

ORANGE COUNTY SHERIFF'S DEPARTMENT



DESTINATION ZERO



The Orange County Sheriff's Department – California is a large, multi-faceted agency of 3,800 sworn and professional staff. We provide exceptional law enforcement services to 3.1 million with patrol responsibility for 13 contract cities, unincorporated county areas, and a jail system of more than 7,000 inmates.

As a Department, we have a responsibility to the community to provide law enforcement services with integrity, vigilance, and professionalism. At the forefront of every interaction with our citizens is our desire to provide a safe community. To that end, we have created a comprehensive safety program, which includes the Traffic Safety Initiative, Emotional Wellness Campaign, Peer Support, and Officer Safety.

The department has taken an innovative approach to safety by highly involving the “boots on the ground” front-line staff. In campaign creation, development, planning and implementation, our deputy sheriffs and civilian staff have provided invaluable input. Their honest opinions and creative strategies have made the programs successful.

Additionally, we have brought together in partnership a variety of resources to create a comprehensive program that encourages safety in all aspects of the employees' life. With the combination of the Traffic Safety Initiative, Emotional Wellness Campaign, Peer Support, and Officer Safety, we have created a wide-ranging strategy that provides a multitude of opportunities for employees to be reminded that their safety is a top priority.

These programs combined create a culture both internally and externally that places a high priority on safety for both our employees, and the community we serve. We feel these programs are effective and deserving of the Destination Zero award.



Orange County Sheriff's Department – California Overview

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Traffic Safety Initiative

The purpose of the Traffic Safety Initiative is to reduce the number of traffic collisions, increase seatbelt use, and encourage our personnel to drive responsibly. By encouraging and rewarding safe driving, we increase the safety of the entire community. Each and every day, the Orange County Sheriff's Department has more than 350 (250 black and white patrol cars / 100 other cars and trucks) vehicles on the road. The Traffic Safety Initiative is designed to reach every member of the Department who drive both on and off duty. The initiative focuses first on increased awareness. By elevating the need for safe driving as a critical component of success, we believe that we will have a significant impact on the three targeted areas: seatbelt use, minimizing distracted driving, and speed appropriate for the situation.

As the committee for the Traffic Safety Initiative was being built, Executive Command reached out to all levels of the department, focusing heavily on front-line staff both sworn



and civilian with a direct impact on their peers. Care was taken to bring together a diverse, dynamic group who both understood the importance of the committee and the challenges faced.

First and most importantly, the Traffic Safety Initiative is designed for compliance through education. It is vital to distinguish that we are not disciplining personnel into compliance, but encouraging participation by providing information and real-life examples of consequences both personal and professional. The committee developed a tagline for the Traffic Safety Initiative of "For Your Partners, For Your Family." We also identified the areas to target, put together a calendar of campaigns and timelines, and developed a logo and messaging.

To kick off, the committee developed a comprehensive campaign to both introduce the Traffic Safety Initiative and begin educating personnel about the importance of our first target: speed. A kickoff video featured one of our sworn department personnel who was involved in a life-changing collision with unsafe speed and no seatbelt use as factors. On the day the video went out to the department with a memo from Sheriff Hutchens, we placed static displays of patrol vehicles that had been involved in on-duty collisions at the entrance to every station our personnel deploy from. All materials were branded with the Traffic Safety Initiative logo.

The Orange County Sheriff's Department conducts a quarterly Traffic Collision Review Board (TCRB), where every collision from the preceding quarter is analyzed and placed into categories. This allows for accurate comparisons, as well as identifies areas of opportunity for additional training.

The most recent TCRB highlighted the work of the Traffic Safety Committee. Collisions were down from 62 collisions in 2015 Q2 to an astounding 38 in 2015 Q3. That is a 39%



decrease. Incredibly, in the Q3 2015 TCRB, 100% of staff involved in collisions were wearing their seatbelts.

