



Thin Blue Line:
Mental Health & Mental Illness



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Course Description

Our session is structured in two parts:

Part 1 will take up 3/4 of the session and will examine the *“Thin Blue Line” through the lens of Mental Health and Mental Illness as it affects community members and the law enforcement officers that serve them.*

CIT, mental health training programs, and Community Outreach Program will be reviewed to inform new ideas and concepts that may suggest collocating some of these services within public safety facilities as extensions of community policing through expanded community rooms and outreach program offices. Methods to design environments that can aide in staff recovery from emotional exhaustion of officers and dispatch staff will also be reviewed.

Part 2 will take up the final 1/4 of the session and will cover Dewberry’s first net zero energy law enforcement project as a case study highlighting the Zero Energy Building (ZEB) Certification process used and any lessons learned.

Learning Objectives

1. Attendees will learn about the latest CIT / mental health emergency response training programs.
2. Participants will become equipped with methods to program and design environments that can aide in staff recovery from emotional exhaustion.
3. Attendees will discover Community Outreach Programs on mental health services and new ideas about collocating these services within police stations.
4. Participants will learn about a Zero Energy Building (ZEB) currently under construction for the Countryside, IL Police and City Hall.

1. CIT – Mental Health Training Programs

Section One Overview:

1. Overview of training and laws associated with a police response to a mental health crisis.
2. Understand the philosophies associated with Crisis Intervention Training.
3. Overview of the “One Mind” Campaign.
4. Evaluating a response to a mental health crisis.

1. CIT – Mental Health Training Programs

National Alliance on Mental Illness (NAMI)



1. CIT – Mental Health Training Programs

Crisis Intervention Training (CIT)

- Developed in Memphis, Tennessee in 1987 as an answer to an incident involving a mentally ill 27 year old man who was cutting himself.
- Joseph DeWayne Robinson was subsequently shot by police.
- Creation of a Crisis Intervention Team training.
- Mission: Promote community collaboration using the CIT Program to assist people living with mental illness and/or addicted who are in crisis.

1. CIT – Mental Health Training Programs

Crisis Intervention Training (CIT)

- Mental Illness signs and symptoms
- Child adolescent issues
- Geriatric issues
- Co-occurring disorders- Substance Abuse
- Verbal De-escalation/Tactical Response
- Returning veterans and PTSD
- Risk Assessment and Crisis Intervention skills
- Law enforcement response and legal issues
- Medical conditions and psychotropic Medications
- Autism and Intellectual and Development Disabilities
- Community Resources

1. CIT – Mental Health Training Programs

Why CIT Training?

- According to the National Alliance on Mental Illness, CIT benefits law enforcement.
 - Gives police officers more tools to do their jobs effectively and safely
 - Keeps law enforcement more focused on crime
 - Can produce cost savings
 - Cost to house an inmate \$31,000 per year
 - Cost for mental health treatment \$10,000 per year

Compton MT, Bakeman R, Broussard B, Hankerson-Dyson D, Husbands L, Krishan S, Stewart-Hutto T, D'Orio BM, Oliva JR, Thompson NJ, Watson AC. The police-based crisis intervention team (CIT) model: II. Effects on level of force and resolution, referral, and arrest. *Psychiatr Serv.* 2014 Apr 1;65(4):523-9. doi: 10.1176/appi.ps.201300108. PubMed PMID: 24382643

1. CIT – Mental Health Training Programs

IACP One Mind Campaign

Improving Police Response to Persons Affected by Mental Illness


- 430 Agencies across the country have taken the pledge
- According to the National Alliance on Mental Health (NAMI), over 2,700 communities incorporate CIT programs.
- The Pledge:
 1. Establish a clearly defined and sustainable partnership with one or more community mental health organizations
 2. Develop and Implement a model policy addressing police response to persons affected by mental illness
 3. Train and certify 100 % of your agency's sworn officers in Mental Health First Aid or equivalent mental health awareness program
 4. Provide Crisis Intervention Training (CIT) to a minimum of 20 % of your agency's sworn staff.






1. CIT – Mental Health Training Programs

Illinois Compiled Statutes

- In August 2017, Illinois passed Bill 100-0247 requiring CIT training to all probationary officers beginning January 1, 2018 in counties with over 3,000,000 inhabitants.

**IL HB0375**
POLICE TRAINING

Views: 46 39 249
in the last Week Month Total



SummaryBill TextAction HistoryVote HistoryAssociated Documents

Introduced (1/12/2017)In Committee (5/11/2017)Crossed Over (4/24/2017)Passed (5/29/2017)Signed (8/22/2017)Dead/Failed/VetoedVeto Overridden

Introduced Session: 100th General Assembly

Bill Summary: Amends the Illinois Police Training Act. Provides that beginning January 1, 2018, all probationary officers employed by law enforcement agencies located in counties of more than 3,000,000 inhabitants, including probationary part-time officers and university police officers, shall be required to complete Crisis Intervention Team (CIT) training as part of initial minimum basic training requirements. All permanent police officers, part-time officers, and university officers must complete at least one Crisis Intervention Team (CIT) training program prior to January 1, 2019. Provides that CIT training includes situations involving domestic violence. Provides that the Illinois Law Enforcement Training Standards Board may partner with local mental health organizations and providers in developing and assisting with crisis intervention programming. Amends the Code of Criminal Procedure of 1963. Provides that in counties of more than 3,000,000 inhabitants, \$25 of bail moneys retained by the circuit court clerk shall be deposited in the Crisis Intervention Team Training Fund, a special fund in the county treasury, to be used solely for paying for the costs of crisis intervention training for probationary police officers employed by law enforcement agencies located in a county with more than 3,000,000 inhabitants.

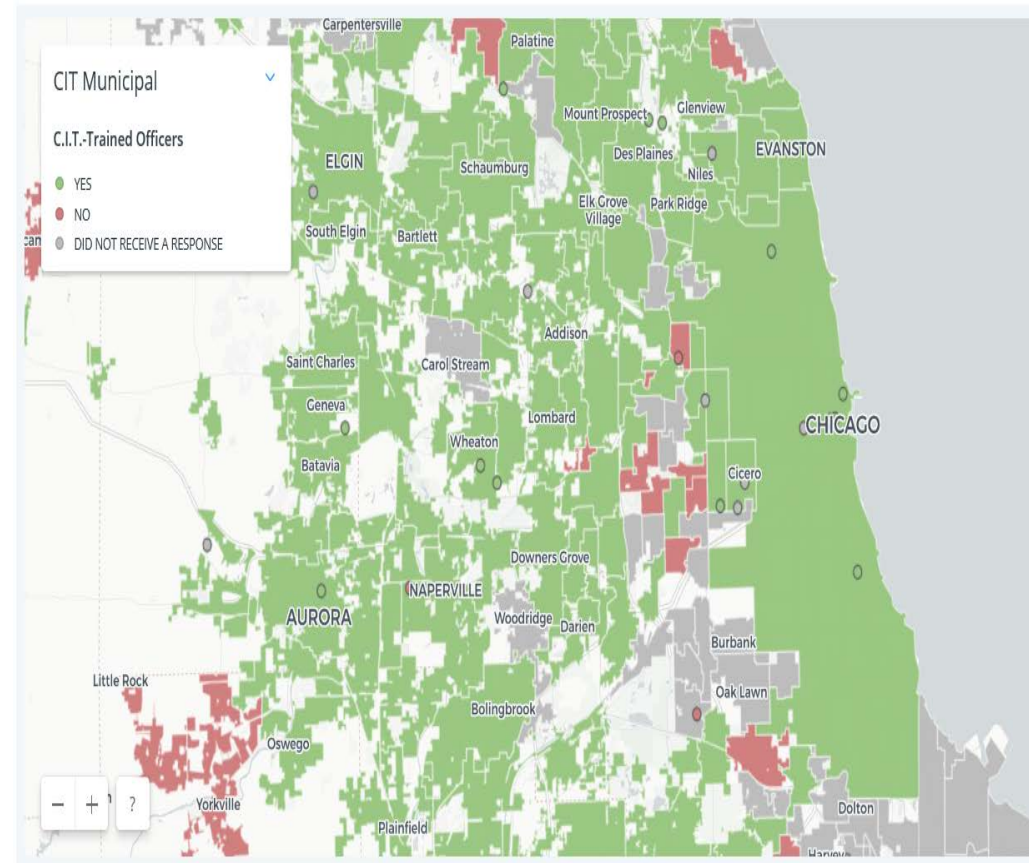
1. CIT – Mental Health Training Programs

CIT Training in Chicagoland Area

- According to a 2018 survey of 300 police departments in the Chicagoland area by NBC news Chicago.
- Chicago reported that 20% or 2,607 out of their 13,000 officers have been trained in Crisis Intervention.

