

March 6, 2023

Destination Zero Program
Memorial Fund Administrative Offices
901 E. Street NW, Suite 100
Washington, DC 20004-2025

Re: Destination Zero – Officer Wellness Award Nomination

#### Selection Committee:

In the current climate of challenges those in public safety face, it is more prudent than ever, that agencies rise to the calling of wellness for their staff and families. After multiple regional crisis, the Butte County Sheriff's Office has seen a lasting impact from not only major trauma events, but the cumulative trauma those in law enforcement are experiencing across the nation.

Throughout my 33 years in law enforcement, I have seen an increase to the support and services provided to those in crisis. After the 2017 Spillway Incident and the devastation of the 2018 Camp Fire, it became evident that we needed to provide more for our people. Through the generosity of donors who gave to the North Valley Community Foundation, our wellness services expanded to not only staff in our agency, but all staff, volunteers, and families serving in LE, Fire, and EMS agencies in Butte County.

As Sheriff, I am proud of the work our agency has done to expand support to address the physical fitness, mental/emotional wellness, and family engagement needs of over 1400 staff and volunteers from our county, including 400 of my own. Our efforts to focus on building resilience rather than just addressing trauma are proving to improve moral, behaviors of wellness, and agency culture.

I am pleased to submit my agency's nomination for the Destination Zero – Officer Wellness Award. I am sure you will find the included program information to be worthy of recognition.

Thank you for your consideration.

Best Regards,

Kory Honea Sheriff - Coroner

## DESTINATION ZERO AWARD SUBMISSION FORM

#### **AGENCY INFORMATION**

Name of agency Butte County (CA) Sheriff's Office	
Award Category (If submitting for more than one categoral each submission.)	ory, a separate submission form must accompany
☐ General Officer Safety ☐ Officer Traffic Safety ☑ Officer Wellness	<ul><li>☐ Comprehensive Safety</li><li>☐ Comprehensive Wellness</li></ul>
Agency contact name Kory Honea, Sheriff - Coroner	
Contact Email: khonea@buttecounty.net	Contact phone number: <b>530-538-6759</b>
<ul> <li>Please include the following items in your submission</li> <li>Department Release Form</li> <li>Executive summary that provides a brief overview of programs, and established partnerships</li> <li>Narrative that details the elements and initiatives of</li> </ul>	of the agency approach including innovative practices, of the program. Examples of items to include:
<ul> <li>Description of the agency characteristics</li> <li>Description of the program and its impleme</li> <li>Before-and-after comparison of change(s) of</li> <li>Qualities that make this program unique constitution</li> <li>Challenges that were overcome to impleme</li> <li>Impact of the program on staff within the and</li> <li>Quantitative evidence of success</li> <li>Steps other agencies can take to replicate to</li> </ul>	due to the program Impared to other initiatives Internal the program Impared to other initiatives Impar
Appropriate supporting documentation or attachmentation or attach	ents -
AGENCY LEADERSHIP ENDORSEMENT	
Signature of the agency representative on this form actin attached documents and/or submission is true and	
	03/06/23
Signature of Agency Head	Date

## 2023 NATIONAL OFFICER SAFETY AND WELLNESS AWARD SUBMISSION



The Destination Zero program maintains a database of all submitted programs and corresponding materials in an effort to benefit law enforcement by providing a robust resource center of proven officer safety programs and wellness programs. The National Law Enforcement Memorial Fund and Museum require acknowledgment by the submitting agency that any materials submitted including, but not limited to relevant promotional materials, training guides, curricula, photos, policies and procedures that relate to the submitted officer safety and wellness program will be shared into the public domain website or other means of transmission.

#### **AGENCY RELEASE**

Signature of the agency representative acknowledges and agrees to the release of all submitted materials into the public domain via website or other means of transmission.