The Association of California Cities recognized the OCSD Traffic Safety Initiative with the Golden Hub of Innovation Award in August 2015. This award is designed to publicly highlight and commend cities and/or local government agencies that are developing and implementing innovative solutions to tackle today's challenges.

Sheriff's offices across the United States are looking for solutions to the number one cause of on duty law enforcement death - traffic collisions. The National Sheriffs' Association selected the Orange County Sheriff's Department to present and highlight this innovative education based program at their Annual Conference in Baltimore Maryland July 1, 2015. The presentation of the program was well received and many agencies will be modeling a similar program upon returning to their agency.

Lastly, the Traffic Safety Initiative has garnered a well-deserved reputation of excellence within the Orange County Sheriff's Department. Through the leadership of Sheriff Hutchens, who proudly displays her Traffic Safety Initiative sticker on the front of her daily planner, safety while operating a vehicle is top-of-mind for all members of the Orange County Sheriff's Department.

The Peer Support Program and Emotional Wellness Campaign

The suicide rate for law enforcement exceeds that of line of duty deaths. In order to prevent suicide and other mental health issues plaguing law enforcement personnel we must acknowledge it's a problem. In 2014, Sheriff Hutchens hired the first Regional Peer Support Coordinator. The role of the Regional Peer Support Coordinator is complex, but includes the coordination and development of a Peer Support Team with 76 team



members. The OCSD Peer Support Team logo stresses that “No one stands alone.” In 2.5 years, the peer support program has facilitated 20 critical incident debriefs.

In addition, the Peer Support team has created an Emotional Wellness Campaign. The kickoff campaign focused on the importance of a balanced lifestyle and recognizing the signs of stress, burnout and trauma. The second chapter is financial wellness. Each quarter will consist of a new focus including physical fitness, diet and nutrition, stress management, PTSD, Suicide prevention, marriage/relationship health, and retirement.

In addition, all personnel are required to go through a 4 hour class on the “Impact of Trauma for Law Enforcement” conducted by the Regional Peer Support Coordinator. This again comes with the goal of creating awareness, empowering people to take control of their overall wellbeing (mind, body and spirit), and create their own happiness through healthy coping and stress management. Other resources include handouts on various topics such as; normal stress reactions following a critical incident, PTSD, grief, impact of an OIS, how to help kids grieving a loss, survivors of suicide, stress and anger management. All resources and handouts are shared with all Orange County law enforcement agencies.

In recognizing the impact of a large scale critical incident or traumatic loss on an entire department, we developed the Orange County Association of Peer Supporters (OCAPS) to provide regional support, training, advisement, response and resources in the aftermath of a critical incident in Orange County.

In addition to the peer support and emotional wellness campaign, the Orange County Sheriff's Department has a long standing, active and strong chaplain unit available 24/7, 365 days a year to provide faith-based support and education to any department member who finds themselves suffering in times of loss or severe stress.



Officer Safety

The Orange County Sheriff's Department believes that officer safety is of paramount importance. Over the past 5 years, the OCSD has implemented, trained and put many life saving programs and tools in service.

The Individual First Aid Kit (IFAK) was designed so that each operations based employee is issued a numbered personal kit to be included with his or her gear. We have also issued AED's as required equipment in marked patrol vehicles.

In addition, the fleet maintenance division has equipped our patrol fleet with a rifle and shotgun rack so that both weapons are readily accessible to the patrol deputy. Utilizing this vehicle configuration, the patrol deputy can deploy from the vehicle with either weapon at the ready. All vehicles are now equipped with a tactical shotgun which includes an adjustable stock, side saddle for extra shotgun rounds, and a sling so the either weapon can be utilized in tactical situation.

Together, all of these elements combined create an atmosphere focused on safety.

The Orange County Sheriff's Department is committed to providing a safe communities and will look for new and innovative ways to continue making Orange County a safe place to live, work and play.

