

WHATCOM COUNTY CONTRACT INFORMATION SHEET

Whatcom County Contract No.

Originating Department:	35 Sheriff's Office
Division/Program: (i.e. Dept. Division and Program)	3510 Administration / 351000 Administration
Contract or Grant Administrator:	Steve Harris, Undersheriff
Contractor's / Agency Name:	WA State Criminal Justice Training Commission
Is this a New Contract? If not, is this an Amendment or Renewal to an Existing Contract? Yes <input checked="" type="radio"/> No <input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> If Amendment or Renewal, (per WCC 3.08.100 (a)) Original Contract #: _____	
Does contract require Council Approval? Yes <input checked="" type="radio"/> No <input type="radio"/> If No, include WCC: _____ Already approved? Council Approved Date: _____ (Exclusions see: Whatcom County Codes 3.06.010, 3.08.090 and 3.08.100)	
Is this a grant agreement? Yes <input checked="" type="radio"/> No <input type="radio"/> If yes, grantor agency contract number(s): K83 CFDA#: _____	
Is this contract grant funded? Yes <input checked="" type="radio"/> No <input type="radio"/> If yes, Whatcom County grant contract number(s): _____	
Is this contract the result of a RFP or Bid process? Yes <input type="radio"/> No <input checked="" type="radio"/> If yes, RFP and Bid number(s): _____ Contract Cost Center: 10003575	
Is this agreement excluded from E-Verify? No <input type="radio"/> Yes <input checked="" type="radio"/> If no, include Attachment D Contractor Declaration form.	
If YES, indicate exclusion(s) below: <input type="checkbox"/> Professional services agreement for certified/licensed professional. <input type="checkbox"/> Goods and services provided due to an emergency <input checked="" type="checkbox"/> Contract work is for less than \$100,000. <input type="checkbox"/> Contract for Commercial off the shelf items (COTS). <input type="checkbox"/> Contract work is for less than 120 days. <input type="checkbox"/> Work related subcontract less than \$25,000. <input checked="" type="checkbox"/> Interlocal Agreement (between Governments). <input type="checkbox"/> Public Works - Local Agency/Federally Funded FHWA.	
Contract Amount:(sum of original contract amount and any prior amendments): \$ 50,000 This Amendment Amount: \$ _____ Total Amended Amount: \$ 50,000	Council approval required for; all property leases, contracts or bid awards exceeding \$40,000 , and professional service contract amendments that have an increase greater than \$10,000 or 10% of contract amount, whichever is greater, except when: 1. Exercising an option contained in a contract previously approved by the council. 2. Contract is for design, construction, r-o-w acquisition, prof. services, or other capital costs approved by council in a capital budget appropriation ordinance. 3. Bid or award is for supplies. 4. Equipment is included in Exhibit "B" of the Budget Ordinance. 5. Contract is for manufacturer's technical support and hardware maintenance of electronic systems and/or technical support and software maintenance from the developer of proprietary software currently used by Whatcom County.
Summary of Scope: _____	
The purpose of this grant is to continue building an officer wellness programs, to include, building resilience, injury prevention, peer support, physical fitness, proper nutrition, stress management, suicide prevention, physical health, mental health supports/services and any other program that focuses on officer wellbeing. All programs will be overseen by Dr. Earley Support Services.	
Term of Contract: 7/1/25	Expiration Date: 6/30/26

Contract Routing:	1. Prepared by: D.Duling	Date: 7/22/25
	2. Attorney signoff: <u>approved via email BW/BD</u>	Date: 7/22/25
	3. AS Finance reviewed: <u>approved via email BK/BD</u>	Date: 7/24/25
	4. IT reviewed (if IT related): _____	Date: _____
	5. Contractor signed: _____	Date: _____
	6. Submitted to Exec.: _____	Date: _____
	7. Council approved (if necessary): _____	Date: _____
	8. Executive signed: _____	Date: _____
	9. Original to Council: _____	Date: _____