Name of agency: **E** 

Butte County (CA) Sheriff's Office

Kory Honea, Sheriff - Coroner

Signed Endorsement of Chief/Agency Head)

(Printed Name and Title)

03/06/23

(Date)

## Butte County, CA Sheriff's Office Destination Zero - Officer Wellness Submission 2023



Butte County is a medium sized county located 70 miles north of the state capitol in the Sacramento Valley of California. With a population of 208,309 residents (2021 Census), the community is made up of five primary law enforcement agencies, two fire departments, and one regional EMS provider. The county is also home to California State University, Chico which has over 13,000 students enrolled this year.

Sheriff Kory Honea was sworn in as the 31<sup>st</sup> Sheriff in May of 2014. The agency employs 80 sworn corrections staff, 93 sworn in patrol/operations, and 95 civilians totaling 268 full time staff. They are also supported by approximately 100 volunteers and extra-help staff members.



Over the last 6 years, the community has experienced devastating natural disasters, the likes of which had of never been seen in one location in California, or most anywhere else in the country. The Oroville Spillway Incident in February of 2017 was caused by heavy rainfall that damaged the Oroville Dam's main and emergency spillways. This resulted in over 180,000 residents

being evacuated from their homes with less than one hours' notice due to a potential catastrophic failure of the tallest dam in the United States.



The Camp Fire in November 2018 was the deadliest wildfire in California state history. It burned for almost 3 weeks with 18,000 structures destroyed and 85 lives lost. Hundreds of those working in our local agencies were impacted both personally and professionally, and many first responders lost their homes and all their possessions yet, continued to tirelessly serve and protect the entirety of the community.

Under leadership from Sheriff Honea, the Butte County Sheriff's Mounted Posse was awarded funding from the Butte Strong Fund, administered by the North Valley Community Foundation. The goal was to provide trauma and recovery services to a first responder community who had been deeply impacted by these major incidents. These events continue to leave a lasting impact on those serving on the front lines.

Since funding was originally awarded, Butte County has experienced additional fires, including the North Complex Fire in 2020, which resulted in the loss of 16 additional lives of Butte County residents. Add to this the national impact of Covid and the current public climate around law enforcement, the local first responder agencies knew something more needed to be done to protect the mental and emotional health of those who continued to serve through it all.

SE LE COUNTY

In November of 2021, the **Butte Strong First Responder Wellness Unit** was formed. This multiagency unit is based in the Butte County Sheriff's Office and is dedicated to the overall wellness of the staff, volunteers, and families serving in local first responder agencies located in Butte County, CA.

A key component to the development of this Unit was the hiring of the Wellness Unit Program Manager. Through a contract with the Sheriff's Posse, the Unit Manager oversees all programs, contracts, and services that previously existed, as well as the expansion into many of the programs featured below. Jodi Drysdale was selected based on her background in mental health services, emergency response, and event coordination. Previously, a collateral duty for the training Sargent, Sheriff Honea felt it important that role be filled by someone who's sole responsibility was to focus on wellness services. The Unit Manager participates in ride alongs, sit alongs in the jail and dispatch, and has even been on scene for larger scale callouts, all in an effort to embed her into the culture of 'business as usual'. This is a contract position for 15-20 hours per week funded solely by grant funds. The Unit Manager also participates in securing continued funding for the programs and services offered.

The Unit focuses on three primary areas of wellness including Physical Fitness, Mental/Emotional Wellness, and Family Support and Outreach.



### **Physical Fitness**

 Weekly Functional Fitness Programming – Our vetted and contracted physical therapist provides weekly fitness programming that can be used onsite, at other fitness centers, or at home.

• Onsite Physical Therapy – Staff and volunteers can schedule appointments directly with our contracted physical therapist. These services are offered outside private health insurance and workers comp. By providing this service onsite, staff can be seen and treated when the initial issue arises. This has led to a decrease in work related absence due to injury. In 2022, we were also added our physical therapist as a provider to staff out on workers comp, allowing them to receive PT services onsite at the Sheriff's Office. In 2022 we offered 179 Individual Physical Therapy Sessions paid for through the grant.