We surveyed more than 300 law enforcement agencies to learn if they have CIT-trained officers to respond to individuals who are experiencing a mental health crisis. The map includes information from municipal police, forest preserve district police, and university/college police.

Click on each colored shape for more information



Police officers in Illinois are required to complete 8 hours of mental health crisis training. However, CIT-trained officers have completed an extensive 40 hour course.
Source: NBC 5 and Telemundo Chicago

1. CIT – Mental Health Training Programs

CIT Training: Not for Everyone

“All the education in the world and if you don’t know how to talk to people you have nothing.”

– Rosemary “Babe” Pacifico-Ford



Babe Ford circa 1976

1. CIT – Mental Health Training Programs

Cook County, IL Jail

- According to Sheriff Tom Dart (2017 Interview, “60 Minutes) one third of the 7500 detainees suffer from mental illness.
- In 2015 Dr. Nneka Jones Tapia (clinical psychologist) appointed as Executive Director of the jail.
- “About 60% of all jail corrections officers have advanced mental health training.” Dart 2017.

1. CIT – Mental Health Training Programs

Fatal Force

- According to the Washington Post, January 2018
 - Police fatally fired weapons 987 times in 2017
 - 24 more times than 2016
 - Approximately 1 in 4 shootings in response to some type of mental health episode.



1. CIT – Mental Health Training Programs

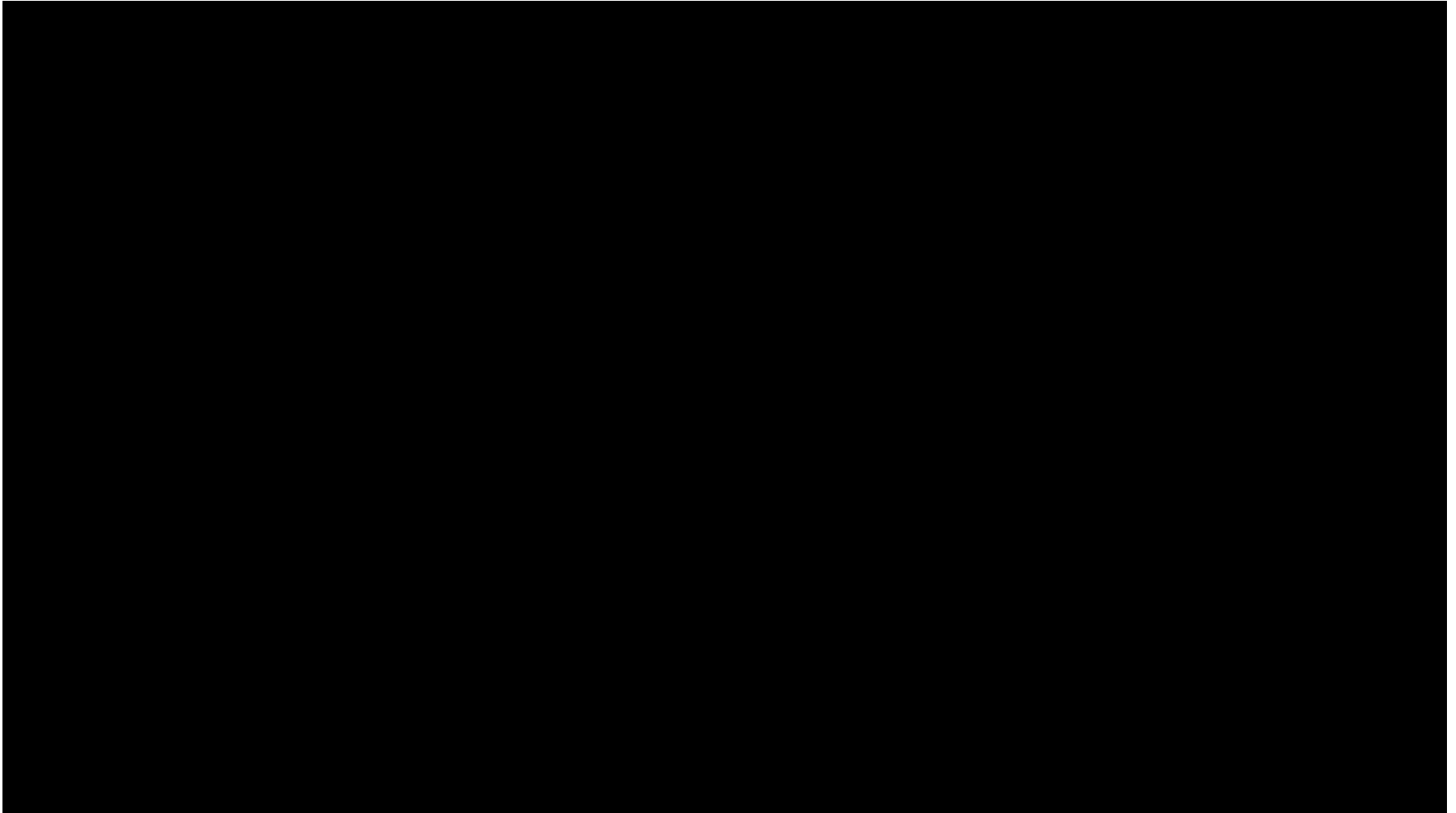
Fatal Force Case Study: 11.15.17 Oklahoma City, OK

- November 15, 2017
- Dustin Pigeon called 911 and indicated that he wanted to kill himself
- Three officers arrive on scene
- Confrontation lasted approximately 20-25 seconds
- Sgt. Keith Sweeney fired 5 rounds killing Pigeon
- December 2017 Sgt. Sweeney charged with second-degree murder



1. CIT – Mental Health Training Programs

Fatal Force Case Study: 11.15.17 Oklahoma City, OK



1. CIT – Mental Health Training Programs

Fatal Force Case Study: Critical Learning

- Why did he fire his weapon?
- Was there a threat to the officers or the public?
- What could have the officers done to better handle this situation?
 - De-escalation
 - Time
 - Distance
 - Communication
- What are residual effects to the other officers involved?

2. Staff Mental Health

Chipping at the Armor

*“Police officers are able to show greater strength than most others in dangerous situations. They are an elite group who are courageous enough to run towards danger to protect others. **Yet despite their bravery, their mind and body absorb the hits from encountering a steady diet of critical incidents and other insidious stress events.** Many officers will be heavily affected by the years of law enforcement stressors. ... Even model cops need career-long, proactive maintenance work to maintain psychological health.”*

Keeping Our Heroes Safe: A Comprehensive Approach to Destigmatizing Mental Health Issues in Law Enforcement” The Police Chief: the Professional Voice of Law Enforcement, May 2014:

- Law enforcement officers have much higher rates of depression, PTSD, burnout, and other anxiety related mental health conditions.

Gordon J. G. Asmundson , Jennifer A. Stapleton. (2008) Associations Between Dimensions of Anxiety Sensitivity and PTSD Symptom Clusters in Active-Duty Police Officers. Journal of Cognitive Behavior Therapy, Volume 37, Pages 66-75.

2. Staff Mental Health

Causes of Police Stress

Organizational

- Poor Management
- Inadequate or broken equipment
- Rotating shifts/sleep deprivation
- Excessive overtime
- Not enough support

Operational

- Criticism by media and public
- Dealing with family disputes and crisis situations
- Making critical “on the spot decisions”
- Changes from mundane to demanding activities

2. Staff Mental Health

Police Suicides

- 140 police suicides in 2017 compared to 129 officer line of duty deaths.
- More officers killed by suicide than in the line of duty last year.