Washington State Criminal Justice Training Commission		WSCJTC Contract No. K83	
		Program Index 529	
This Contract is between the State of Washington, Washington State Criminal Justice Training Commission and the Contractor identified below and is governed by Department of Enterprise Services Procurement Policies.			
Contractor Name: Whatcom County Sheriff's Office		Contractor Address: 311 Grand Ave., Bellingham, WA 98225	
Contact: Erik Francis			
Contact Telephone: 360-778-6636		Contact E-Mail efrancis@co.whatcom.wa.us	
Statewide Vendor Number: (SWV): Click here to apply or provide number below: 0002425			
WSCJTC Contact Information			
Manager of this contract or project. Name and Title. Susan Rogel, Grant Manager		E-mail Address Susan.Rogel@cjtc.wa.gov Telephone 206-939-8437	
Contract Start Date	Contract End Date June 30, 2026	Contract Maximum Amount \$50,000	
Subcontracting Authorized? Y/N Y	Travel Expenses Authorized? Y/N Y		
FOR THE WSCJTC:		FOR THE CONTRACTOR:	
Susan Rogel	<i>Susan Rogel</i>	7/10/2025	Whatcom County Sheriff's Office
Manager		Date	Contractor Business Name
Francesca Heard	<i>Francesca Heard</i>	7/10/2025	<i>See Attached</i>
Department Manager		Date	Date
Monica Alexander	<i>Monica Alexander</i>	7/10/2025	
Executive Director		Date	Contractor signature
Holly White			Donnell Tanksley, Sheriff dtanksle@co.whatcome.wa.us
WSCJTC Contract Specialist		Date	Print Name & Title

WHATCOM COUNTY:
Recommended for Approval:



Donnell Tanksley, Sheriff

7/25/25

Date

Approved as to form:

Approved via email Bw/100 7/22/25

Prosecuting Attorney

Date

Approved:

Accepted for Whatcom County:

By: _____
Satpal Sidhu, Whatcom County Executive

Date

STATE OF WASHINGTON)
) ss
COUNTY OF WHATCOM)

On this _____ day of _____, 20 ____, before me personally appeared Satpal Sidhu, to me known to be the Executive of Whatcom County, who executed the above instrument and who acknowledged to me the act of signing and sealing thereof.

NOTARY PUBLIC in and for the State of
Washington, residing at Bellingham.
My commission expires _____.

Statement of Work.

This contract was won competitively, and contract incorporates by reference the Statement of Work WSCJTC published in the Request for Proposal, which the Contractor's proposal specifically agreed to perform.

This grant is for the purpose of establishing officer wellness programs, to include, building resilience, injury prevention, peer support, physical fitness, proper nutrition, stress management, suicide prevention, physical health, mental health supports/services and any other program that focuses on officer wellbeing.

OUTCOMES, REPORTING, AND INVOICING TIMELINES

1. **Outcome Report**
2. **Invoice (A-19 and backup documentation (receipts for expenses, number served, rosters, training topics, etc.) – submitted in one PDF document all together)**

DUE DATES:

1. October 15, 2025 (July, August, & September)
2. January 15, 2026 (October, November, & December)
3. April 15, 2026 (January, February, & March)
4. July 10, 2026, **FINAL** submission (April, May, & June)

REQUIRED OUTCOMES FOR REPORT:

1. Dr. Earley's Services – Document services provided by Dr. Earley, dates, topics, number of officers attended.
2. Complete officer survey of usefulness of all services and suggestions for future officer wellness services. Report outcomes in final report.

Exclusive Agreement. This contract, with its attachments and documents incorporated by reference, contains all of the terms and conditions the parties agreed to. No other contract terms or conditions shall be deemed to exist or bind the parties. The parties signing above confirm they have read and understand this entire Contract and have the authority to enter this Contract. WSCJTC and the Contractor may amend the contract by mutual written agreement.