• Fitness/Nutrition Education – Fitness and nutrition tips are shared via our closed Facebook group and in our Wellness App on a weekly basis.

 Onsite Fitness Training – Our contracted physical therapist provides onsite coaching for numerous weekly fitness classes at BCSO. These classes are open to staff and volunteers from all LE, Fire, and EMS agencies in Butte County. In 2022 we offered 501 Group Functional Fitness Classes.





- Agency Based Gyms Fitness Equipment The Wellness Unit prioritized purchasing equipment for participating agencies to ensure all staff have access to tools for wellness. At BCSO, all staff are encouraged to work out. As an incentive, staff are allowed to do so while on duty, if there is sufficient coverage.
- Community Based Fitness Training We recently began offering classes for staff, volunteers, and family members, through a local gym. Participants can select from 6 class times per day/5 days a week.
- 911BJJ Through a contract with a local Brazilian
  Jujitsu instructor with a LE background, we offer sixweek sessions of Intro to BJJ that is taught with
  current laws and techniques in mind. In 2022 we
  offered 49 Brazilian Jujitsu Classes. Participants state
  they feel more confident to use these techniques
  should the need arise.
- Self-Defense for Non-Sworn and Spouses Our Jujitsu instructor also offers two annual sessions of selfdefense for our civilian staff and spouses.





- Yoga911 Our yoga program is taught by an ER Nurse and former Army Medic. She created this program not just to provide fitness opportunities to our First Responders, but also to share the benefit of mindfulness with those on the front lines. In 2022 we offered 41 Yoga Classes. Participants in this class range from civilian staff to those on patrol. Many report increased flexibility and higher levels of awareness of the use of breathwork for stress relief.
- Vaccinations All staff are eligible to receive flu vaccinations through Butte County employee clinics.



Arena Strive Pilot Program – We had 22 staff members participate in a pilot program to study the impact of healthy behaviors around sleep and recovery with the aid of a wearable device. Six weeks of instruction was provided by Damon Valentino, a high-performance athletic coach, and Kevin Stark, a former Navy Seal. Topics included a focus on breathing techniques, sleep hygiene, and creating transitions from work to home. The pre and post tests demonstrated a decrease in propensity to burn out and an increase in self valuation/care.

### **Mental/Emotional Wellness**

County Wide Peer Support –
We currently have seven
agencies participating in our
County Wide Peer Support
Team. Due to the nature of
our community, and the
multitude of disasters we
have faced, we realized it is
rare that a single agency
responds to a call for service.



Therefore, the best way to change the culture is to saturate the field and partner across agencies. We currently have 45 members from LE, Fire, and EMS. They include sworn and civilian, paid staff and volunteers.

Regional Peer Support Training – In 2022, our multi-agency team trained quarterly. We
focused on topics including secondary trauma, compassion fatigue, and active listening
skills.



- Peer Support Events Each agency's Peer Support Team was allotted funds to host an appreciation event. Some used it for lunches, others for coffee carts, and holiday celebrations.
- Peer Support Call Outs With Peer Support members of all ranks and roles, we often have boots on the ground for the day to day and larger scale events. Peer Support Team members have responded onsite to scenes of critical incidents, facilitated defusing's back at the office immediately following a critical call, and provide one on one follow up in the weeks following a call out.

- Chaplains Butte County Sheriff's Office Chaplains serve the sworn and unsworn personnel, families, and our communities of Butte County. Chaplains provide a secular purpose by attending to trauma on the scene as traumatic grief first responders. They offer practical guidance and compassionate resources, and they serve everyone regardless of race, culture, nationality, or beliefs. They provide a ministry of presence by committing time to ride along with patrol deputies, in the jail with correctional deputies, visiting sworn and non-sworn civilian staff, and attending departmental training and functions.
- *Incident Based Therapy* The original intent of this program was to provide therapy for processing the mass casualty incident, the Camp Fire. Our team of eight contracted therapists have been vetted to ensure they are culturally competent to provide supportive care to our First Responders. This program is also open to volunteers and to spouses and children of our staff. In 2022 we provided 226 hours of Individual Mental Health Therapy Sessions and 42 hours of Group Therapy.
- *Inpatient Alcohol/Drug and PTSD Services* in December of 2022, members of the Wellness Unit traveled and toured the facilities of First Responder Wellness. FRW offers inpatient detox and recovery services exclusively to first responders. Their services are often handled through private insurance, allowing staff to receive the support they need without having to wait for workers comp.
- CISM The Butte County Sheriff's Office participates in the county-wide CISM team. CISM's are frequently activated after large scale events or those involving