Traffic Safety Initiative Kickoff Static Displays



Traffic Safety Initiative Logo



Traffic Safety Initiative Magnet



Officer Wellness Campaign

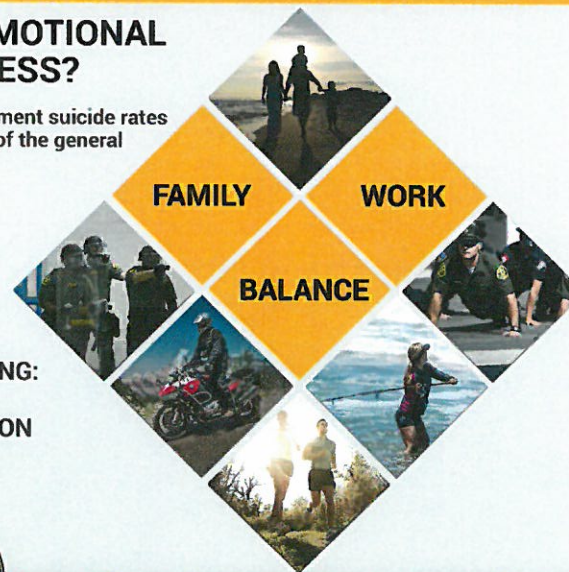
OCSD EMOTIONAL WELLNESS CAMPAIGN 2015 NEW YEAR'S RESOLUTION

I RESOLVE TO...

- ◆ SPEND MORE TIME WITH FAMILY
- ◆ EXERCISE AND EAT BETTER
- ◆ SLEEP MORE
- ◆ MAKE MY EMOTIONAL WELL-BEING A PRIORITY

WHY EMOTIONAL WELLNESS?

Law Enforcement suicide rates exceed that of the general population.