Payment. WSCJTC shall pay the Contractor for performance of the Statement of Work, in response to invoices specifying hours worked or work completed but shall not pay in advance. Payments are made by Electronic Funds Transfer using the bank routing information the Contractor provides.

Nondiscrimination.

- a. **Nondiscrimination Requirement.** During the term of this Contract, Contractor, including any subcontractor, shall not discriminate on the bases enumerated at RCW 49.60.530(3). In addition, Contractor, including any subcontractor, shall give written notice of this nondiscrimination requirement to any labor organizations with which Contractor, or subcontractor, has a collective bargaining or other agreement.
- b. **Obligation to Cooperate.** Contractor, including any subcontractor, shall cooperate and comply with any Washington state agency investigation regarding any allegation that Contractor, including any subcontractor, has engaged in discrimination prohibited by this Contract pursuant to RCW 49.60.530(3).
- c. **Default.** Notwithstanding any provision to the contrary, WSCJTC may suspend Contractor, including any subcontractor, upon notice of a failure to participate and cooperate with any state agency investigation into alleged discrimination prohibited by this Contract, pursuant to RCW 49.60.530(3). Any such suspension will remain in place until WSCJTC receives notification that Contractor, including any subcontractor, is cooperating with the investigating state agency. In the event Contractor, or subcontractor, is determined to have engaged in discrimination identified at RCW 49.60.530(3), WSCJTC may terminate this Contract in whole or in part, and Contractor, subcontractor, or both, may be referred for debarment as provided in RCW 39.26.200. Contractor or subcontractor may be given a reasonable time in which to cure this noncompliance, including implementing conditions consistent with any court-ordered injunctive relief or settlement agreement.
- d. **Remedies for Breach.** Notwithstanding any provision to the contrary, in the event of Contract termination or suspension for engaging in discrimination, Contractor, subcontractor, or both, shall be liable for contract damages as authorized by law including, but not limited to, any cost difference between the original contract

and the replacement or cover contract and all administrative costs directly related to the replacement contract, which damages are distinct from any penalties imposed under Chapter 49.60, RCW. WSCJTC shall have the right to deduct from any monies due to Contractor or subcontractor, or that thereafter become due, an amount for damages Contractor or subcontractor will owe WSCJTC for default under this provision.

Industrial Insurance Coverage. WSCJTC will report the Contractor to the Department of Labor and Industries (L&I) as a "non-employee covered worker" and will pay L&I insurance premiums. Any injuries the Contractor suffers in the course of performing this contract are covered by L&I. The Contractor and his/her physician should claim accordingly. If this contract authorizes subcontracting, the Contractor provides L&I coverage for any subcontract workers; WSCJTC and the State assume no liability for them.

Termination. No guarantee of work is made or implied as a result of this Contract: merely signing this contract does not guarantee the Contractor any specific amount of payment. WSCJTC may terminate this Contract by providing written notice to the Contractor. Termination shall be effective on the date specified in the termination notice. WSCJTC shall be liable for only authorized services provided on or before the date of termination.

Assignment. The Contractor may not assign this Contract, or its rights or obligations to a third party.

Confidentiality. The Contractor shall not disclose any information WSCJTC designates confidential. This contract and the Contractor's proposal, if any, become the property of the WSCJTC, subject to the Public Records Act RCW 42.56.

Disputes. If a dispute arises under this contract, it shall be resolved by a Dispute Board. The WSCJTC Executive Director and the Contractor shall each appoint a member to the Board. The Executive Director of the WSCJTC and the Contractor shall jointly appoint a third member to the Dispute Board. The Board shall evaluate the dispute and resolve it. The Board's determination shall be final and binding to all parties to this Contract.

Indemnity. Contractor agrees to hold harmless WSCJTC for any claim arising out of performance or failure to perform the contract, without regard to actual or alleged negligence by State employees.