children. They can be requested by any staff or volunteer and are often hosted for all participating agencies, at our training facility 48-72 hours after the event. These are



- Academy Presentations Our Wellness Unit Manager and Peer Support Sargant had the opportunity to present about the importance of wellness to students in the academy. Since the establishment of our Unit, the academy has become a great partner for early education about the value of wellness services for those pursuing a career in public safety.
- Educational Workshops Mental Health training has become a priority for all agency partners. The Butte County Sheriff's Office provided 3 training days on the topic of Psychological First Aid which included Suicide Prevention. One of the contracted LCSW's provided training to all agency supervisors and patrol staff.



- Training and Education For the past two years, members of our county wide team attended the National Public Safety Peer Support Association Annual Conference as well as the C.O.P.S National Conference on Wellness.
- Wellness Unit Lunches Informational lunches are held quarterly to provide all staff, sworn and civilian, with updates on programs and services available to them through the Wellness Unit. The Wellness Unit Manager also attends the quarterly trainings to brief agency staff.
- Massage Therapists In the Fall of 2022, we contracted with a local massage school to provide 15 minute back and shoulder massages to staff onsite. Supervisors were supportive of staff taking time to participate while on duty.





• *Victor* – Victor is the BCSO in-house Emotional Support Dog. He regularly visits staff throughout the department and brings smiles to staff and volunteers, especially on holidays as he is never too shy to wear a costume. Victor came to BCSO through a partnership with the SPCA.

## **Family Support and Outreach**



• Family Ice Skating Night – This was our very first family event in 2021. With over 160 first responders and family members, we knew the family events were needed and appreciated.

• Rib & Chili Cook Off – A friendly competition between agencies, staff, volunteers, and spouses.



• Family Day at The Forebay – Outdoor recreational opportunities are always a hit in Butte County and this day was no exception.





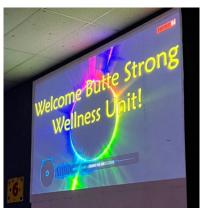


 Family Painting Events – in 2021 and 2022 we hosted three family painting events. They were well attended and provided a creative and fun outlet for families.



• Winter Roller Skating Night – We had 120 family members join us to skate the night away.







Monthly Newsletter – In January of 2023, we began producing the Butte Strong First
Responder Wellness Unit Monthly Newsletter to highlight the upcoming programs and
services. The newsletter is emailed out to all our agency partners and our family email
list.



• Family Engagement Specialists – in 2021 the BCSO and Chico Police Department appointed two LE spouses to serve as Family Engagement Specialists on our Wellness Unit. Their paid role is to be the voice of the families we serve as well as connect those families to wellness resources. Our FES have created meal trains, provided contact information for services, and helped to plan our unit events.

Special Olympics Law Enforcement Torch Run –
 The Wellness Unit had the opportunity to provide
 refreshments for the runners in the 2022 Special
 Olympics Law Enforcement Torch Run.



- Employee/Spouse Assistance Programs In addition to services provided through our grant funding, staff and spouses are eligible to receive services through the county EAP programs.
- Family Onboarding Day Our local agencies sponsor cadets through our regional community college POST certified academy. The day after graduation, the trainees and their spouses/partners join the Wellness Unit for Family Onboarding Day. They begin the day with a tour of their respective agencies. While the trainees have likely been there, their spouses/partner usually have not had the opportunity to tour the facility.



