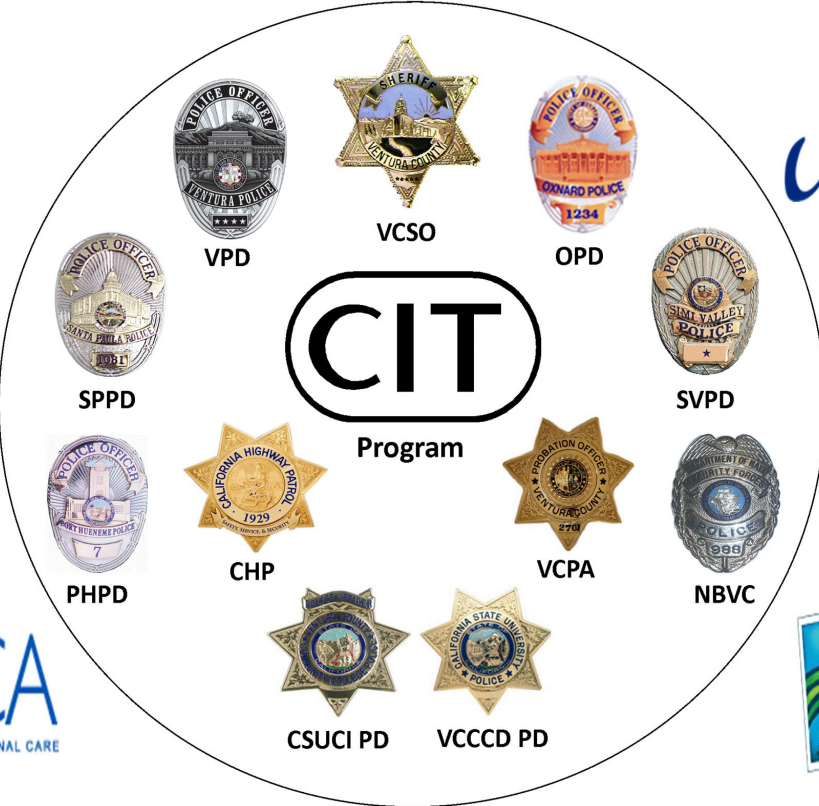


# Ventura County Law Enforcement Crisis Intervention Team





Hillmont Psychiatric Center



**Ventura County Law Enforcement's Crisis Intervention Team**

## How Did We Get Here?

- **Late 1990's Officer Involved Shootings**
  - Loss of life
  - Loss of Officers
  - Loss of Public confidence
  - Civil litigation
- **"There has to be a better way!"**
  - LE leadership
  - Why me?



## Research and Collaboration

- **Ventura County (Population: 832,605)**
  - **VPD & VCBH**
- **Memphis Model 1988**
  - **Long Beach Model**
  - **San Jose PD, May 2001**
- **The partnership begins >**
  - **Ventura PD, Oxnard PD, Ventura County Sheriff, Ventura County Behavioral Health & NAMI**



# Multi-Agency Leadership

- **Law Enforcement administrative support**
  - **Command Staff**
  - **Sergeants**
  - **Coordinators**
  - **Champions (Change the culture)**
- **Inter-agency cooperation and collaboration**
  - **Don't let the plan stall waiting for all agencies to buy-in**
  - **Keep moving forward**
  - **Seek out the right people**

# Program Goals

- **Reduce the intensity of a crisis using de-escalation strategies.**
- **Reduce the necessity for use of force.**
- **Promote pre-custody diversion.**
- **Collaborate with mental health consumers, their families, the community, and the stakeholders to build and support a vibrant and accessible crisis system.**

## Program Management

- **Lead agency - Ventura County Sheriffs Office**
  - **Senior Program Administrator**
    - **Behavioral Health Department Liaison**
  - **Program staff**
  - **Law Enforcement Countywide Coordinator (Captain)**
  - **Centralized location for the program**
  - **Quarterly meetings and regular contact with CIT Coordinators and CIT stakeholders**



## Program Staff Provides LE

- **Instruction at the Basic Academy**
- **40-hour CIT Academy**
- **8-hour CIT Refresher class (2022)**
- **Liaison between LE, behavioral health, and our stakeholders**
- **Staff reports as requested**
- **Create and re-certify training curriculums**
- **Quarterly Briefing Training for partners**
- **Community presentations as requested**
- **Training for Fire personnel (2023)**
- **Case assistance, connect LE and families to resources**