Suicides of three Chicago police officers renew debate of how department takes care of its own



Chicago police officers at the scene where a police sergeant was found unresponsive in his squad car on Sept. 3, 2018, in the West Loop. An autopsy determined the officer fatally shot himself and his death was ruled a suicide. (Matt Tuteur/For the Chicago Tribune)

By **Madeline Buckley**
Chicago Tribune

2. Staff Mental Health

Reducing Police Stress

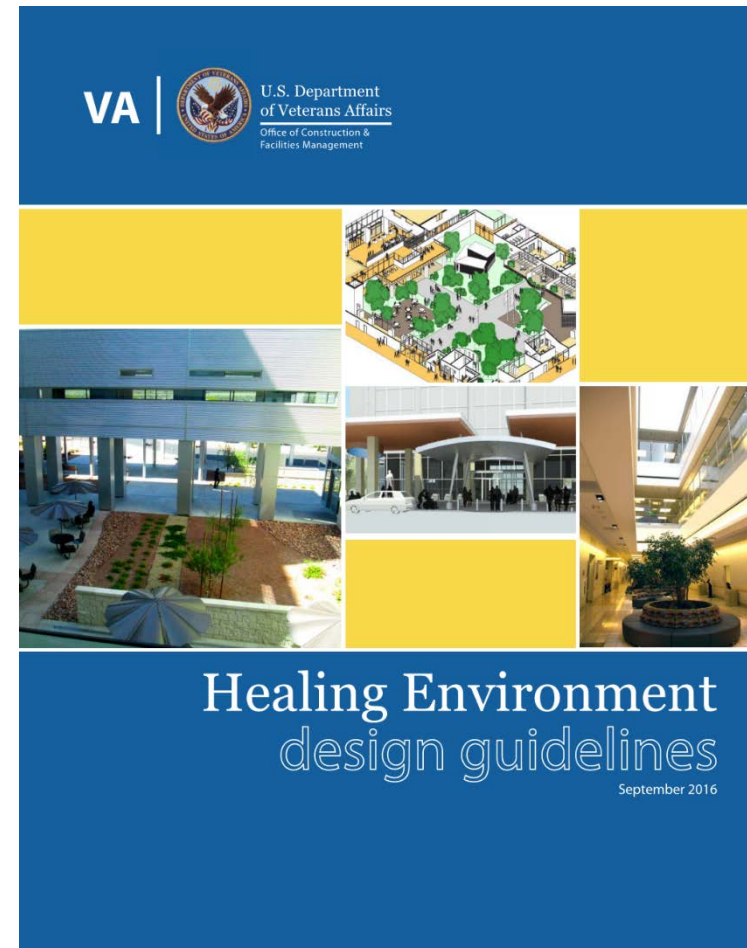
- Support System/Peer Support
- Wellness programs that include Police Psychologists
- Healthy Diet
- Exercise
- Proper Rest/Meditation
- Finding Meaning
- Sense of Humor



2. Staff Mental Health + Environments for Recovery

Healing Environments

- 2016 VA Healing Environment Design Guidelines; Developed by Veteran's Affairs for the design of it's facilities.
- Its purpose is to establish a holistic Healing Environment framework for returned Veterans.
- Military veterans and Police officers can have similar stressors and mental wellness concerns.



2. Staff Mental Health + Environments for Recovery

Healing Environments

- The Healing Environment Design Principles
 1. Provide a therapeutic environment.
 2. Create a Law-Enforcement –embracing environment.
 3. Provide direct connection to nature.
 4. Design spaces and structures to reflect region and community.
 5. Design in a way that is officer centric.
 6. Use technology to reduce officer stress.

2. Staff Mental Health + Environments for Recovery

Design Principle 1

Provide a therapeutic environment

- Design for Stress reduction
- Acoustics
 - Mitigate noise through finishes with acoustical properties.
 - Prevent excessive HVAC noise
- Natural daylighting
- Provide live plantings

Romeoville, IL Municipal Complex



2. Staff Mental Health + Environments for Recovery

Design Principle 2

Create a Law-Enforcement –embracing environment

- Honoring Service
 - Commemorative spaces/memorials
 - Provide space for police memorabilia



Killeen, TX Police Headquarters Memorial

2. Staff Mental Health + Environments for Recovery

Design Principle 2

Create a Law-Enforcement –embracing environment

- Honoring Service
 - Commemorative spaces/memorials
 - Provide space for police memorabilia



Fairfax County, VA Public Safety Headquarters Museum (HOK)

2. Staff Mental Health + Environments for Recovery

Design Principle 2

Create a Law-Enforcement –embracing environment

- Peer Connections – Staff Hubs
 - Communal spaces - Prevent excessive HVAC noise

Glen Ellen, IL Police Headquarters



2. Staff Mental Health + Environments for Recovery

Design Principle 3

Provide direct connections to nature

- Interior/Exterior space Interrelationships
 - Locate courtyards/exterior spaces near secured officers space
 - Use natural elements(plantings, stone, brick, gravel wood for landscape.)
 - Moveable glass partitions / double doors for interior /exterior transition.



2. Staff Mental Health + Environments for Recovery

Design Principle 3

Provide direct connections to nature

- Views
 - Windows located at 4' AFF with direct views to nature.
 - Use as few window mullions as possible.
 - Provide spaces that overlook landscaped areas.



2. Staff Mental Health + Environments for Recovery

Design Principle 4

Design spaces and structures to reflect region and promote community

- Aesthetics and Material
 - Use materials and spatial configurations to reflect local traditions, culture and the surrounding environment



2. Staff Mental Health + Environments for Recovery

Design Principle 4

Design spaces and structures to reflect region and promote community

- Aesthetics and Material
- Create multipurpose rooms that invite surrounding community to host events.



2. Staff Mental Health + Environments for Recovery

Design Principle 5

Design in a manner that is officer centric

- Spaces design for mission preparedness.
 - Fitness rooms, yoga, walking, and running

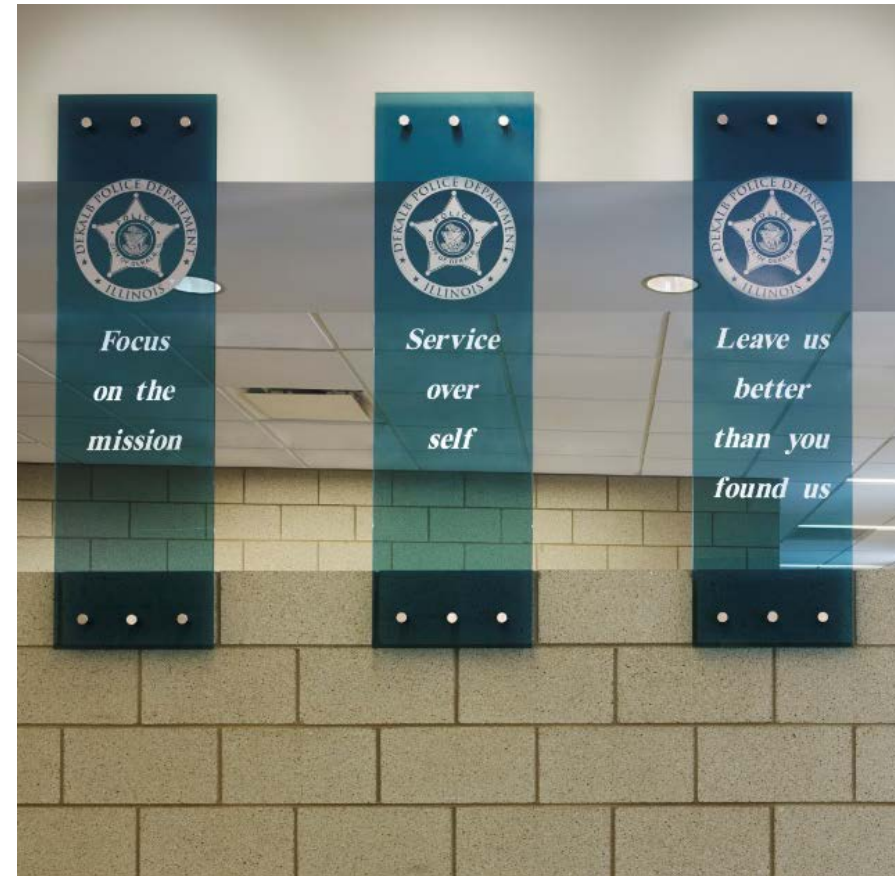


2. Staff Mental Health + Environments for Recovery

Design Principle 5

Design in a way that is officer centric

- Create displays of police art or maxims to further create department bonds.



2. Staff Mental Health + Environments for Recovery

Design Principle 5

Design in a manner that is officer centric

- Create spaces for private reflection
- Social Spaces
 - Provide indoor/exterior spaces to accommodate social functions (promotions, birthdays, etc.)



3. Staff Mental Health + Environments for Recovery

Design Principle 6

Use technology to reduce officer stress

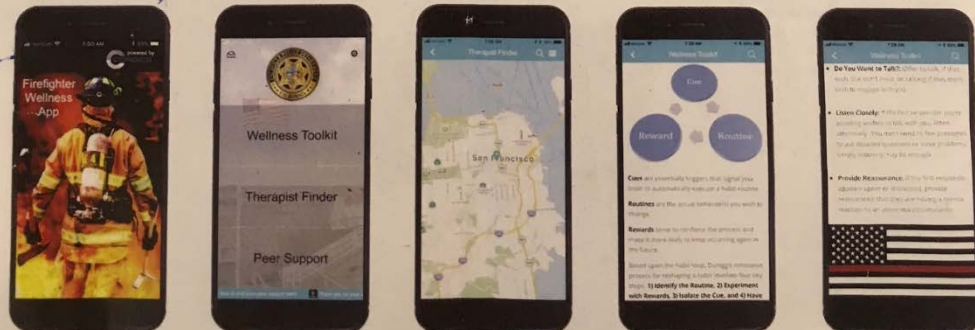
- Allow for individual climate controls.
- Design HVAC systems for improved air quality.
- Use of PTSD mHealth apps
 - Texas A & M is developing software to passively gather user data via smartwatches and smartphones to be sent to clinicians.