We then join as a large group and cover topics including:

- What to expect in FTO
- Financial Wellness
- Communication at Home
- Surviving a Critical Incident

A highlight is always when the Sheriff and agency Chief's join us for lunch and to meet the spouses.

On a scale of 1-10, participants in Onboarding Day reported that:

- They feel better prepared for the road ahead because of the information I received. AVERAGE SCORE – 8.9
- They know of some of the resources available to them and their family that they didn't know of before. AVERAGE SCORE – 9.7
- They are comfortable accessing/using some of the Wellness Unit resources should the need arise. **AVERAGE SCORE 9.4**

Our family events are a popular part of our Wellness Programs. In 2022, we had 865 participants in five County Wide Events.



• Smart Phone Wellness App — In 2020, BCSO contracted with Cordico to secure their wellness app. The Unit Manager has highly customized the app to focus on local county wide information and resources to ensure that all staff, volunteers, and spouses can access program information in the palm of their hand.

In closing, the past five years in Butte County have shown that our community, residents, and First Responders are resilient. While we have demonstrated that we can recover quickly from difficult situations, the lasting mental, physical, and emotional effects from these devastating disasters will be seen for many years to come.

It is the goal of the **Butte County Sheriff's Office's Butte Strong First Responder Wellness Unit** to provide the first responders of Butte County, and their families, with the tools that they need to successfully manage, process, and overcome past and future challenges.

We believe by offering a breadth of services, we are meeting our staff and volunteers in the moments they need us. Whether working to achieve goals around physical fitness, needing support to process through the impacts of the work they do, or creating events for families to be together, we truly believe our programs support officer wellness in innovative and impactful ways.

# **Butte Strong First Responder**

# **Wellness Unit**

March 2023 // Monthly Newsletter

# FITNESS CLASSES NOW OFFERED AT UPPER PARK CROSSFIT

Functional Fitness and Yoga classes will now be held at the Upper Park CrossFit Gym, located at 1 Commerce Ct. in Chico.

#### As of March 1:

- Functional Fitness classes will be offered 6 days/week. Visit <a href="http://upperpark-crossfit.com/">http://upperpark-crossfit.com/</a> for a schedule of classes. All classes will be taught by Kelsey Haigh-Mosier, DPT or CrossFit Coach, Nava.
- Yoga.911 will continue on Saturdays at 0830. Evening class will be added soon-stay tuned for details.
- Additional Physical Therapy sessions will also be held at this location. The PT times at BCSO and CPD will remain.

  Classes will no longer be held at Alpha Strong Gym.

## THIS ISSUE:

**FITNESS CLASSES** 

UPPERPARK CROSSFIT

BASIC PEER SUPPORT
TRAINING

**SAVE THE DATE**FAMILY DAY AT THE FOREBAY

UPCOMING PROGRAMS

FH DEFENSE

PROGRAM HIGHLIGHT
YOGA 911

**GET CONNECTED** 

## BASIC PEER SUPPORT TRAINING

The goal of Peer Support is to provide all public safety employees in an agency the opportunity to receive emotional and tangible support through times of personal or professional crisis and to help anticipate and address potential difficulties.

The part Perio Peer Support Training will be

The next Basic Peer Support Training will be held **May 15-17**; **0800 - 1700**.

Register by clicking <u>here</u>.

Training limited to 25 participants and registration will close April 15.

This is a POST certified class.

Thank you to all that came out for our first **Family Skate Night!** We had a great turnout and it was so great to see families from so many different agencies out there having fun!







#### **SAVE THE DATE!**

Our next Family Event will be May 20th: Family Day at the Forebay!

More details to come

## PROGRAM HIGHLIGHT // YOGA.911

Danyel Hurd, Registered Emergency Dept. Nurse and founder of Yoga.911, previously served as a Field Medic and Nurse in the US Army. As Danyel watched multiple coworkers and colleagues either lose their jobs, burn out, and even die from addiction, she saw a need to bring yoga to her peers.