Governing Law. This Contract shall be governed by the laws of Washington. The jurisdiction for any action hereunder shall be the Superior Court for the State of Washington. The venue of any action hereunder shall be in the Superior Court for Thurston County, State of Washington.

Rights in Data. Material created from this Contract shall be "works for hire" as defined by the U.S. Copyright Act of 1976 and shall be owned by WSCJTC, including but not limited to reports, documents, videos, curricular material, exams or recordings. Such materials are subject to RCW 42.56, the Public Records Act; WSCJTC may disclose such documents in accordance with the PRA.

Severability. If any provision of this Contract or any provision of any document incorporated by reference shall be held invalid, such invalidity shall not affect the other provisions of this Contract which can be given effect without the invalid provision, if such remainder conforms to the requirements of applicable law and the fundamental purpose of this Contract, and to this end the provisions of this Contract are declared to be severable.

Waiver. A failure by the WSCJTC to exercise its rights under this contract shall not preclude WSCJTC from subsequent exercise of such rights and shall not constitute a waiver of any rights under this contract unless stated to be such in writing and signed by an authorized representative of WSCJTC and attached to the original contract.

Total Allocation	Dr. Earley	\$50,000



WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

Monica Alexander, Executive Director

19010 1st Avenue South • Burien, WA 98148 • Phone: 206-835-7300 • www.cjtc.wa.gov

April 17, 2025

ELECTRONICALLY DELIVERED

REQUEST FOR PROPOSALS

The Washington State Criminal Justice Training Commission (WSCJTC) invites written proposals to perform the work summarized below. In addition, this Request for Proposal (RFP) describes in detail the process of submitting responsive proposals.

Officer Wellness Grant

Intent: The WSCJTC is to provide grants to local law enforcement officers and corrections officers for the purpose of establishing officer wellness programs. Proposals are to include but are not limited to, building resilience, injury prevention, peer support, physical fitness, proper nutrition, stress management, suicide prevention, physical health services and mental health support/services. Additional programs are also encouraged to focus on officer wellbeing.

- Date RFP Posted: April 17, 2025
- Funding Available \$1,500,000.
- Term of Contract: From July 1, 2025 to June 30, 2026.
- Proposals Due: by 3 p.m., May 15, 2025. Return completed proposals to: susan.rogel@cjtc.wa.gov
- Proposal Review: May 19-30, 2025
- Proposal Decisions by: June 6, 2025
- Contracts start date: July 1, 2025

Point of Contact for this RFP:

Name: Susan Rogel, Grant Manager
Address: WSCJTC, 19010 1st Ave. South, Burien, WA 98148, MS: TB-35
Phone: (206) 939-8437
Email: susan.rogel@cjtc.wa.gov

Proposal Submission

Each agency must submit to the RFP Point of Contact named above a single proposal by email attachment. WSCJTC will consider that email an electronic signature intended to bind the Agency. The WSCJTC will consider proposals to include an acceptance period at least until the scheduled date of announcing the successful applicant. WSCJTC will not consider late submissions to be responsive proposals.

All proposals become the property of the WSCJTC, subject to the Public Records Act, RCW 42.56, and will not be returned. If an Agency wants to designate one or more parts of its proposal exempt from public disclosure, the Agency must clearly designate those parts. Marking the entire proposal exempt from disclosure will not be honored. The Agency must either limit the claimed exemption or withdraw the proposal. WSCJTC reserves the right to cancel or to suspend the RFP in whole or in part before naming the recipient.

TRAINING THE GUARDIANS OF DEMOCRACY

Officer Wellness Grant Application - 2025-2026

WSCJTC reserves the right to select the agency without further discussion or negotiation of the proposals received, so proposals should be the most favorable terms the agency can offer. WSCJTC reserves the right to contact an Agency for clarification of its proposal.

Nothing compels WSCJTC to select the agency based solely on the lowest proposed cost. WSCJTC reserves the right to weigh a variety of relevant factors in selecting the agency.

