

W2D - Serving Those Who Serve: Challenges and Opportunities for Supporting Behavioral Wellness for First Responders, Custody and Law Enforcement Officials

Joyce Dudley, JD

Bill Brown, MPA; Sheriff, Santa Barbara County; Commissioner, Mental Health Services Oversight & Accountability Commission; Past-President, California State Sheriff's Association
Katherine Minnich, Deputy Director, Human Resources, California Department of Corrections & Rehabilitation

Dean Borders, Warden, California Institution for Men, California Department of Corrections

Nick Turkovich, Peer Director & Satellite Director, First Responder Support Network

Patrick Clouse, Chief Investigator – Santa Barbara County District Attorney's Office

Matt Garcia, MPA, Officer, Sacramento Police Department; Commissioner, Council on Criminal Justice & Behavioral Health

Track: Words to Deeds

Level: Intermediate

Room: Cypress

CE: CPA/BBS/BRN (1.5)

POST TBD, MCLE TBD

Narrative

Panel of expert leaders who represent first responders, corrections, custody, other law enforcement officials, as well as a premier treatment program, will discuss current challenges faced in these professions, as well as initiatives being undertaken by their agencies for increased safety, behavioral health and resiliency, and reducing stigma around requests for help.

Bio

Joyce Dudley, JD

Bill Brown, MPA; Sheriff, Santa Barbara County; Commissioner, Mental Health Services Oversight & Accountability Commission; Past-President, California State Sheriff's Association

Katherine Minnich, Deputy Director, Human Resources, California Department of Corrections & Rehabilitation

During her eighteen year career in the California state service, Katherine has served in a variety of managerial and leadership positions. Most recently, she was appointed as Deputy Director of Human Resources (HR) for the California Department of Corrections and Rehabilitation (CDCR) in 2016, with oversight responsibility for all HR-related functions for the largest department in California state service, including classification and compensation, workforce planning, and employee health and wellness. Previously, Katherine served as CDCR's Associate Director, HR as well as Associate Chief, Office of Personnel Services with direct responsibility for specific HR programs. Prior to joining CDCR, as the Chief of the Human Resources Branch at the California Health Benefit Exchange, Katherine was instrumental in the development and activation of this new agency, creating an HR program that successfully met the hiring goals set

forth by the Federal Affordable Care Act. She also founded the “best place to work” committee for the Exchange, receiving approval and support from executive leadership.

Katherine has extensive administrative experience in HR, with expertise in areas such as strategic planning/innovative hiring practices, development and implementation of HR policies and procedures; workers’ compensation, return to work and reasonable accommodation; exams and certification, classification and pay, and payroll and benefits. Katherine believes in setting high customer service expectations for staff, balancing that with feedback and team building exercises as well as individual and team rewards. She encourages staff to think outside the box and use creative problem solving to continuously improve the HR team.

Katherine is passionate about the health and wellbeing of CDCR staff, and is actively involved in the development and implementation of several CDCR employee wellness initiatives to further enhance a culture that supports staff’s overall health and well-being and to build sustainable programs that positively impact staff throughout their career.

Dean Borders, Warden, California Institution for Men, California Department of Corrections

Dean Borders has been the Warden or acting Warden at the California Institution for Men (CIM) since December 2015. During his career, which began in 1989, he has worked at several institutions throughout the state and has worked with both male and female offenders. Mr. Borders has held several titles which include Correctional Officer, Sergeant, Lieutenant, Captain and Associate Warden. Prior to assuming his current position, he served as the Chief Deputy Warden at the California Institution for Women (CIW).

Nick Turkovich, Peer Director & Satellite Director, First Responder Support Network

Nick started his Law Enforcement career in 1987 after eight years in the US Military where he served as a Medic. He served for 25 years with the Antioch Police Department until retiring in 2012 due to several injuries sustained in the line of duty. One of his roles at the Department was in Peer Support that he helped establish in 1992 after myself and several other officers were involved in Officer Involved shootings. Having had prior experience with Post Traumatic Stress Disorder (PTSD) from his time in the military, Nick saw a need for a Peer based support system at our department and was pleased to have support from leadership to start a program. In 2008 Nick was introduced to the West Coast Post Trauma Retreat, which is a non-profit organization established in 2001 that treats First Responders for PTSD, Critical Incident Stress, and cumulative stress associated with the profession. He has been a volunteer with this organization since then and in 2014, became the Peer Director of the organization. Nick received training and certificates in Basic and Advanced Critical Incident Stress Management from the International Critical Incident Stress Foundation, in Officer Involved Shooting Critical Incident Intervention, Basic Peer Support, Suicidal Subjects Intervention, Crisis Intervention, and Advanced Peer Counseling from California Police Officer Standards and Training (POST). He has been a certified instructor for California POST for over twenty years in the following areas; First Aid Instructor, Bloodborne Pathogens Instructor, Small arms Instructor, Field Training Officer Instructor, Train the Trainer, Mental Health Survival, Basic and

Advanced Peer Support. He has spoken at Law Enforcement Conferences in The United States and in Mexico on the topic of Mental Health Resiliency for First Responders.

Patrick Clouse, Chief Investigator – Santa Barbara County District Attorney’s Office

Matt Garcia, MPA, Officer, Sacramento Police Department; Commissioner, Council on Criminal Justice & Behavioral Health

Matthew Garcia is a 23-year veteran of the Sacramento Police Department. During his career he has held a variety of assignments to include: Patrol, Problem-Oriented Policing, Bike Officer, Background Investigator, Robbery/Gang Detective and Field Training Officer. He was recently awarded Field Training Officer of the Year for the Sacramento Police Department. Officer Garcia is a 13-year Air Force Veteran and most recently served as an Advanced Academy Instructor at the Security Forces Academy in San Antonio, Texas. Officer Garcia has a Bachelor’s Degree from California State University, Sacramento and Master's Degree in Public Administration from National University. Officer Garcia was appointed in 2016 to serve as a board member on the Council of Criminal Justice and Behavioral Health by the Senate Rules Committee.

Learning Objectives

1. Participants will be able to identify concerns of respective agencies/organizations, such as: live encounters; video encounters; social media, and institutional lack of support.
2. Participants will be able to describe current initiatives underway by existing agencies/organizations addressing increased: safety; behavioral health and resiliency; and reducing stigma around requests for help.
3. Participants will be able to assess programming recommendations and contribute to session discussion.