First Responder Wellness App

First responders face enormous stressors, pressures, and demands over the course of their careers. Our society depends upon them to repeatedly respond to traumatic events, yet we have failed to properly equip our first responders with the tools necessary to successfully manage the foreseeable mental and physical consequences of their work, including depression, insomnia, posttraumatic stress, divorce, social isolation, alcohol abuse, and suicide.

Leveraging input from thousands of first responders over the past 15+ years, our team painstakingly designed the Cordico First Responder Wellness App as a scalable, high-tech solution to help strengthen the mental and physical wellness of first responders throughout the United States. Customized and branded for each agency, this innovative mobile technology is available 24/7/365 for first responders, providing immediate handheld access to peer support contacts, suicide prevention resources, and a multitude of other powerful tools and wellness features, including:

★ Behavioral Health Tools	★ Peer Support	★ Stress Response
★ Critical Incidents	★ Psychological First Aid	★ Suicide Prevention
★ Chaplain Support	★ PTSD and PTSI	★ Supporting Children Who Fear for Your Safety
★ Emotional Health	★ Push Notifications (Optional)	★ Therapist Finder
★ Family Support	★ Relationship Success	★ Trauma
★ First Responder Wellness	★ Resilience Development	★ Wellness Self-Assessment Tools
★ Healthy Habits	★ Self-Care Checklists	★ Wellness Videos
★ Mental Toughness	★ Sleep Optimization	★ Work-Life Balance
★ Mindfulness	★ Stress Management	



2. Staff Mental Health + Recovery

- Incorporate “Court Prep” decompression rooms for officers to relax, nap
- Quiet / remote building location if possible
- Can flex as other functions such as working mothers room



2. Staff Mental Health + Recovery

Addressing Emotional Wellness: Glen Ellyn Police

- Incorporates (2) 6'x'8 quiet rooms with lounge furniture that serves multiple functions:
 - Court prep
 - Decompression lounge
 - Working mothers lactation room



2. Staff Mental Health + Recovery

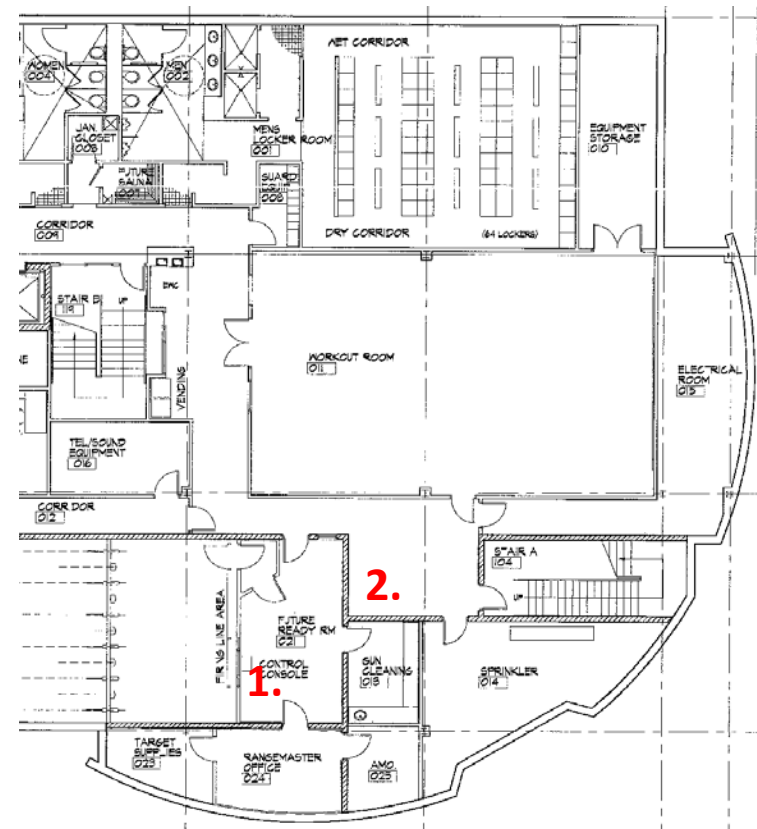
Addressing Emotional Wellness: Burbank Police

- Incorporate lounge areas for officers to decompress and relax
- Multi-functional scenario based firearms training room also accommodates cots for resting

1.



2.

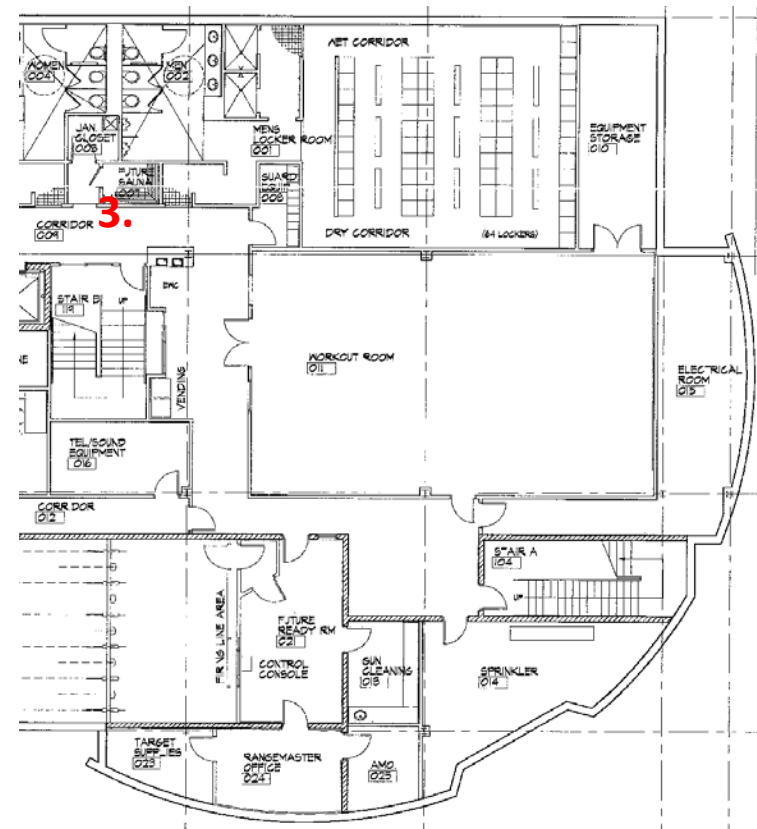


2. Staff Mental Health + Recovery

Addressing Emotional Wellness: Burbank Police

- Incorporate stress reducing amenities such as sauna rooms for staff.
- Funded by Police Officer Association

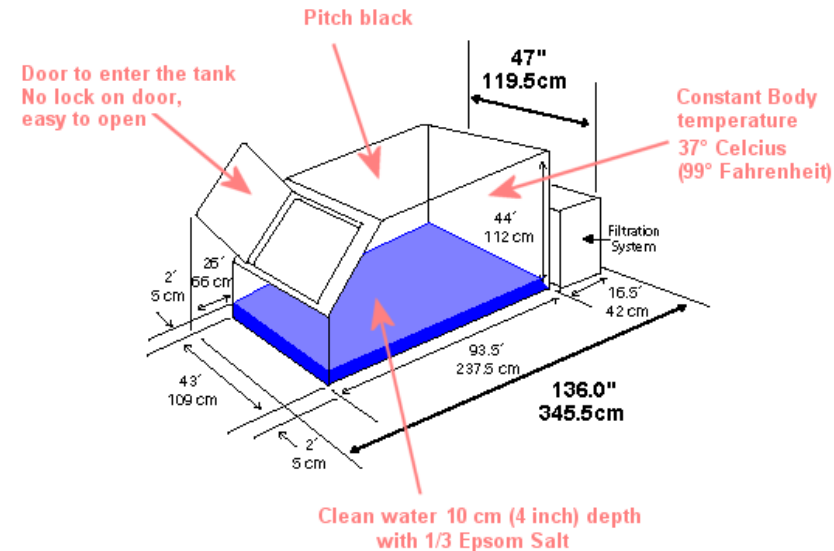
3.