## 40-hour **CIT** Trainings

- » **Up to 4 classes each year**
- » **Up to 50 students per class**
- » **POST Approved for hybrid model (COVID-19)**
- » **67% Communication Operators trained**
- » **92% County –wide “Patrol” trained**
- » **50% Custody personnel trained**

# CIT Funding \$

- **The program is funded through a Memorandum of Agreement (MOA) between the Sheriff's Office and 5 Police Dept.'s**
  - **Financial responsibility formula**
    - **Every MOA partner provides a percentage of the funding based upon the population of its jurisdiction**
- **Grant funding has been utilized to help expand and sustain the program**



## Funding Partnerships



- **Ventura County Behavioral Health through a Memorandum of Understanding (MOU) gives the CIT Program \$250,000 each fiscal year**
  - VCBH also provides in-kind services
- **Per the MOU the CIT Program agrees to provide training to Ventura County First Responders, and provide data related to contacts**

## CIT Program Staff Provides to Community Groups, Consumers and their Families

- **Presentations on the CIT program  
and how LE interacts with families and consumers**
- **Participate in community/stakeholder events**
- **Follow-up with consumers and family members**
  - **Provide referrals to community resources**



# **CIT** Coordinators Role

- **The station's first point of contact**
- **Knowledge of local resources**
- **Maintain and improve stakeholder relationships**
- **Work collaboratively with CIT Program Staff**
- **Attend Quarterly Coordinator's Meetings**
- **Review CIT Cards in a timely manner**
- **Proactive and timely information sharing**
- **Recognize and report training issues**
- **Help identify CIT Academy candidates**
- **Nominate someone for CIT Officer of the Year**

## Community Stakeholders Quarterly Meetings

- Behavioral Health
- Hillmont Psychiatric Center
- Private In-Patient
- Adult Protective Services
- Child & Family Services
- NAMI
- VCVC
- Brain Injury Center
- Probation Agency
- Public Guardian's Office
- Alzheimer's Association
- Casa Pacifica
- Casa de Esperanza
- TAY Center
- Autism Society
- Other LE Agencies

# Academy Stats

- **62 Academies since 2001**
- **2300+ personnel trained**
  - **Local LE**
  - **Out of County LE**
  - **Communications Operators**
  - **Other First Responders**
  - **Essential Professional Staff**
- **Instructional Team consists of over 50-70 members each class**

