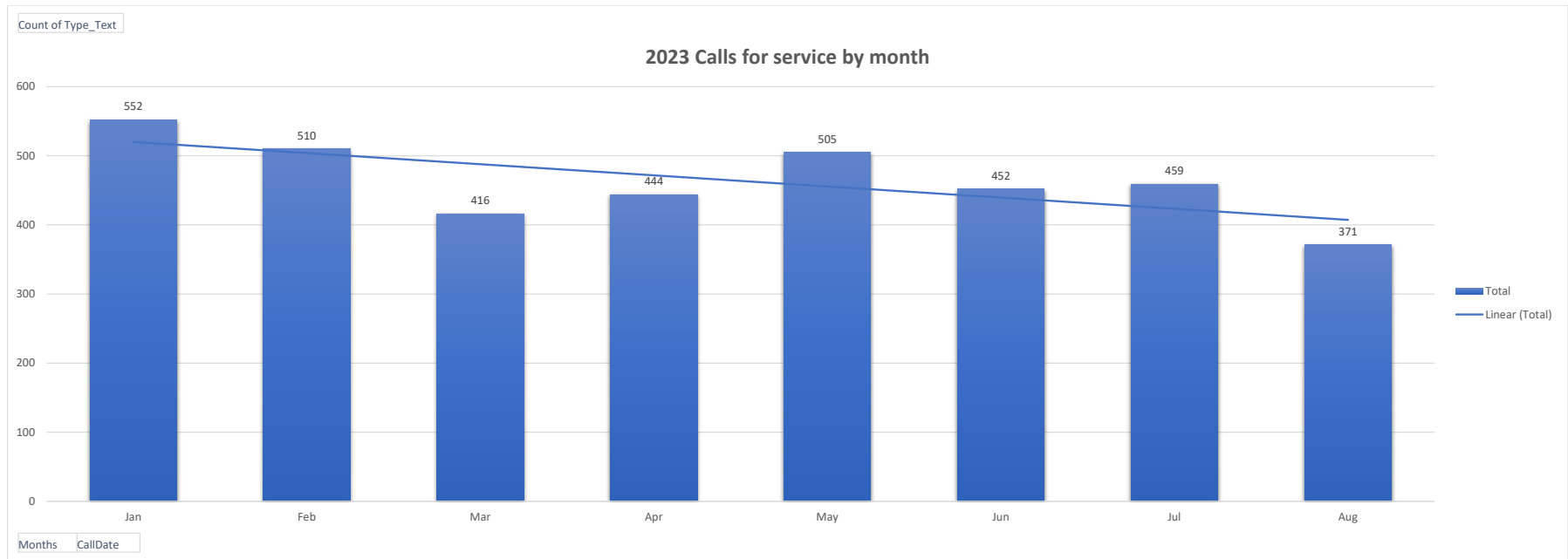
2322700258	8/15/2023	3:57:57	4:41:41	R	VANDALISM
2322702332	8/15/2023	19:48:48	21:55:55	P	UNWANTED CUSTOMER
2322700448	8/15/2023	6:54:54	7:22:22	R	VANDALISM
2322801915	8/16/2023	17:06:06	17:22:22	S	911 HANG-UP/OPEN LINE
2322802091	8/16/2023	18:20:20	19:03:03	G	TRAFFIC COMPLAINT (RECKLESS VEHICLE)
2322801424	8/16/2023	14:07:07	14:09:09	S	CITIZEN ASSIST
2322802537	8/16/2023	20:58:58	21:02:02	S	CITIZEN ASSIST
2322801536	8/16/2023	14:48:48	19:13:13	R	THEFT
2322800035	8/16/2023	0:19:19	0:22:22	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2322802819	8/16/2023	23:18:18	23:21:21	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2322802006	8/16/2023	17:45:45	18:48:48	R	MOTOR VEHICLE THEFT ~ JUST OCCURRED
2322802797	8/16/2023	23:05:05	23:09:09	S	SECURITY CHECK
2322802773	8/16/2023	22:52:52	22:55:55	S	SUBJECT STOP - SUBJECT IN VEHICLE
2322802528	8/16/2023	20:53:53		DUPNCAN	SUSPICIOUS - PERSON
2322801094	8/16/2023	12:07:07	15:16:16	SUP	VEHICLE RECOVERY
2322801175	8/16/2023	12:36:36		DUPNCAN	SUSPICIOUS - VEHICLE ~ NOT IN PROGRESS
2322800328	8/16/2023	5:21:21	5:23:23	V	TRAFFIC STOP
2322801145	8/16/2023	12:27:27	12:29:29	V	TRAFFIC STOP
2322801754	8/16/2023	16:08:08	16:25:25	G	DUI
2322802529	8/16/2023	20:53:53	21:26:26	G	UNWANTED PERSON
2322802608	8/16/2023	21:28:28	21:48:48	G	UNWANTED PERSON
2322902767	8/17/2023	22:35:35	22:38:38	P	911 HANG-UP/OPEN LINE
2322901872	8/17/2023	16:01:01	16:45:45	S	ANIMAL COMPLAINT (GENERAL)
2322900684	8/17/2023	9:02:02	11:29:29	SUP	FOLLOW UP
2322900921	8/17/2023	10:16:16	14:10:10	SUP	FOLLOW UP
2322902293	8/17/2023	18:59:59	19:02:02	V	TRAFFIC STOP
2322902067	8/17/2023	17:25:25	18:24:24	G	UNKNOWN TROUBLE
2323000610	8/18/2023	9:04:04	9:06:06	DUPNCAN	BURGLARY ALARM - RESIDENTIAL
2323001875	8/18/2023	18:27:27	18:38:38	AGE	ALARM OTHER
2323001114	8/18/2023	12:52:52	12:53:53	S	Community Oriented Policing
2323000191	8/18/2023	3:02:02	3:20:20	S	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2323001336	8/18/2023	14:21:21	15:52:52	S	FOLLOW UP
2323002317	8/18/2023	21:24:24	21:25:25	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2323000653	8/18/2023	9:29:29	9:39:39	S	PHONE MESSAGE FOR OFFICER
2323000621	8/18/2023	9:08:08	10:09:09	R	ATTEMPT MOTOR VEHICLE THEFT
2323000553	8/18/2023	8:31:31	9:17:17	S	SECURITY CHECK
2323000646	8/18/2023	9:22:22	9:30:30	S	SECURITY CHECK
2323002537	8/18/2023	23:22:22	23:32:32	S	SECURITY CHECK
2323002078	8/18/2023	19:56:56	19:58:58	V	TRAFFIC STOP
2323002365	8/18/2023	21:50:50	21:57:57	G	DUI
2323001927	8/18/2023	18:52:52	19:01:01	S	PARKING PROBLEM
2323101450	8/19/2023	15:53:53	16:30:30	AGE	AGENCY ASSIST
2323100220	8/19/2023	3:29:29	3:53:53	FANB	BURGLARY ALARM - COMMERCIAL
2323101981	8/19/2023	20:00:00	20:01:01	S	CITIZEN FLAG DOWN
2323101188	8/19/2023	13:54:54	13:54:54	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2323102487	8/19/2023	23:27:27	0:28:28	S	SUSPICIOUS - VEHICLE
2323102172	8/19/2023	21:15:15	21:29:29	N	TRAFFIC STOP
2323102219	8/19/2023	21:32:32	22:25:25	MCR	TRAFFIC STOP
2323102360	8/19/2023	22:27:27	22:35:35	V	TRAFFIC STOP
2323101393	8/19/2023	15:27:27	16:14:14	S	UNWANTED LOITERER
2323101707	8/19/2023	17:47:47	18:00:00	S	WELFARE CHECK
2323200462	8/20/2023	7:39:39	7:40:40	S	ANIMAL COMPLAINT (GENERAL)
2323201353	8/20/2023	15:17:17	15:17:17	W	ANIMAL COMPLAINT (GENERAL)
2323201401	8/20/2023	15:32:32	15:32:32	W	ANIMAL COMPLAINT (GENERAL)
2323200017	8/20/2023	0:08:08	0:19:19	UTC	DISORDERLY - VERBAL ALTERCATION
2323201189	8/20/2023	14:18:18	14:39:39	C	DISORDERLY - NEIGHBOR DISPUTE
2323200810	8/20/2023	11:05:05	11:08:08	S	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2323201139	8/20/2023	13:49:49	13:52:52	S	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2323202209	8/20/2023	21:38:38	21:39:39	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)