Conditions of the Contract Award:

- If WSCJTC names an agency, WSCJTC will immediately begin drafting a contract with the agency.
- WSCJTC will pay for the progress and completion of work described in the statement of work, but not in advance.
- No work can be performed, nor any expenses incurred before the contract is signed.
- WSCJTC will not pay for an Agency's cost in preparing its proposal.
- Contracts WSCJTC award are contingent upon funding.
- This RFP does not obligate WSCJTC to enter into a contract.

DEBRIEFING OF UNSUCCESSFUL BIDDERS

On request, WSCJTC will schedule a telephonic debriefing conference of one hour or less with an unsuccessful bidder, if requested before the deadline specified in the RFP schedule above. Debriefing is limited to a critique of the Agency's proposal. Comparison with other proposals is not allowed.

PROTESTS

Agencies who have participated in a debriefing conference may, within three days following the conference, file with the RFP manager a written or emailed protest of the acquisition, limited to:

- Allegations of bias, discrimination, or conflict of interest on the part of the WSCJTC employees who decided upon the Agency.
- Allegations of WSCJTC's non-compliance with this RFP, as revised by WSCJTC, except where the RFP specifies WSCJTC discretion and "reserved rights."

The protest must state the grounds for the protest, including specific facts, must specify the actions being protested, and must describe the corrective action being requested.

Upon receipt of a protest, WSCJTC's Executive Director will appoint an employee who was not involved in the procurement to review the record, consider all relevant facts, and issue a decision within five business days of receipt of the protest. If additional time is required, the protesting party will be notified of the delay.

The final determination of the protest shall:

- Find the protest lacking in merit and uphold WSCJTC's action; or
- Find only technical or harmless errors in the WSCJTC's actions and find WSCJTC to be in substantial compliance and uphold WSCJTC's actions; or
- Find the protest essentially valid and recommend to the Executive Director steps to:
 - correct the errors and fairly re-evaluate all responsive proposals received, or
 - reject all proposals and start the RFP process over again, or
 - make the protestor whole for any lost opportunity.

Officer Wellness Grant Application - 2025-2026

COVER PAGE

Agency Name	Date of Application	
Contact Name (Name of one individual responsible for communication concerning the contract and reporting requirements from July 1, 2025- June 30,2026).	Contact Phone Number	Contact Email Address
Agency Address	Amount of Funds Requested	
Sheriff/Chief Signature	Name	Email Address
Agency Contract Signer (contracts are sent via Docusign)	Name and Title	Email Address

Officer Wellness Grant Application - 2025-2026

APPLICATION

1. Describe your agencies Current Officer Wellness Program.	
2. Describe the specific project you are requesting funding for within your Officer Wellness Program.	
3. Describe what you hope to accomplish if funded for this project.	
* Identify the specific outcome(s) needed to show success of your proposed project," what will you know or accomplish if your project is successful".	
*Identify specific personnel responsible for collecting and reporting data.	

Officer Wellness Grant Application - 2025-2026

4. Describe previous funding received from WSCJTC for Officer Wellness Programs/projects. Include the dollar amounts allotted, dollar amounts spent and/or unspent and the specific fiscal year of the funding.		
5. Program Budget. * Describe all aspects of your budget below or request an excel document to be sent to you by Susan Rogel. Susan.rogel@cjtc.wa.gov		
BUDGET	Grant funds Requesting	Narrative Detail
Supplies <i>(Itemize all)</i>		
Professional Services <i>(Itemize all names and agencies and the services to be provided.)</i>		
Training and Travel <i>(Itemize all costs)</i>		
Fixed Assets/Equipment <i>(Itemize all)</i>		
Other <i>(Itemize all)</i>		
Total Request		