**CIT ACADEMY #62**  
**October 7<sup>th</sup>11<sup>th</sup>, 2024**

Monday 10/07	Tuesday 10/08	Wednesday 10/09	Thursday 10/10	Friday 10/11
<b>Sr. Dpty M. Zabarsky</b>	<b>Sr. Dpty M. Zabarsky</b>	<b>Sgt. P Ruby, VCSO</b>	<b>Sgt. P Ruby VCSO</b>	<b>Sr. Dpty M. Zabarsky</b>
<b>8:00 - 8:30 Introduction</b> Sheriff J. Fryhoff VCSO	<b>8:00-9:15 Military &amp; Veterans</b> Chief C. Garcia, NBVC Police	<b>Bring Belts/Load Vests for FOS</b>	<b>8:00-9:00 Youth Mental Health</b> Kat Baca Leanos, VCBH	<b>8:00 - 12:00 Scenario Testing</b>
<b>8:30 - 9:00 Course Overview</b> CIT Sr. Prog. Admin. Mark Stadler	Chrystal Crawford, LCSW Director of Psychological Health	<b>8:00 - 10:00 Psychosis, Mood, and Personality Disorders</b> Bianca Farmer, LMFT Kathleen Mackey, LCSW	<b>9:00 - 9:30 LE &amp; Homelessness</b> VCSO Sr. Dpty J Havelka	Dpty C Hays F. Skaggs
<b>9:00 - 9:30 MH Overview</b> Julie Glantz, VCBH	<b>9:15 - 10:15 Office Involved Incident</b> VCSO Sr Deputy R. Medina VCSO Dispatcher A Marron	<b>OR De-Escalation #3 (FOS)</b> <b>**OR Scenarios/Group Work</b> Sr Dpty B. Kuroda	<b>9:30-10:30 Traumatic Brain Injury / The Brain Injury Center</b> Lisa Morris Anna Gendron, MS, CBIS, ARF	Harriet Lit, Det A Gray, VPD Ria Dougherty Dpty J Vidal email Sr. Dpty J. Havelka Traci Khan
<b>9:30 - 10:00 Implicit Bias &amp; Discrimination</b> K. English VC Executive Office	<b>10:15 - 11:45 PTSD &amp; Officer Wellness</b> Jessica Raygoza, LMFT 146th Airlift Wing	<b>Bring Belts/Load Vests for FOS</b>	<b>10:30-11:00 LGBTQ+</b> S. Auclair	Sgt. S. Hernandez NBVC PD Commander M Mayer, OPD Ret.
<b>10:00-11:30 NAMI / In Our Own Voice</b> Patti Pape, NAMI President		<b>10:00 - 12:00 Psychosis, Mood, and Personality Disorders</b> Bianca Farmer, LMFT Kathleen Mackey, LCSW	<b>11:00-11:45 De-escalation #3</b> Group Project Presentation	Ruby Avila-Herrera Dpty B. Elmer K. Bloomingdale VPD Daniella Bednarz
<b>11:30 - 11:45 Group Activity Voices Exercise</b> CIT Sr. Prog. Admin. Mark Stadler		<b>OR De-Escalation #3 (FOS)</b> <b>** OR Scenarios/Group Work</b> Sr Dpty B. Kuroda	<b>11:45-12:00 Morning Debrief</b>	Wendi Amezcuita
<b>11:45 - 12:00 Morning Debrief</b>	<b>11:45-12:00 Morning Debrief</b>	<b>12:00-1:00 Lunch on Own</b>	<b>12:00-1:00 Lunch On Own</b>	<b>12:00-1:00 Lunch On Own</b>
<b>Sr. Dpty M. Zabarsky</b>	<b>Sgt. Chris Johnson, SVPD</b>	<b>Sgt. P. Ruby, VCSO</b>	<b>Sr. Dpty M. Zabarsky</b>	<b>Sr. Dpty M. Zabarsky</b>
<b>1:00 - 1:30 MH Resources #1 Access &amp; Crisis Services</b> Ria Dougherty	<b>1:00-2:00 De-escalation #2 Active Listening</b> OPD Cpl.J. Jundef	<b>1:00 - 2:30 Intellectual/ Developmental Disabilities</b> Paulina Gluck, Psy.D Tri-Counties Regional Center	<b>1:00 - 2:00 Suicide Intervention</b> Kara Perterson, VCBH	<b>1:00 - 1:15 Scenario Debrief</b> CIT Sr. Prog. Admin. Mark Stadler
<b>1:30 - 2:00 MH Resources #2 RISE</b> Kara Petersen	<b>2:00-2:15 Group Activity</b> CIT Sr. Prog. Admin. Mark Stadler	<b>2:30-2:45 Crisis Support Services</b> Marques Guy	<b>2:00-2:30 Group Activity 5150</b> CIT Sr. Prog. Admin. Mark Stadler	<b>1:15-1:45 Mindfulness</b> Detective J. Takeda SVPD
<b>2:00-2:15 Seneca CSU</b>	<b>2:15-3:30 Neurocognitive Disorders</b> Dr. R. Duff, Insight Nueropsych	<b>2:45 - 4:45 W&amp;I 5150/5585 Basics</b> Tina Coates, JD Patients Rights Advocate	<b>2:30-3:45 Psychiatric Medications and Substance Abuse</b> Dr. J. Vlkaskovitz	<b>1:45-3:30 Weapons Prohibition</b> Rikole Kelly, VCDDA Freddy Padilla, VC DAI
<b>2:15-2:30 TAY</b> Cris Telles	<b>3:30-3:45 APS</b> Andrew Wardlaw, APS		<b>3:45 - 4:45 De-Escalation #4 (Scenarios)</b> Cpl. A. Quiroz, VPD Det. S. Avila, VPD	<b>CONREP 3:30-3:45</b> H. McFadden, LMFT- CONREP Director
<b>2:30-3:15 CIT Officer / Officer Panel</b> Sgt T. Lumas, Ret.	<b>3:45-4:45 Suicide By Cop / Response to Critical Incidents</b> Chief Rick Wall, Ret.			<b>3:45-4:00 Day 5 Debrief</b> M. Stadler, A. Kitzman - CIT Office
<b>3:15-4:45 De-Escalation #1</b> CIT Sr. Prog. Admin. Mark Stadler				<b>4:00-5:00 Conclusion</b> Written Test Evaluations Graduation
<b>4:45-5:00 Afternoon Debrief</b>	<b>4:45-5:00 Afternoon Debrief</b>	<b>4:45-5:00 Afternoon Debrief</b>	<b>4:45-5:00 Afternoon Debrief</b>	