2323201305	8/20/2023	15:01:01	15:11:11	C	PHONE MESSAGE FOR OFFICER
2323200503	8/20/2023	8:07:07	8:17:17	S	SUBJECT STOP - SUBJECT IN VEHICLE
2323200484	8/20/2023	7:57:57	8:04:04	S	SUSPICIOUS - VEHICLE
2323202395	8/20/2023	23:05:05	23:11:11	V	TRAFFIC STOP
2323202433	8/20/2023	23:29:29	23:34:34	V	TRAFFIC STOP
2323300129	8/21/2023	1:39:39	1:55:55	AGE	ALARM OTHER
2323302372	8/21/2023	21:24:24	21:52:52	C	CITIZEN ASSIST
2323302501	8/21/2023	22:29:29	2:07:07	R	WELFARE CHECK
2323301276	8/21/2023	13:23:23	13:50:50	SUP	CITIZEN FLAG DOWN
2323301504	8/21/2023	15:09:09	17:29:29	S	FOLLOW UP
2323302404	8/21/2023	21:40:40	22:22:22	S	SUSPICIOUS - PERSON
2323302275	8/21/2023	20:36:36	20:45:45	N	TRAFFIC STOP
2323302301	8/21/2023	20:45:45	20:54:54	N	TRAFFIC STOP
2323302334	8/21/2023	21:04:04	21:07:07	V	TRAFFIC STOP
2323301511	8/21/2023	15:11:11	17:46:46	UTC	THREATS
2323300554	8/21/2023	8:05:05	8:10:10	S	PARKING PROBLEM
2323301929	8/21/2023	18:06:06	18:59:59	MH	WELFARE CHECK
2323400726	8/22/2023	9:23:23	9:40:40	UTC	AGENCY ASSIST
2323402375	8/22/2023	20:25:25	21:25:25	S	CITIZEN ASSIST
2323402095	8/22/2023	18:23:23	18:27:27	S	CIVIL CHILD CUSTODY
2323401622	8/22/2023	15:36:36	18:25:25	S	FOLLOW UP
2323401824	8/22/2023	16:42:42	19:30:30	S	FOLLOW UP
2323400722	8/22/2023	9:20:20	9:21:21	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2323402058	8/22/2023	18:06:06	18:09:09	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2323400360	8/22/2023	5:56:56	6:13:13	P	SUSPICIOUS - PERSON
2323402490	8/22/2023	21:20:20	21:28:28	V	TRAFFIC STOP
2323402491	8/22/2023	21:20:20	21:25:25	V	TRAFFIC STOP
2323500810	8/23/2023	10:36:36	11:18:18	S	BURGLARY ALARM - COMMERCIAL
2323501848	8/23/2023	18:31:31	23:33:33	S	FOLLOW UP
2323500374	8/23/2023	6:52:52	6:56:56	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2323501378	8/23/2023	14:41:41	14:42:42	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2323502135	8/23/2023	21:07:07	21:10:10	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2323501828	8/23/2023	18:20:20	18:31:31	S	SECURITY CHECK
2323501766	8/23/2023	17:52:52	18:16:16	G	SUSPICIOUS - VEHICLE
2323501321	8/23/2023	14:18:18	15:26:26	C	CIVIL ISSUE
2323601158	8/24/2023	13:08:08	13:18:18	S	911 HANG-UP/OPEN LINE
2323600027	8/24/2023	0:31:31	0:45:45	FACR	BURGLARY ALARM - RESIDENTIAL
2323600528	8/24/2023	8:25:25	8:26:26	S	ALARM OTHER
2323600605	8/24/2023	9:12:12	9:53:53	S	ALARM OTHER
2323601317	8/24/2023	14:12:12	15:46:46	S	DISORDERLY - NEIGHBOR DISPUTE
2323601680	8/24/2023	16:29:29	19:15:15	S	FOUND PROPERTY
2323601451	8/24/2023	15:05:05	15:05:05	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2323601546	8/24/2023	15:37:37	15:38:38	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2323601624	8/24/2023	16:06:06	16:07:07	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2323600060	8/24/2023	0:55:55	1:12:12	V	SUBJECT STOP - SUBJECT IN VEHICLE
2323602073	8/24/2023	19:29:29	19:34:34	N	TRAFFIC STOP
2323602142	8/24/2023	19:54:54	20:03:03	N	TRAFFIC STOP
2323602171	8/24/2023	20:04:04	20:11:11	N	TRAFFIC STOP
2323602199	8/24/2023	20:16:16	6:06:06	MCRR	DUI
2323601916	8/24/2023	18:25:25	20:19:19	MH	WELFARE CHECK
2323602216	8/24/2023	20:24:24	23:58:58	S	WELFARE CHECK
2323700726	8/25/2023	10:15:15	11:00:00	S	ABUSE - CHILD OR ADULT
2323700830	8/25/2023	11:00:00	18:53:53	R	ABUSE - CHILD OR ADULT
2323700152	8/25/2023	2:22:22	2:22:22	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2323701496	8/25/2023	16:01:01	18:27:27	S	FOUND CHILD
2323702534	8/25/2023	23:46:46	23:59:59	S	SUSPICIOUS - VEHICLE
2323702249	8/25/2023	21:26:26	21:34:34	V	TRAFFIC STOP
2323702275	8/25/2023	21:36:36	21:42:42	V	TRAFFIC STOP
2323702296	8/25/2023	21:48:48	21:58:58	V	TRAFFIC STOP