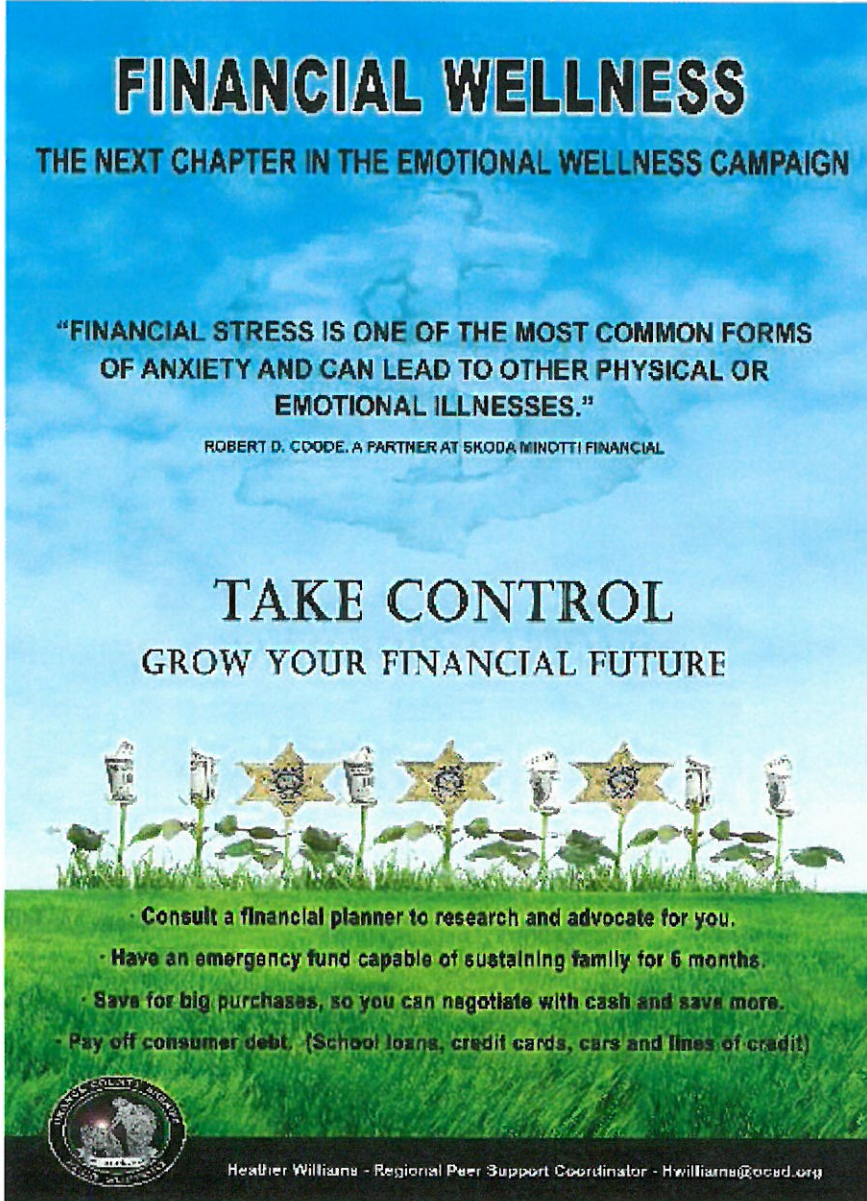


PREVENTING:
STRESS
DEPRESSION
ANXIETY
SUICIDE



Heather Williams - Regional Peer Support Coordinator - hwilliams@ocsd.org

Officer Wellness Campaign

A vertical poster with a blue sky background and a green grass field at the bottom. The text is centered and reads: 'FINANCIAL WELLNESS', 'THE NEXT CHAPTER IN THE EMOTIONAL WELLNESS CAMPAIGN', a quote by Robert D. Coode, 'TAKE CONTROL GROW YOUR FINANCIAL FUTURE', a list of four financial tips, and a logo for the Orange County Sheriff-Coroner's Office. At the bottom right, it lists Heather Williams as the Regional Peer Support Coordinator with her email address.

FINANCIAL WELLNESS


THE NEXT CHAPTER IN THE EMOTIONAL WELLNESS CAMPAIGN

"FINANCIAL STRESS IS ONE OF THE MOST COMMON FORMS OF ANXIETY AND CAN LEAD TO OTHER PHYSICAL OR EMOTIONAL ILLNESSES."

ROBERT D. COODE, A PARTNER AT SKODA MINOTTI FINANCIAL

TAKE CONTROL
GROW YOUR FINANCIAL FUTURE

- Consult a financial planner to research and advocate for you.
- Have an emergency fund capable of sustaining family for 6 months.
- Save for big purchases, so you can negotiate with cash and save more.
- Pay off consumer debt. (School loans, credit cards, cars and lines of credit)

 Heather Williams - Regional Peer Support Coordinator - Hwilliams@ocsd.org



FOR YOUR PARTNERS, FOR YOUR FAMILY

From an OCSD Deputy...

My incident took place in June 2013. I was driving back to city hall to write a report and drove into sprinkler water while going about 73 miles per hour. I lost control of the car and spun into a light pole.

I was not wearing my seatbelt which caused me to be ejected from my vehicle. I broke three bones in my neck, had three fractures to the left side of my face, almost lost my left eye, had a concussion and some fluids in my brain. Simply put, JUST LUCKY TO BE ALIVE.

I now drive a lot slower and always wear my seatbelt even when I am parked. My goal is to never put my partners and family members through what they went through again.





FIELD OPERATIONS ADVISORY

Traffic Safety Initiative

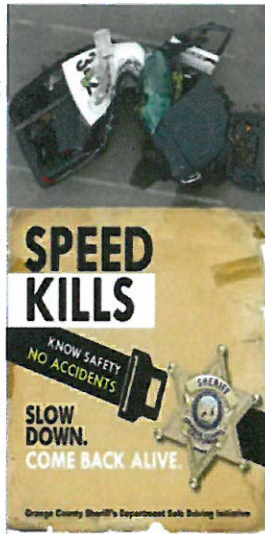
Several incidents locally, throughout the state, and nationally have highlighted the issue of safe driving and seat belt use by law enforcement. In response to these incidents, the Orange County Sheriff's Department took a proactive stance with the creation of the Traffic Safety Initiative on September 1, 2011. Since that time, the department has raised awareness among our employees regarding safely operating a motor vehicle during the course of employment.