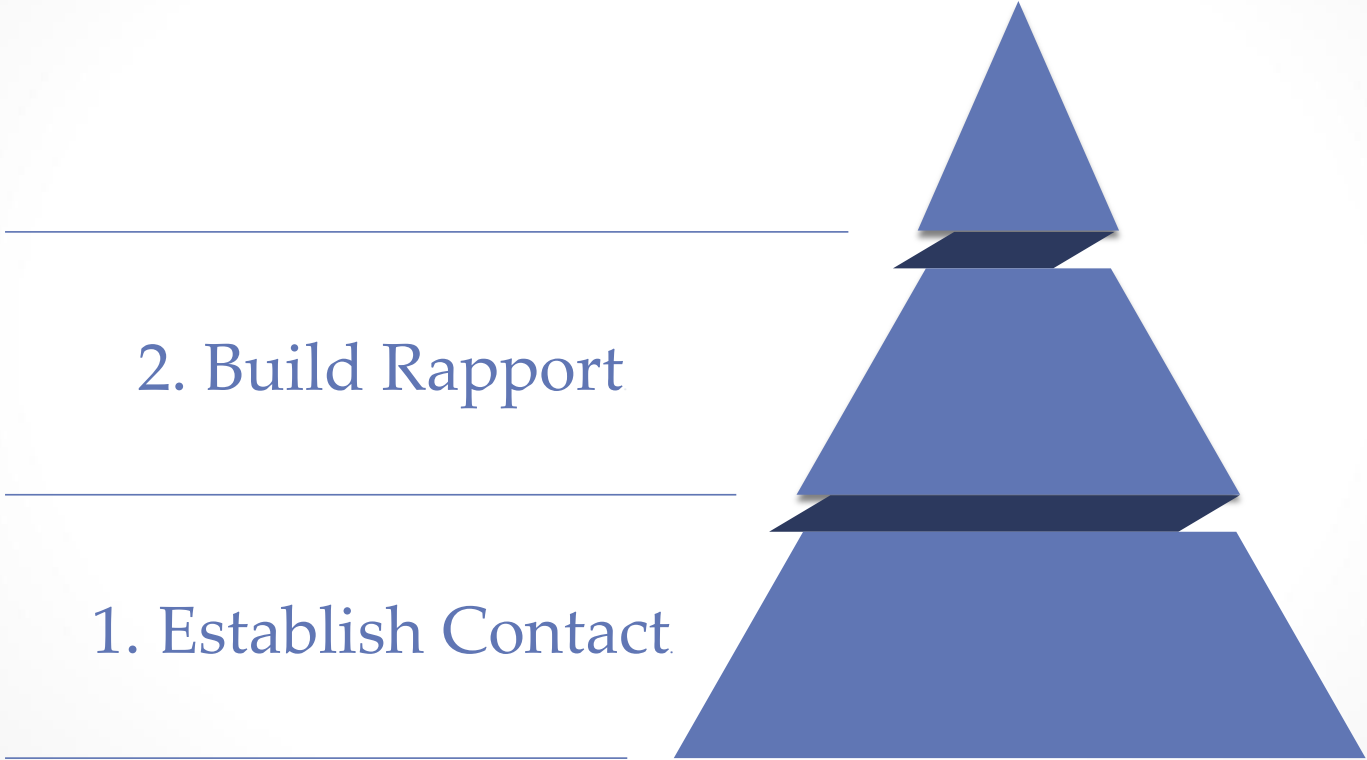


# De-escalation defined:

***De-escalation is the process of using strategies and techniques intended to decrease the intensity of a situation.*** CA POST 2019