2. Staff Mental Health + Recovery

Addressing Emotional Wellness: Flotation Tanks

- First created in 1950's.
- Used by athletes, military, police, etc
- 1,000 pounds of dissolved Epsom salt
- Air and water heated to skin temperature
- 45-60min float time recommended
- No light or sound – floating meditation
- Schedule on days off or after major incidents to:
 - Reduce stress
 - Improve sleep
 - Reduce anxiety
 - Assist with recovery



3. Community Outreach Programs



3. Community Outreach Programs

Hanover Park, IL Police Social Services



LET'S TAKE THE FIRST STEP TOGETHER

Residents must have a referral from a police officer to qualify for counseling services.

Please be assured that counseling services are both voluntary and confidential. The police are only interested in getting you the help you need.

Lending Support to Residents by Working Together



For Assistance, Please Call...

The Social Services Unit

Hanover Park Police Dept
2011 Lake Street
Hanover Park, IL 60133

Tel: 630-823-5579



SOCIAL SERVICES



Social Worker

**Hanover Park
Police Department**

Michael Menough, Chief of Police

3. Community Outreach Programs

Hanover Park, IL Police Social Services

Facing a Crisis

People needing assistance often come in contact with the local police department.

The Hanover Park Police Department recognizes the importance of providing its community with a professional counseling service. When faced with a crisis, people often recognize that professional help is needed but may not know where to obtain appropriate services.

Referrals are made by police officers who have had contacts with individuals experiencing social, behavioral, psychological, or financial problems. The Social Services Unit also consults with village employees, school personnel, juvenile court, community agencies, and residents of the community.

The Hanover Park Police Department Social Services Unit offers individuals and families the opportunity to work through difficulties.

There is no fee for our services.

Services Provided

Crisis Intervention

- At the scene of a police-managed incident
- For severe mental health problems

Clinical Evaluation

- With recommendations for treatment

Short-Term Counseling

- For individuals and families

Advocacy

- Acts as a liaison between citizens and the police

Crime Victim Assistance

- Information and referrals to guide victims through the criminal justice system
- Assistance with Illinois Crime Victim's Compensation

Information and Referrals

- To other professionals equipped to further address the needs of each individual

Why Seek Services?

Situations that can cause concern and may benefit from professional counseling are...

- **Domestic Violence** - physical, emotional, sexual abuse
- **Family Conflicts** - separation/divorce, parenting issues
- **Mental Illness** - depression, anxiety, suicidal thoughts
- **Physical Illness** - disability, chronic illness
- **Geriatric Problems** - elder abuse, housing alternatives, caretaker issues
- **Grief / Loss** - sudden death, suicide, homicide
- **Juvenile Issues** - runaways, truancy, behavior problems
- **Basic Needs** - food, clothing, shelter, financial assistance
- **Substance Abuse** - drug or alcohol issues, co-dependency

3. Community Outreach Programs

Hanover Park, IL Police Social Services Unit

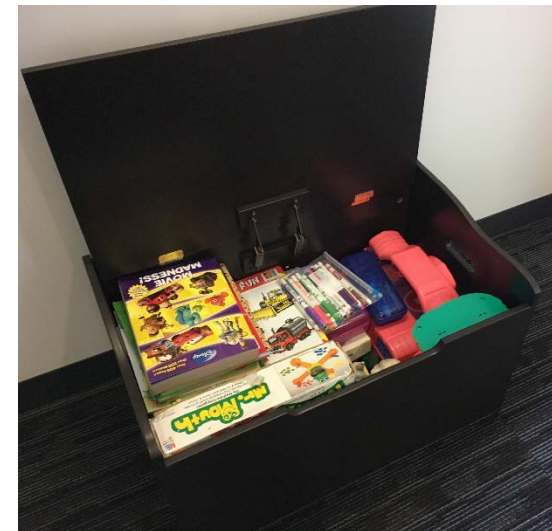
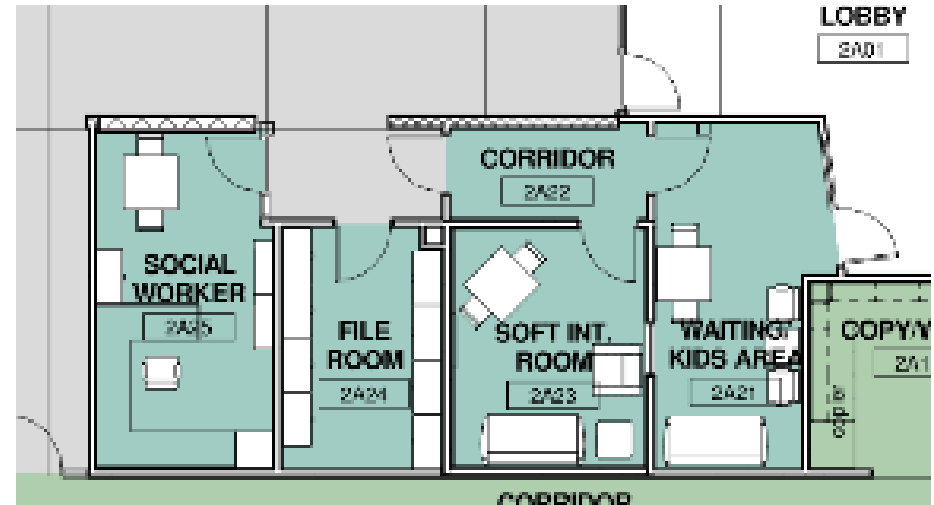
- Sequence of operations:
 1. Resident checks in at front counter
 2. Social Worker meets resident in lobby meeting room for 1st screening
 3. Or front counter controls elevator access for known residents to go upstairs.
 4. Social Services Unit waiting room is next to elevator on 2nd flr.
 5. Counseling room separate from office



3. Community Outreach Programs

Hanover Park, IL Police Social Services Unit

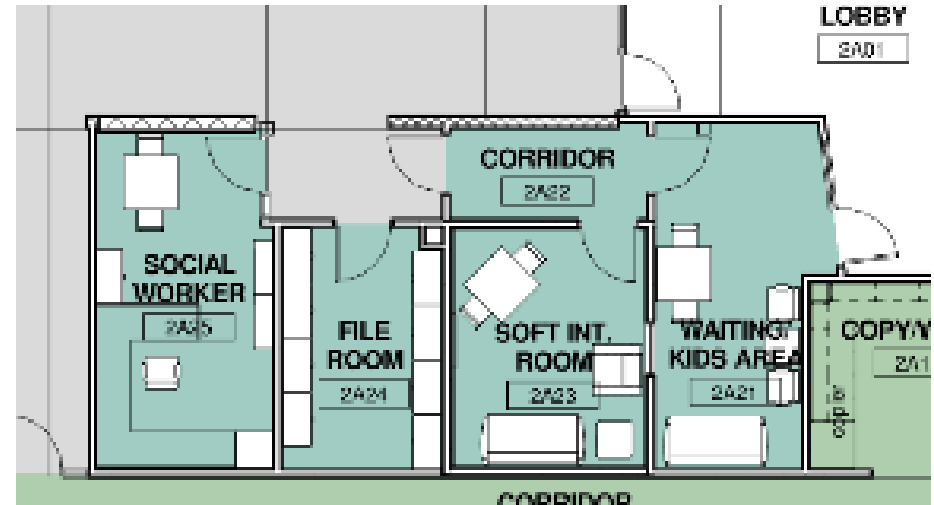
- Waiting room finishes should be calming.
- Natural daylight if possible
- Seating for 4-6
- Television and toys available for young children



3. Community Outreach Programs

Hanover Park, IL Police Social Services Unit

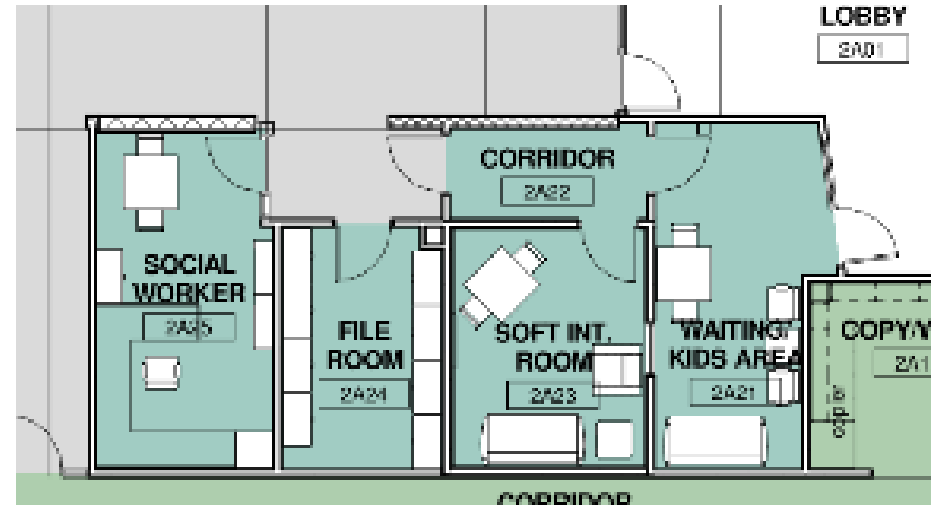
- Counseling room finishes should also be calming
- Include artwork if possible
- Seating for 5-6 including couch
- Include marker board
- Any glazing should have proper acoustical, STC ratings.