The purpose of this advisory is to inform department employees of the steps that have been taken by the department, and what steps are still to come in ensuring the safety of our employees.

Goals and Objectives

The Traffic Safety Initiative was established with the stated goals of saving lives and updating our personnel on:

- ◆ Officer safety
- ◆ Education and training for all department personnel
- ◆ Reducing officer involved traffic collisions
- ◆ Reducing property damage from collisions
- ◆ Decreasing liability to both the department and our members



Second quarter of 2013:

- ◆ The collision rates for O.C.S.D. dropped as compared to the same quarter of the previous year.
- ◆ The drop is attributed to fewer non-preventable and damage-only collisions which accompanied an increase in miles driven.
- ◆ Severe collisions and injuries are trending down while seatbelt usage has increased.
- ◆ **Important note:** Members of our department who were not wearing their seatbelts were approximately 2.5 times more likely to be injured in a collision than those who did wear their seatbelts.



FIELD TRAINING BUREAU

The Mission of the Field Training Bureau is to provide Exceptional Law Enforcement Training and Mentoring to our current and future patrol deputies assigned to the Field Operations Command.

CONTACT FTB

Lt. Ken Burmood
burmood-k@ocsd.org
714) 834-5360

Dep. M. Beachner
mbeachner@ocsd.org
(714) 834-5529

Sgt. Rob Finn
rfinn@ocsd.org
714) 834-5370

Dep. M. Stout
mstout@ocsd.org
(714) 834-6618

Sgt. Kevin La Pyrne
klapyrne@ocsd.org
(714) 834-5365

Dep. R West
rwest@ocsd.org
(714) 834-6731

Dep. L. Sarabia
lsarabia@ocsd.org
(714) 834-5527



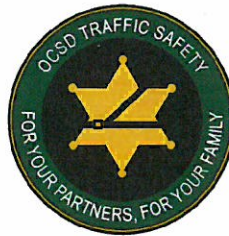


FIELD OPERATIONS ADVISORY

Traffic Safety Initiative Mission Statement

From the Sheriff:

"We invest a great deal of time and resources training on how to deal with physical assaults and how to mitigate injury. By contrast, we are often unaware, or give little thought to the carnage caused by traffic collisions. We spend a great deal of time on roadways protecting the public. We must remember to protect ourselves."



-Sandra Hutchens

The mission of the Traffic Safety Initiative is to provide the highest quality driver training and education to our department personnel, ensuring the safety of our employees and the citizens we serve while simultaneously decreasing personal injuries, property damage and liability when responding to calls for service.

On the Horizon

At the end of last year, a survey of the speeds traveled by our patrol units was requested. The initial results showed over 25 units were recorded traveling at a speed in excess of 100 MPH and there were over **25 pages** of units traveling in excess of 90 MPH. A second survey of speeds was recently conducted and the results were positive. The number of units traveling in excess of 100 MPH had dropped to 8 (5 of those were on the freeway), and in excess of 90 MPH had dropped to just over **2 pages**.

The department realizes driving fast is a necessary component to arriving at priority calls in an expedient manner. The Traffic Safety Committee would like to remind all Operations Personnel that responding quickly to calls for service can be accomplished safely.

Be alert and practice safe driving habits:

- ◆ The Traffic Safety Initiative Committee will be presenting several briefing videos over the next year detailing the causes and effects of unsafe driving on deputies, their partners, and especially their loved ones.
- ◆ A visual reminder will be added to each patrol MDC which will activate and signal the driver as the vehicle reaches the 90 MPH threshold.
- ◆ The Department Commanders will have an increased ability to monitor driver speeds in real time utilizing the GST Mapper System, and they will be notified when a patrol unit reaches the 90 MPH threshold.
- ◆ Alerts have been added to the CAD system notifying the Department Commander of any Priority One calls, preventing any of these calls from being overlooked.