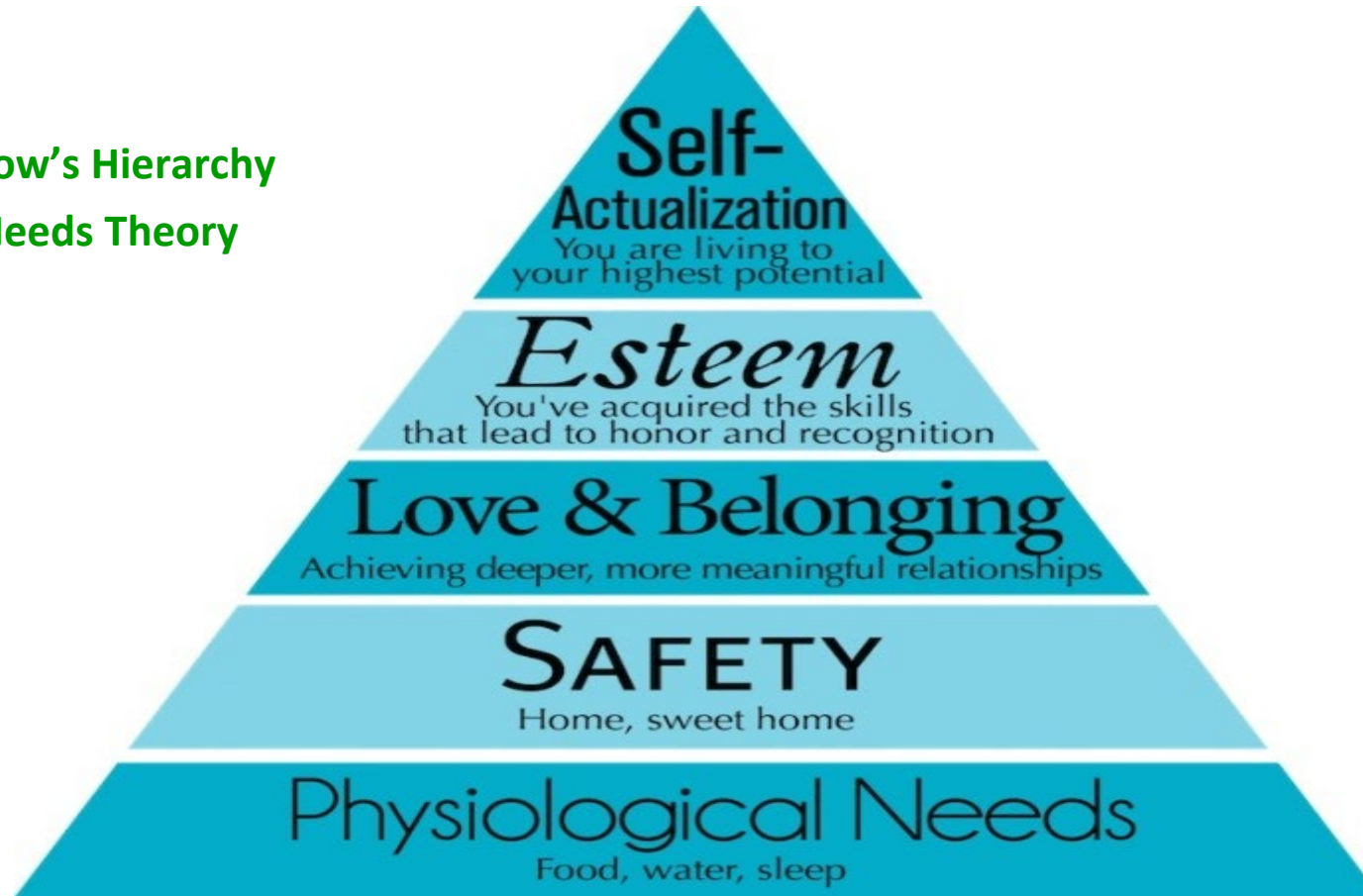
# Four Core Concepts

## #2 Effective Communication



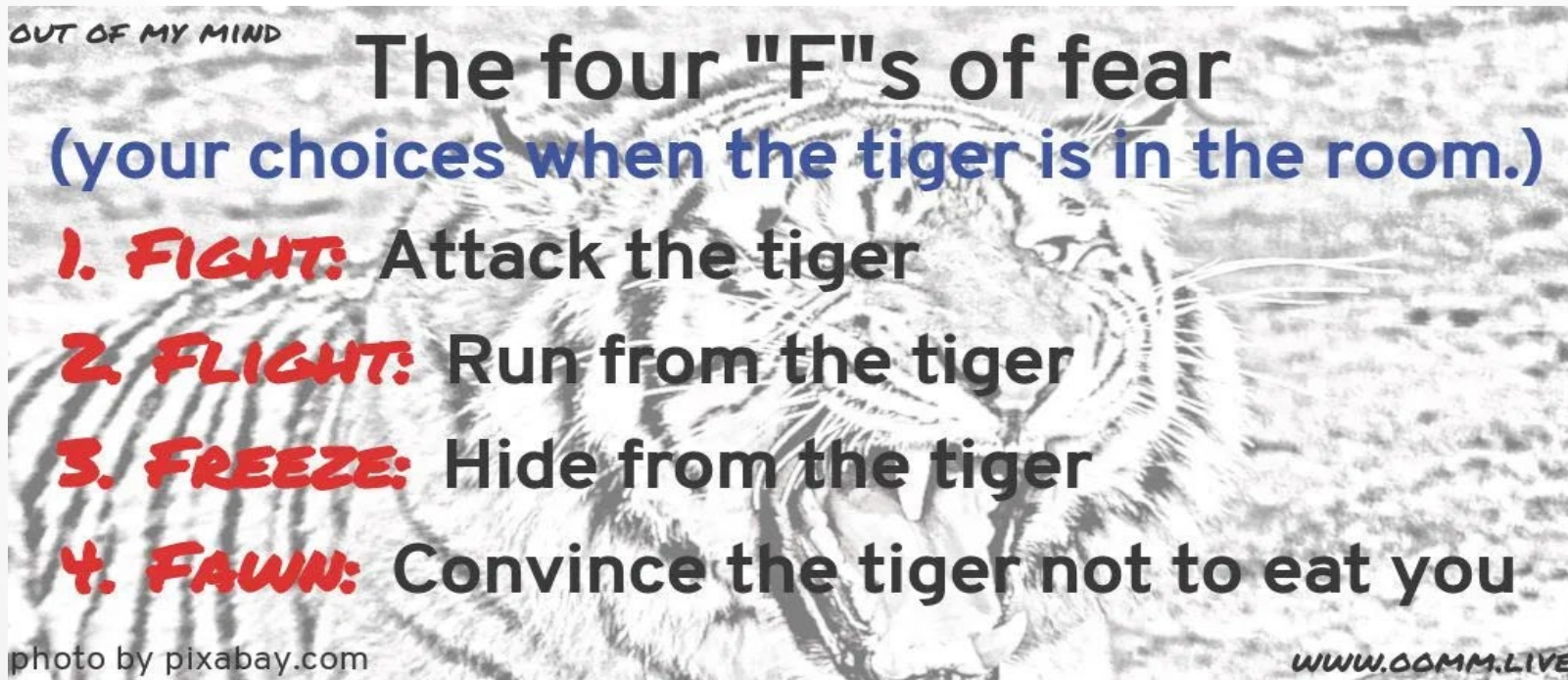
Force Science Institute Model of De-Escalation

•Maslow's Hierarchy  
of Needs Theory



## *To Know Thyself is the Beginning of Wisdom*

*~Socrates*



**OUT OF MY MIND**

### The four "F"s of fear (your choices when the tiger is in the room.)

- 1. FIGHT:** Attack the tiger
- 2. FLIGHT:** Run from the tiger
- 3. FREEZE:** Hide from the tiger
- 4. FAWN:** Convince the tiger not to eat you