3. Community Outreach Programs

Hanover Park, IL Police Social Services Unit

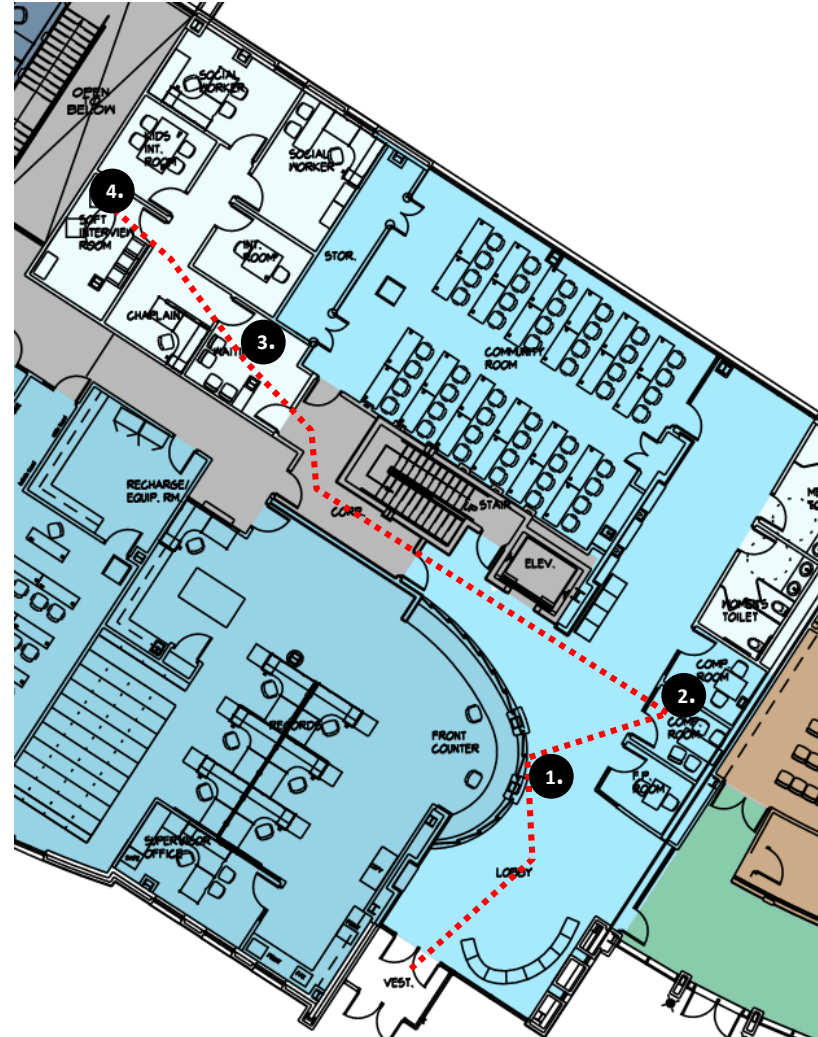
- Social worker offices should be in secured setting behind another door.
- Office sized for future workstation (growth)



3. Community Outreach Programs

Romeoville, IL Police Social Services Unit

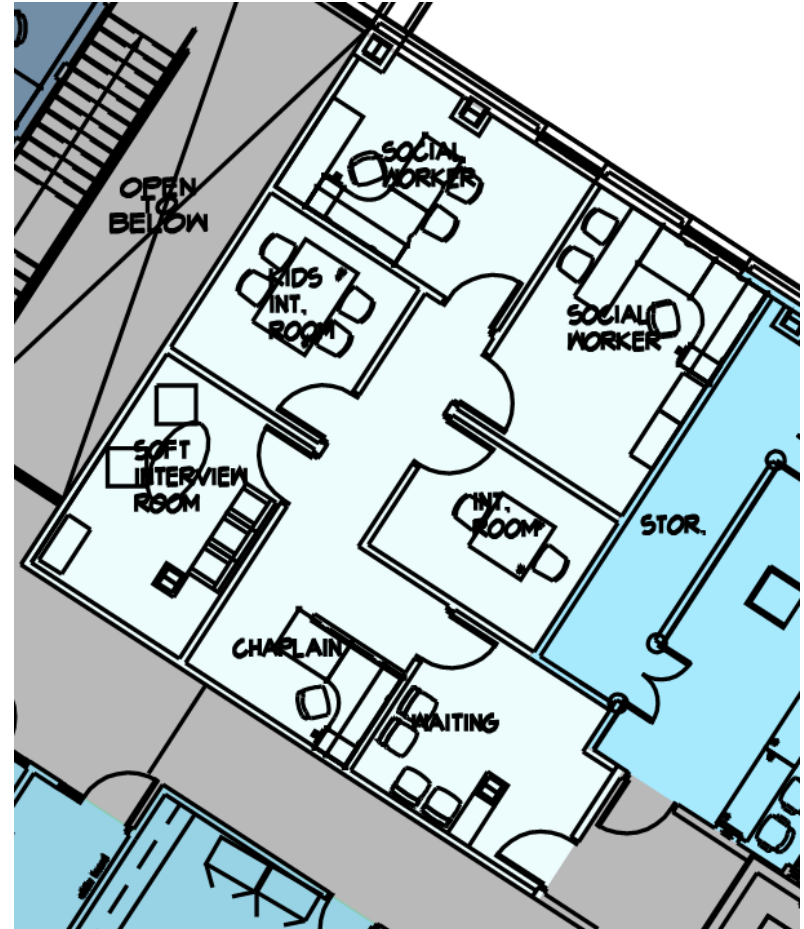
- The Romeoville Police Department offers, free-of-charge, counseling services to residents. A licensed Clinical Social Worker is on staff full-time and can assist with family counseling, domestic violence and drug abuse. All services are strictly confidential.
- Sequence of operations:
 1. Resident checks in at front counter
 2. Social Worker meets resident in lobby meeting room for 1st screening
 3. Separate waiting room in suite
 4. Different size counseling rooms



3. Community Outreach Programs

Romeoville, IL Police Social Services Unit

- Suite consists of:
 - Waiting area
 - Chaplain workstation
 - 3 interview / counseling rooms
 - 2 social worker offices



4. Countryside, IL Police – Path to Net Zero Energy

Project Background

Community Population: 5,947

Current building age: 1967 / 1986

Patrol Area: 2.9 sq mi

Department size: 24 sworn (planned for 34)