2323702322	8/25/2023	21:57:57	3:17:17	MCRR	TRAFFIC COMPLAINT (RECKLESS VEHICLE)
2323802382	8/26/2023	23:35:35	23:36:36	P	911 HANG-UP/OPEN LINE
2323800922	8/26/2023	12:35:35	12:45:45	FACR	BURGLARY ALARM - COMMERCIAL
2323802082	8/26/2023	21:10:10	21:52:52	S	ANIMAL AT LARGE
2323800181	8/26/2023	2:53:53	2:53:53	S	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2323802167	8/26/2023	21:44:44	21:55:55	AGE	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2323801800	8/26/2023	19:28:28	2:59:59	UTC	FOLLOW UP
2323800814	8/26/2023	11:42:42	11:45:45	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2323800937	8/26/2023	12:44:44	12:48:48	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2323801525	8/26/2023	17:26:26	17:32:32	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2323800126	8/26/2023	2:01:01	5:31:31	MCRR	MVC - HIT & RUN ~ JUST OCCURRED
2323801028	8/26/2023	13:27:27	14:51:51	S	CIVIL ISSUE
2323801766	8/26/2023	19:08:08	19:20:20	S	SECURITY CHECK
2323802298	8/26/2023	22:47:47	23:00:00	G	SUSPICIOUS - PERSON
2323901356	8/27/2023	16:03:03	17:14:14	S	HARASSMENT
2323901759	8/27/2023	19:11:11	19:24:24	S	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2323901146	8/27/2023	14:22:22	14:46:46	S	FOLLOW UP
2323901669	8/27/2023	18:31:31	18:33:33	S	FOLLOW UP
2323901650	8/27/2023	18:19:19	18:44:44	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2323902079	8/27/2023	21:36:36	21:51:51	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2323902000	8/27/2023	20:49:49	21:49:49	S	PHONE MESSAGE FOR OFFICER
2323900578	8/27/2023	9:04:04	9:11:11	S	SECURITY CHECK
2323901771	8/27/2023	19:15:15	19:20:20	V	TRAFFIC STOP
2323901816	8/27/2023	19:37:37	19:50:50	N	TRAFFIC STOP
2323902036	8/27/2023	21:10:10	21:15:15	V	TRAFFIC STOP
2323900036	8/27/2023	0:23:23	0:52:52	S	THREATS
2323901230	8/27/2023	15:02:02	15:52:52	R	VANDALISM
2323901875	8/27/2023	19:57:57	20:19:19	S	WELFARE CHECK
2324001556	8/28/2023	15:45:45	16:37:37	S	AGENCY ASSIST
2324001110	8/28/2023	12:39:39	12:54:54	S	BURGLARY ALARM - COMMERCIAL
2324000891	8/28/2023	11:04:04	11:15:15	C	CITIZEN FLAG DOWN
2324001324	8/28/2023	13:58:58	15:57:57	S	CITIZEN FLAG DOWN
2324001955	8/28/2023	18:22:22	18:22:22	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2324001318	8/28/2023	13:57:57	14:02:02	UTC	SEX OFFENDER VERIFICATION
2324102389	8/29/2023	21:19:19	21:21:21	DUPNCAN	AGENCY ASSIST
2324101956	8/29/2023	18:01:01	18:03:03	S	ALARM OTHER
2324101248	8/29/2023	12:59:59	13:23:23	S	CITIZEN ASSIST
2324102056	8/29/2023	18:44:44	19:04:04	S	CIVIL CHILD CUSTODY
2324100748	8/29/2023	9:35:35	9:53:53	S	FOLLOW UP
2324101888	8/29/2023	17:33:33	19:23:23	S	FOLLOW UP
2324101138	8/29/2023	12:14:14	12:36:36	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2324101221	8/29/2023	12:51:51	12:52:52	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2324102390	8/29/2023	21:19:19	21:45:45	AGE	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2324102540	8/29/2023	22:52:52	22:53:53	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2324101255	8/29/2023	13:01:01	13:23:23	S	PHONE MESSAGE FOR OFFICER
2324101687	8/29/2023	15:58:58	16:08:08	S	SECURITY CHECK
2324102613	8/29/2023	23:43:43	23:47:47	S	SECURITY CHECK
2324100029	8/29/2023	0:19:19	0:23:23	S	SUBJECT STOP - SUBJECT IN VEHICLE
2324100014	8/29/2023	0:07:07	0:14:14	P	SUSPICIOUS - VEHICLE
2324100019	8/29/2023	0:09:09	0:28:28	G	SUSPICIOUS - VEHICLE
2324100039	8/29/2023	0:27:27	0:32:32	G	SUSPICIOUS - VEHICLE
2324102589	8/29/2023	23:23:23	23:27:27	V	TRAFFIC STOP
2324102620	8/29/2023	23:48:48	23:59:59	N	TRAFFIC STOP
2324101396	8/29/2023	14:09:09	17:33:33	R	THREATS
2324102114	8/29/2023	19:16:16	19:42:42	S	WELFARE CHECK
2324201819	8/30/2023	16:37:37	17:15:15	S	ANIMAL INJURED/DOA
2324202126	8/30/2023	18:45:45	20:08:08	R	ASSAULT NO WEAPON
2324200758	8/30/2023	9:28:28	10:59:59	S	DISORDERLY - FIGHT
2324201954	8/30/2023	17:39:39	17:46:46	V	HAZARD - TRAFFIC