photo by pixabay.com [WWW.COMM.LIVE](http://WWW.COMM.LIVE)

# Upon completion of the course, Law Enforcement is better prepared to:

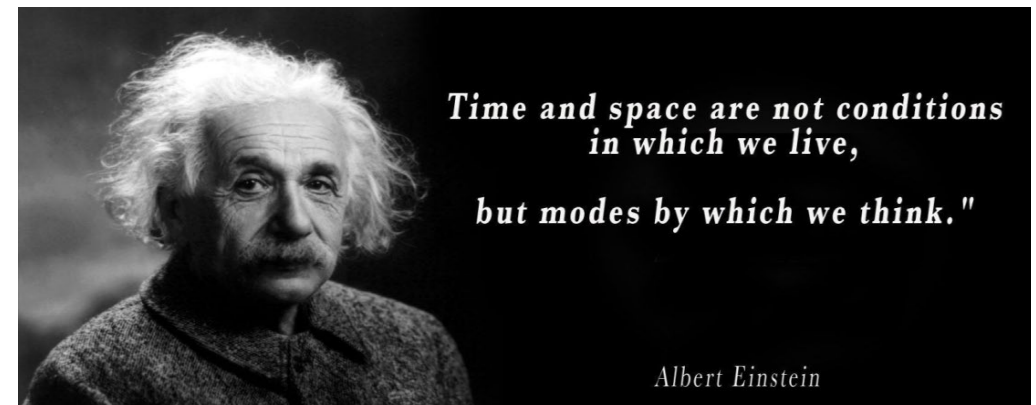
- Understand signs and symptoms of mental illnesses, intellectual/developmental disabilities, and co-occurring disorders
- Recognize when those signs and symptoms represent a crisis
- Learn de-escalation strategies & techniques
- Utilize community resources and use diversion strategies available to provide emergency assistance