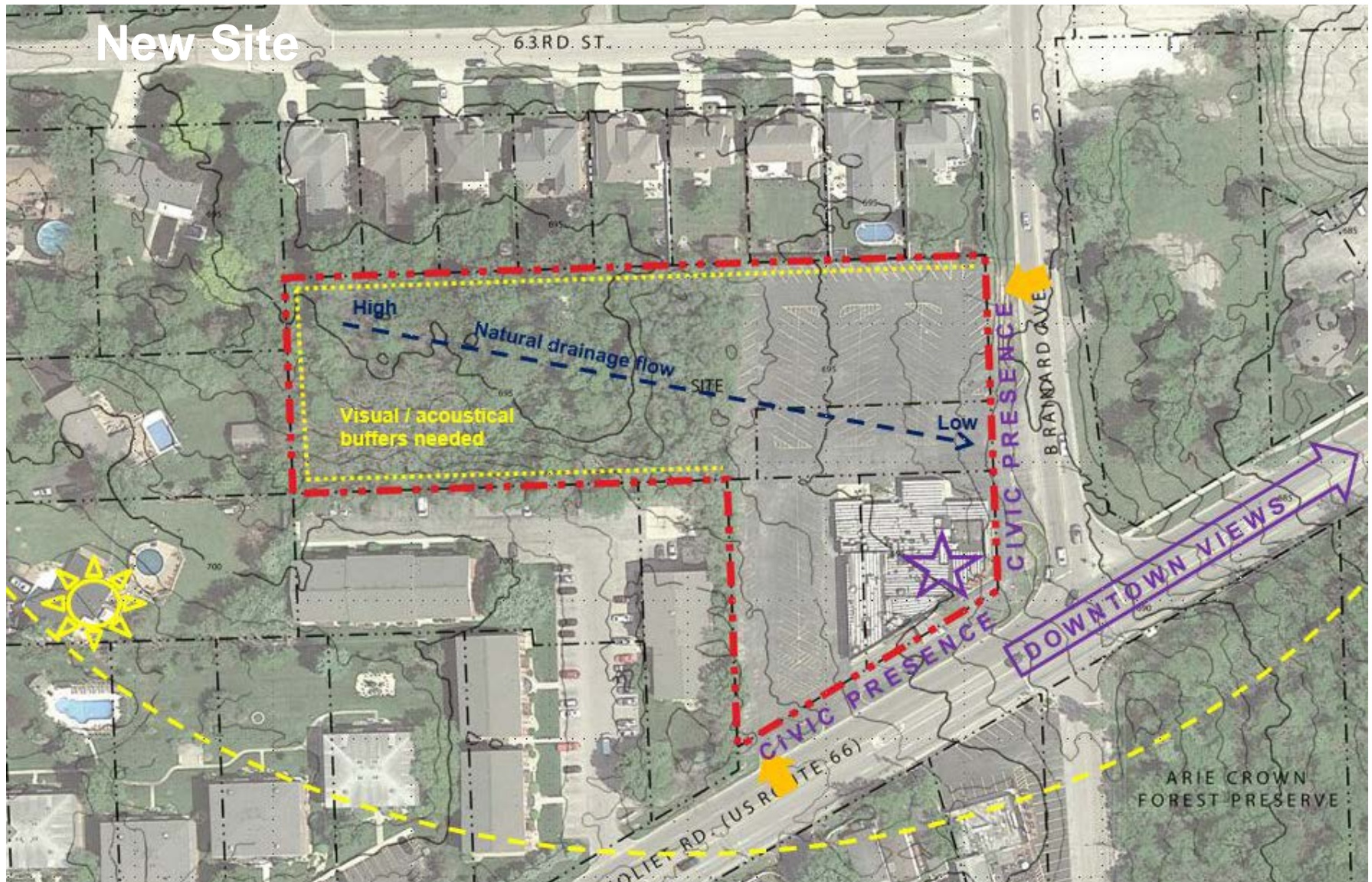
New Police SF: 34,683sf

Cost: \$500/sf

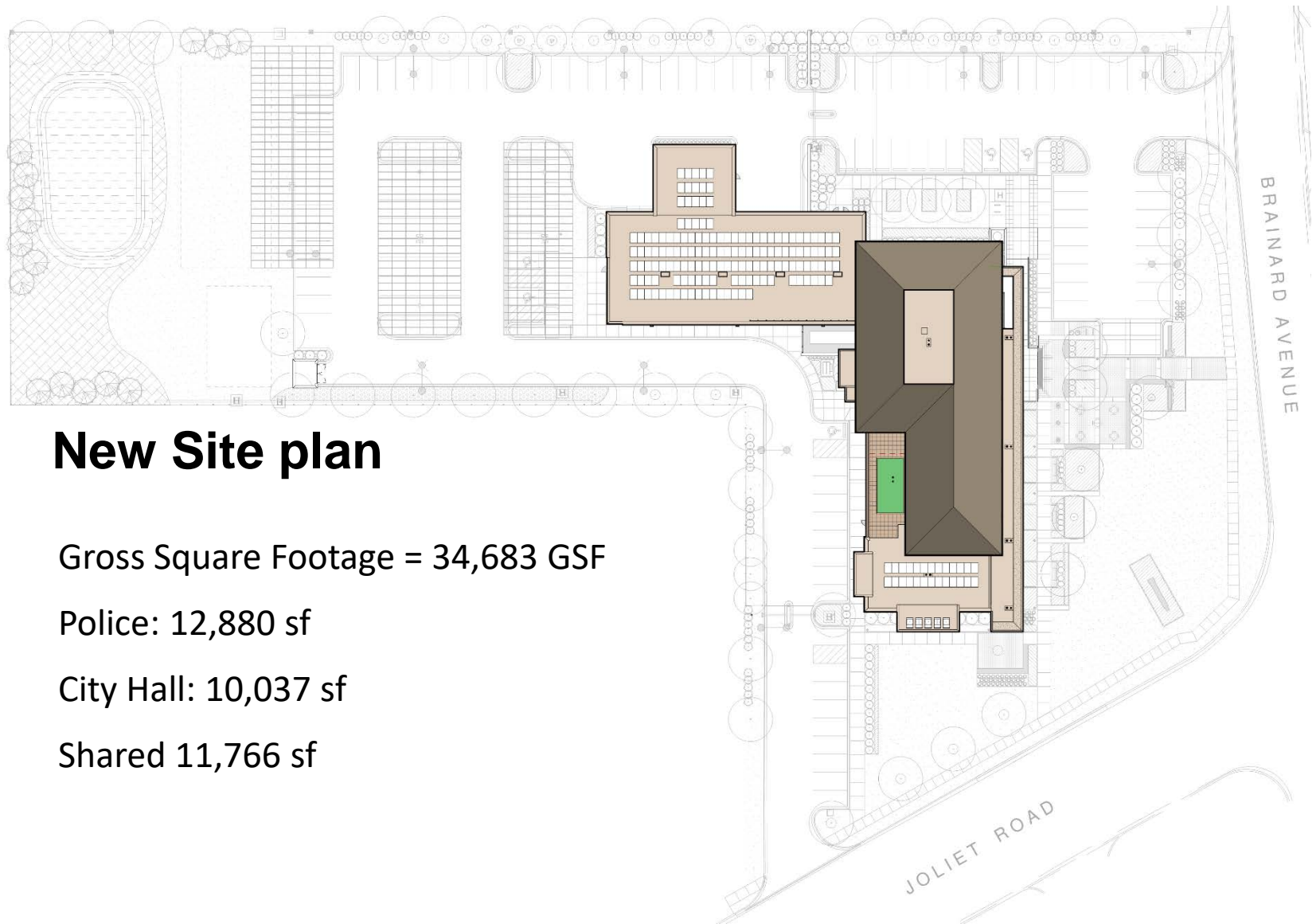
Funding: \$1M grant from IL Clean Energy Foundation