2324201674	8/30/2023	15:49:49	16:28:28	S	INFORMATION FOR POLICE
2324201540	8/30/2023	14:47:47	15:08:08	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2324201828	8/30/2023	16:41:41	16:47:47	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2324202587	8/30/2023	22:27:27	23:43:43	R	MVC - INJURY OR UNK INJURY
2324202586	8/30/2023	22:27:27	22:28:28	DUPNCAN	MVC - INJURY OR UNK INJURY
2324200010	8/30/2023	0:07:07	0:18:18	G	DUI
2324201044	8/30/2023	11:28:28	12:50:50	R	THEFT - FROM VEHICLE
2324300515	8/31/2023	7:30:30	9:01:01	UTC	CITIZEN ASSIST
2324301843	8/31/2023	16:48:48	17:02:02	S	CODE COMPLIANCE
2324300769	8/31/2023	9:33:33	10:03:03	S	FOLLOW UP
2324301130	8/31/2023	12:01:01	14:09:09	S	FOLLOW UP
2324302372	8/31/2023	20:59:59	21:20:20	C	INFORMATION FOR POLICE
2324302090	8/31/2023	18:43:43	18:46:46	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2324302389	8/31/2023	21:04:04	21:18:18	S	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2324301968	8/31/2023	17:43:43	18:30:30	S	PHONE MESSAGE FOR OFFICER
2324301645	8/31/2023	15:37:37	17:26:26	R	MVC - NON INJURY
2324300010	8/31/2023	0:04:04	0:24:24	S	SUSPICIOUS - PERSON
2324300818	8/31/2023	9:55:55	12:01:01	S	UNKNOWN TROUBLE