# CIT – Basic Intervention Rules

- Be aware of your setting, environment (Personal Safety FIRST)
- Use proper positioning & Check for weapons
- Tone, Atmosphere, Communication, and Time
- Slow things down

***TIME + SPACE = Options***

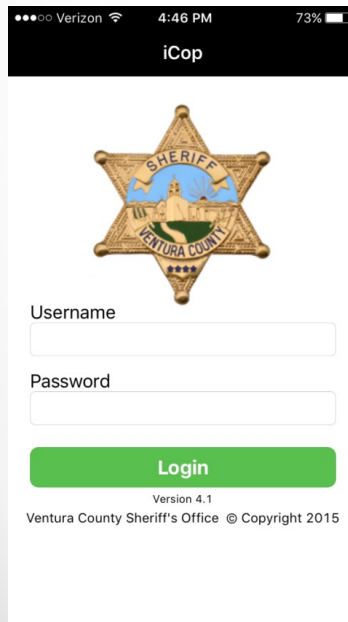


## **Less than Lethal Weapons**

- Whenever “available” they should be part of your plan for intervention, and “Immediately” available
- There must always be a tactical plan when the Less than Lethal option is deployed. (Lethal / Less than Lethal)
- Plan for when the Less than Lethal weapon is effective or ineffective

# CIT Cards

- Ventura County Law Enforcement are asked to complete information cards
  - Allows CIT Staff to identify persons who are frequent contacts
    - iCop App
  - Allows CIT staff gather data for grants, staff reports, and future projects



CIT EVENT SUMMARY		AGENCY	BEAT	INCIDENT/ISSUE
DATE	OFFICER NAME		U.D. #	
DISPATCH TIME	ARRIVAL TIME		DISPO TIME	<input type="checkbox"/> MALE <input type="checkbox"/> FEMALE
				<input type="checkbox"/> UNKNOWN
LOCATION			CITY	<input type="checkbox"/> UNKNOWN RACE
LAST NAME	FIRST NAME	MIDDLE NAME	DOB	
CRISIS TEAM RESPOND? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> UNAVAILABLE		SERVED IN U.S. MILITARY? <input type="checkbox"/> YES, IN PAST <input type="checkbox"/> NO <input type="checkbox"/> YES, CURRENT BRANCH		
LIVING ARRANGEMENTS? <input type="checkbox"/> FAMILY <input type="checkbox"/> FRIEND <input type="checkbox"/> HOMELESS <input type="checkbox"/> MOTEL <input type="checkbox"/> BOARD & CARE LOCKED <input type="checkbox"/> BOARD & CARE OPEN <input type="checkbox"/> INDEPENDENT <input type="checkbox"/> UNKNOWN	CURRENTLY TAKING MEDS <input type="checkbox"/> UNKNOWN <input type="checkbox"/> NO <input type="checkbox"/> SUPPOSED TO, SENT TYPE: _____	PRIOR MENTAL HEALTH HOSPITALIZATION? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> UNKNOWN PRIOR MENTAL HEALTH TREATMENT? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> UNKNOWN CURRENT MENTAL HEALTH TREATMENT? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> UNKNOWN		
DID ANYTHING YOU LEARNED IN THE CIT PROGRAM ASSIST YOU IN THIS CALL? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> NON-CIT		DISPOSITION OF SUBJECT <input type="checkbox"/> CONTACT ONLY <input type="checkbox"/> VOLUNTARY TXP <input type="checkbox"/> \$150 (see back) <input type="checkbox"/> OTHER _____ <input type="checkbox"/> JAIL CHARGES _____ <input type="checkbox"/> ER _____		
DID YOU OBSERVE THE FOLLOWING? (CHECK ALL THAT APPLY)		PROSECUTION / HANDLE STATUS: <input type="checkbox"/> Y <input type="checkbox"/> N		
<input type="checkbox"/> TRS <input type="checkbox"/> PTSD <input type="checkbox"/> NOTHING UNUSUAL <input type="checkbox"/> ANNOYING, ILLOGICAL THINKING/SPEECH <input type="checkbox"/> BELIEFS WITH NO BASIS IN REALITY <input type="checkbox"/> BIZARRE BEHAVIOR <input type="checkbox"/> HEARING VOICES <input type="checkbox"/> OVERLY ELATED MOOD <input type="checkbox"/> PARANOID OR SUSPICIOUSNESS <input type="checkbox"/> HOSTILITY <input type="checkbox"/> OTHER _____ <input type="checkbox"/> AGITATION, PACING <input type="checkbox"/> ANXIETY <input type="checkbox"/> WITHDRAWN <input type="checkbox"/> TREMORS <input type="checkbox"/> SEVERE, DEPRESSED MOOD, CRYING <input type="checkbox"/> SUICIDAL TALK <input type="checkbox"/> SUICIDAL GESTURES/FUNCTIONS (E.G., OO CUTTING) <input type="checkbox"/> SIGNS OF INTOXICATION/DRUG USE <input type="checkbox"/> MEMORY PROBLEMS		OFFICER INJURED? <input type="checkbox"/> YES <input type="checkbox"/> NO SUBJECT WEAPON? <input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> NA <input type="checkbox"/> NO PHYSICAL FORCE USED? <input type="checkbox"/> YES <input type="checkbox"/> NO EQUIPMENT/TECHNIQUE: (Check all that apply) <input type="checkbox"/> VERBALIZATION / ESCORT <input type="checkbox"/> HANDCUFFS <input type="checkbox"/> CONTROL HOLD <input type="checkbox"/> HOBBLE <input type="checkbox"/> SPIT MASK <input type="checkbox"/> CHEMICAL <input type="checkbox"/> BATON <input type="checkbox"/> ECD <input type="checkbox"/> CANINE <input type="checkbox"/> LYNN <input type="checkbox"/> OTHER _____ <input type="checkbox"/> TICS		
		DID OFFICER FORCE RESULT IN INJURY? <input type="checkbox"/> Y <input type="checkbox"/> N		