4. Countryside, IL Police – Path to Net Zero Energy

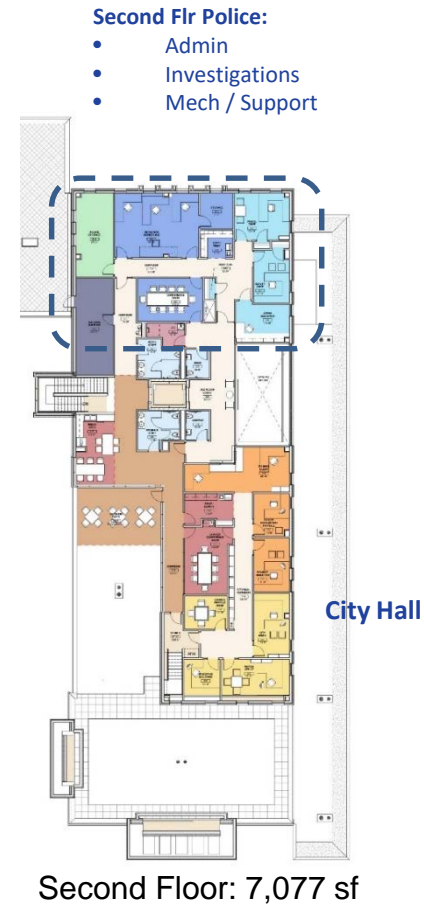


4. Countryside, IL Police – Path to Net Zero Energy



4. Countryside, IL Police – Path to Net Zero Energy

Floor Plans



4. Countryside, IL Police – Path to Net Zero Energy

Net Zero Energy Building

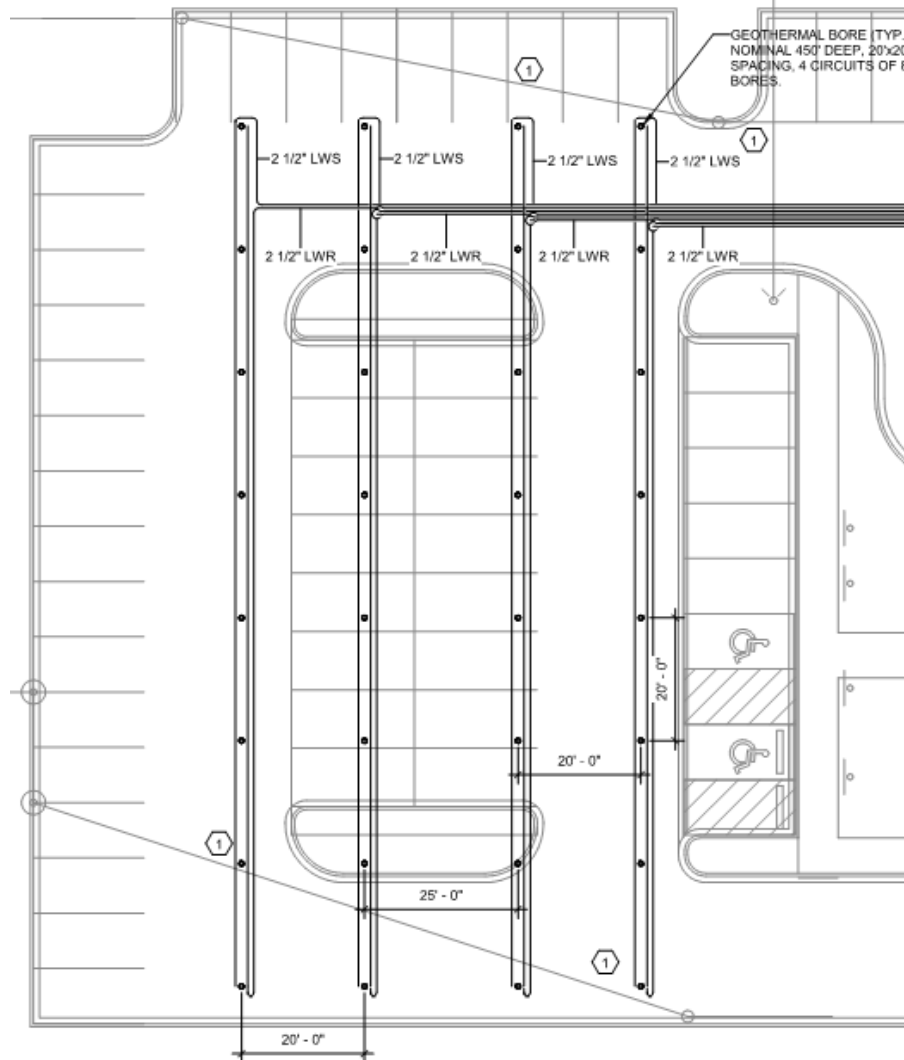
...is a **building** with **zero net energy** consumption, meaning the total amount of **energy** used by the **building** on an annual basis is roughly equal to the amount of renewable **energy** created on the site...

How are we achieving NetZero?

- Energy efficient design of the Mechanical systems: Geothermal ground loops used in conjunction with a hybrid system of Heat Pumps and VAV boxes
- Implementation of Photovoltaic panels on the roof and car ports
- Air tight building design
- LED lighting instead of fluorescent
- Green Roof

4. Countryside, IL Police – Path to Net Zero Energy

Geothermal Ground Loops



32 geothermal bores that are 450 feet deep each

4. Countryside, IL Police – Path to Net Zero Energy

Photovoltaic Panels

- 466 canopy mounted / 167 roof mounted panels = 633 total
- 62" x 42" x 2" panel size = 11,500 SF of PVs
- Product name - Sunpower
- Total anticipated power to be generated by these PV panels - 271,000 kwh



4. Countryside, IL Police – Path to Net Zero Energy

Air Tight Building: Mock-Ups

Countryside Municipal Complex - Fully Enclosed Mock Ups

"The main purpose of these advanced mock-ups is to enable testing and simulation of air infiltration levels in the building envelope. In other words, how much air from the inside of the building is being leaked to the outside and vice versa. To aim for Net Zero Energy, the Countryside Municipal facility is aiming to achieve a maximum 0.10 CFM/ft2 infiltration rate, which is 400% higher performance than conventional, energy conscious practices might meet. One of the key take-aways from early energy studies by Dewberry was the significance of a tight building envelope in reducing energy demands. The second purpose of the advanced mock-ups is that the contractors will be using the actual building construction materials and finishes that will be used on the construction of the new Municipal Complex. Things like the installation of the windows and doors, the color of the brick and mortar, the color of the metal trim, and how all the materials come together will be built on these mock-ups so that there is a reduction in running into a construction issue during the construction of the facility. The Illinois Clean Energy Community Foundation awarded the City of Countryside a grant for our net zero efforts."

Mock Up 2



Location: Second floor roof / wall soffit

Mock Up 4



Location: Bay window bump out and roof condition

Mock Up 3



Location: Main entrance and roof

Mock Up 1



Location: Police wing on northwest end



4. Countryside, IL Police – Path to Net Zero Energy

Air Tight Building Design

Roof:

- PVC Membrane Roof System (Overall R-Value: R40)
- Asphalt Roof Shingles on Vented Roof Insulation Panels (Overall R-Value: R41)
- Intensive Green Roof Vegetation and Wood Pavers on Adjustable Pedestals (Overall R-Value: R40)

Walls:

- Brick and Natural Stone on Metal Stud (Overall R-Value: R15 Continuous / R13 Cavity)
- Brick on CMU (Overall R-Value: R15 Continuous)
- Glazing Percentage: 22%

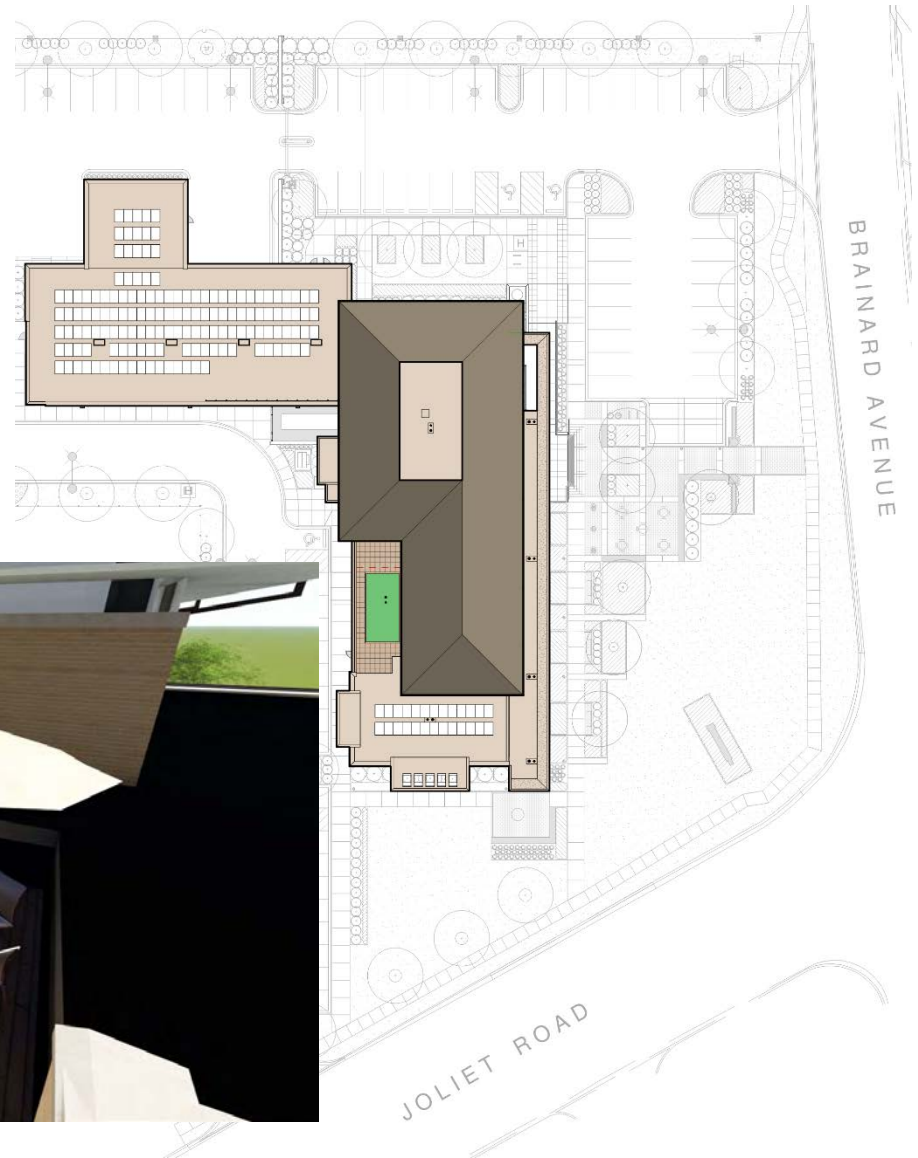
Glazing:

- Effective U-factor: 0.25
- Solar Heat Gain Coefficient: .37
- Visual Light Transmittance: 68%

4. Countryside, IL Police – Path to Net Zero Energy

Green Roofs

- Intensive 14" deep system with a variety of Perennials
- Intensive Green Roof: 392 sf
- Paver System: 904 sf





Thin Blue Line:

Discussion



Dewberry®