Case Number	Subject	Occurred On	Jurisdiction Agency	Role	M	Name	R	S	H2	W
<a href="#">2321601166</a>	CPS Placement   DV	08/04/23	ORPD	V1	X	Person 1	A	M		
<a href="#">2322101978</a>	Mental Health - Att	08/09/23	ORPD	O1	X	Person 2	B	M	5'8"	230
<a href="#">2324202126</a>	Simple Assault   Mental Health	08/30/23	ORPD	O1	X	Person 3	W	M	5'7"	145
<a href="#">2324202126</a>	Simple Assault   Mental Health	08/30/23	ORPD	S1	X	Person 3	W	M	5'7"	145
<a href="#">2324202126</a>	Simple Assault   Mental Health	08/30/23	ORPD	V1	X	Person 4	W	M	6'2"	270



## City of Orting Legislative Priorities 2023

### 1. **Transportation priorities:**

- a. As the population expands further into East and South Pierce County transportation funding for this region should be a top legislative priority as it will allow increased economic and tourist activity. Specifically, the City supports Hwy 410/Hwy 162 interchange and corridor improvements that increase safety and reduce the time it takes citizens to commute to work.
- b. The City received \$6 million from the state legislator in 2020. Since then construction costs have escalated substantially and the would like additional funds to address inflationary costs move the project to completion.