The mission of Yoga.911 is to increase awareness of the power of Yoga and meditation by educating a network of professionals to share evidence-based practices that support the health and healing in high stress jobs within our community.

Danyel believes that yoga can be an essential part of the health and resiliency of post traumatic growth, can promote healthy coping skills for depression and prevent job burnout and compassion fatigue. Yoga and meditation have helped Danyel overcome her own personal primary and secondary trauma exposures and through her journey she has been able to reach her co-workers, colleagues, peers, and other emergency services personnel.

Yoga.911 is an integrative, adaptive and comprehensive practice designed for all students and for all levels.



I have worked on the front lines within our community through many disasters, including the Camp Fire and Covid-19. I have witnessed the stressors in which we have all been under as healthcare providers, as a community and the continued uncertainty in which we are living. Yoga.911 has given many of us as sense of normalcy and provided resiliency and healing during these incredibly stressful times.

## **UPCOMING PROGRAMS WITH FH DEFENSE**

911 Brazilian Jujitsu 6 Week Spring Session Tuesdays and Thursdays April 25-June 1; 0900 - 1015

This six week session covers the basics of BJJ, including striking, self-defense with mobility, mindset, breathing, and strength & conditioning exercises. The goal of this program is to reduce use of force and injury should use of force be necessary.

Click here to register.

Limited to 14 participants.

## Reminder!

All Yoga.911 and Functional Fitness classes are open to staff, volunteers and spouses! Be sure to take advantage of this wonderful benefit soon! More information can be found in the Butte

Strong Wellness Unit App.

#### <u>Self Defense for Spouses & Non-Sworn</u> April 22 and April 29; 0900- 1100

This two week workshop will cover critical aspects of self-defense, including situational awareness and conflict avoidance strategies, as well as physical skills such as standing and ground fighting techniques. You will learn how to use your body and mind effectively, how to avoid and de-escalate dangerous situations, and defending yourself if physical confrontation is unavoidable.

Click here to register. Limited to 14 participants.

## **Get Connected**

Join our <u>Butte Strong First Responder Wellness Unit</u>
<u>Facebook Group!</u>

We post useful fitness tips, workouts and family event info on a regular basis.

Sign up <u>here</u> for our email list to receive this newsletter on a monthly basis and notifications of upcoming events!

# Butte Strong First Responder Wellness Unit

WHAT DO WE DO...

The Butte Strong Wellness Unit is a multi-agency unit dedicated to the wellness of the staff, volunteers, and families serving in local first responder agencies.

Funding is provided by the Butte Strong Fund administered by the North Valley Community Foundation awarded to the Butte County Sheriff's Posse.

Actively participating in the leadership of this Unit are BCSO, Chico Fire, Chico PD, Butte County Probation, and Chico State Police.

## **Physical Fitness**

Functional Fitness, 911 BJJ, Self Defense Classes, Physical Therapy, and Yoga911

## **Mental/Emotional Wellness**

County Wide Peer Support, Incident Based Therapy, Inpatient Service Options, and Educational Workshops

## **Family Support**

Family Outreach Events, Onboarding Days, and Family Engagement Specialists

## Want to learn more?

Join us for a lunch on Thursday, 3/2 from 12-1 in the downstairs training room.

Reserve your lunch by signing up at the link below.



THE BUTTE STRONG FIRST RESPONDER WELLNESS UNIT PRESENTS

# SLALE NIGHT

JOIN THE WELLNESS
UNIT FOR A FREE
NIGHT OF FAMILY FUN!



FEBRUARY



6:00PM - 8:00 PM

2465 CARMICHAEL DR. CHICO



REGISTER FOR THE EVENT BY CLICKING HERE

OR BY VISITING: BUTTE-COUNTY-FIRST-RESPONDER-WELLNESS-PROGRAM.TICKETLEAP.COM/WINTER-FAMILY-NIGHT-AT-CAL-SKATE/

FOR MORE INFO CONTACT: JDRYSDALE@BUTTECOUNTY.NET