## What did officers say about the **CIT** Academy?

- **100% said they benefited from the training**
  - **50% “very much”**
- **30% said they use new skills “often”**
- **95% felt they could better recognize a mental disorder**
- **92% felt better able to handle a call involving mental illness**

# Benefits of CIT

- **Immediacy of response**
- **Increased citizen/officer safety**
- **Reduced citizen/officer injuries**
- **Increased jail diversion**
- **Increased officer confidence in skills**
- **Reduction in liability**
- **Reduced unnecessary arrests or use of force**
- **Avoidance of costs to criminal justice system This is hard to prove**
- **Linkages to long-term services promoting recovery for the consumer and services in the behavioral health system**



## Measures

- **Officers' Actions**

**88% of the contacts result in verbalization only  
(versus use-of-force)**

- **CIT Officers are less likely to use force,**
- **and they are....**
- **3x more likely to have “contact only”**
  - **2x less likely to use jail**
- **Handle CIT calls faster**

## Consumer & Family Member Feedback

- **90% believed that the CIT trained officer was able to recognize the mental disorder**
- **90% believed the CIT officer was able to de-escalate the crisis in a satisfactory manner**



# Rapid Integrated Support & Engagement RISE

## Outreach and Engagement Team:

- Individual appears to have a significant mental health issue
- Is unable or unwilling to access treatment on their own
- is primarily a field-based program
- Rise remains engaged with the client until connected to ongoing services
- Referrals can be received from anyone in the community
- Builds upon established relationships with law enforcement and a variety of community providers
- Regional teams throughout Ventura County

## RISE Expansion cont'd

### Law Enforcement Partnership Teams

- A Community Service Coordinator will be partnered with each of the following law enforcement agencies.
  - Ventura PD
  - Oxnard PD
  - Simi PD
  - Ventura County Sheriff

# RISE

## Contact Information for RISE:

Sara Sanchez, LMFT

Access & Outreach Division Chief

[Sara.Sanchez@ventura.org](mailto:Sara.Sanchez@ventura.org)

805-981-4233

# No Wrong Door Policing & Collaboration

- One day....
- A people centered approach that provides a universal gateway focused on connecting people with services intended to promote individual wellness and self-reliance.
  - Compassionately and truthfully:
    - Educate people where to find services
    - Connect people to services
    - Whenever possible, warm hand-offs



## Closing Thoughts....

- Euphemistic labeling
- Make a good movie
- The Golden Rule
- Respect for human life and dignity
- De-escalation requires cooperation
- Never risk your life or safety for someone that is suicidal



# Ventura County Sheriffs Office

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