### **Broader AWC Supported items that benefit the City of Orting**

2. **Address vehicle pursuits for public safety testing:** Clarify the ability for law enforcement to conduct vehicle pursuits using a reasonable suspicion standard in specific circumstances. This is essential to allow for effective and safe pursuit of suspects when there is an immediate threat to public safety. Cities will continue to support safety standards and training for officers who engage in vehicle pursuits.
3. **Respond to the Blake Decision:** Support clarification around the crime of possessing a controlled substance so that individuals, law enforcement, and treatment providers can respond appropriately. Revise the current system of two referrals prior to criminal charges, so it can be more effectively administered across the state.
4. **Ensure basic infrastructure funding:** Fully fund the Public Works Assistance Account (PWAA), allow the current revenue diversions to sunset at the end of fiscal year 2023, and refrain from further fund transfers or diversions to other infrastructure programs or non-infrastructure accounts. Expand state funding opportunities to assist with maintenance and operations of local infrastructure.
5. **Increase housing availability & affordability:** Support a proactive approach that creates new tools, incentives, and revenues that cities can use to help increase housing supply and address affordability. Cities need resources to encourage development of housing at all income levels—especially for our lowest-income residents.
6. **Provide behavioral health resources:** Create greater access to community-based behavioral health services to include substance use disorder treatment and dual diagnosis treatment facilities. Support continued state funding to help communities establish alternative response programs like co-responder programs, diversion programs, and others that provide options beyond law enforcement for responding to situations that involve individuals suffering from behavioral health issues.



**City of Orting  
Council Agenda Summary Sheet**

	<b>Agenda Bill #</b>	<b>Recommending Committee</b>	<b>Study Session Dates</b>	<b>Regular Meeting Dates</b>
<b>Subject:</b> Legislative Priorities 2024	<b>AB23-XX</b>	<b>PS</b>		
		<b>9.7.23</b>		
	<b>Department:</b>	Administration		
	<b>Date Submitted:</b>	<b>9.1.23</b>		
<b>Cost of Item:</b>	N/A			
<b>Amount Budgeted:</b>	N/A			
<b>Unexpended Balance:</b>	N/A			
<b>Bars #:</b>	N/A			
<b>Timeline:</b>	<b>None</b>			
<b>Submitted By:</b>	<b>Scott Larson</b>			
<b>Fiscal Note:</b> None				
<b>Attachments:</b> 2023 Legislative Priorities				
<b>SUMMARY STATEMENT:</b>				
<p>Orting is working with other cities in Pierce County to come together around a handful of key public safety legislative priorities. Currently on the table are:</p> <ol style="list-style-type: none"> <li>1. Allowing additional felonies to be eligible for pursuits;</li> <li>2. Addressing property crime and vehicle theft;</li> <li>3. Providing additional resources to for CJTC academies;</li> <li>4. Looking at the effectiveness of the additional rights that were given to juvenile defendants and law enforcement’s ability to communicate with juveniles that are suspected of having committed a crime.</li> </ol>				
<b>RECOMMENDED ACTION:</b> Discussion.				
<b>FUTURE MOTION:</b> TBD				





**City of Orting  
Council Agenda Summary Sheet**

	<b>Agenda Bill #</b>	<b>Recommending Committee</b>	<b>Study Session Dates</b>	<b>Regular Meeting Dates</b>
<b>Subject: Lateral Incentives</b>	<b>AB23-XX</b>	<b>PS</b>		
		<b>9.7.23</b>		
	<b>Department:</b>	Administration		
	<b>Date Submitted:</b>	<b>9.1.23</b>		
<b>Cost of Item:</b>	N/A			
<b>Amount Budgeted:</b>	N/A			
<b>Unexpended Balance:</b>	N/A			
<b>Bars #:</b>	N/A			
<b>Timeline:</b>				
<b>Submitted By:</b>	<b>Scott Larson</b>			
<b>Fiscal Note:</b> TBD				
<b>Attachments:</b> None				
<b>SUMMARY STATEMENT:</b>				
<p><b>This item is to continue our discussion around lateral hiring incentives. Prior discussion revolved around providing additional sick and vacation banks, and also monetary hiring bonuses.</b></p>				
<b>RECOMMENDED ACTION:</b> Continue discussion and policy direction.				
<b>FUTURE MOTION:</b> TBD				