Officer Wellness Grant Application - 2025-2026

COVER PAGE

Agency Name Whatcom County Sheriff's Office	Date of Application 05/15/2025	
Contact Name (Name of one individual responsible for communication concerning the contract and reporting requirements from July 1, 2025- June 30, 2026). Chief Deputy Erik Francis	Contact Phone Number 360-778-6636	Contact Email Address efrancis@co.whatcom.wa.us
Agency Address 311 Grand Ave. Bellingham WA 98225	Amount of Funds Requested \$184,350	
Sheriff/Chief Signature 	Name Donnell Tanksley	Email Address DTanksle@co.whatcom.wa.us
Agency Contract Signer (contracts are sent via DocuSign) 	Name and Title Donnell Tanksley	Email Address DTanksle@co.whatcom.wa.us

Officer Wellness Grant Application: 2025-2026

APPLICATION:

1. Describe your agency's Current Officer Wellness Program:

Solely through funding from the 2024-2025 CJTC grant, the Whatcom County Sheriff's Office, hereinafter referred to as WCSO, contracted with Mental Health Psychologist Michael Earley. The following describes the program, which has been functioning since September, 2024:

-Upon approval of funding, WCSO immediately began the "informal mental health support" aspect of our program on September 12, 2024, as Dr. Earley began a series of rides with senior deputies and supervisors in order to meet key stake holders and to begin to learn about agency history, needs, and culture. Dr. Earley used this opportunity, in conjunction with emails from the administration, to explain/normalize his role, and to articulate that he serves in a supportive capacity but has no role in assessing fitness for duty or reporting back to admin on officer functioning.

-Dr. Earley provides quarterly Wellness Trainings for patrol deputies, the first of which occurred in January (Dr. Earley's introduction, Wellness Training Program future outlook); the second in April (Peer Support focus). Future subject matter will include "Work/Life Balance and Managing Workplace Stress" (Summer) and "Financial Wellness" (Fall).

-Dr. Earley regularly meets with administrators from patrol, investigations, and corrections. He has done a great job of cultivating relationships with sergeants, who recognize better than anyone the mental health issues from patrol calls and the specific deputies who may be reluctant to ask for assistance. Through these relationships, Dr. Earley has had success in identifying and facilitating deputies involved in stressful patrol calls, fatality responses of all kinds, and mental health crisis. On several occasions, I've received positive comments from both sergeants and deputies alike concerning the response of Dr. Earley. In that same vein, it has

become customary for staff to now suggest Dr. Earley's presence on the heels of a high intensity call.

-The establishment of a Vetted Provider Team. Dr. Earley's already established group of local, Whatcom County, licensed mental health providers, twelve in total, are working with all law enforcement and have received over fifty referrals for mental wellness care. Dr. Earley first reaches out to assess for provider availability and then conducts warm handoffs between therapists and Sheriff's Office employees & deputies in order to minimize any potential barriers to care. These professionals are familiar with law enforcement culture as they've attended patrol briefings, participated in rides with officers/deputies, and other functions, e.g., vehicle pursuit training.

-Dr. Earley has also made inroads with our county corrections team, first spending time at both the downtown jail as well as our smaller county "work center" corrections facility. He has spent time with the Chief of Corrections, three Corrections Lts. and other sergeants and officers. Dr. Earley was instrumental in supporting a corrections officer during an acute mental health crisis in January, working alongside corrections admin to ensure that the officer received the highest quality care possible and that he was connected to appropriate mental health services.

-Also, of note, we are proud to report that in January, Chief Deputy James Triplett proposed a "Physical Fitness Program," which was then instituted by Sheriff Tanksley on Feb. 24. Because Sheriff Tanksley recognized the agency was taking an important step with the mental wellness program, he showed continued support of overall wellbeing with Chief Triplett's proposal, which is described as follows: To encourage physical fitness by allowing Sheriff's Office employees two hours per week to engage in physical fitness activities.

Fitness time is allowed at the main Sheriff's Office gym or the central shop workout area. Deputies log out on CAD with a location and the reason, "Fitness."

This is a pilot program that that will be evaluated periodically to ensure it is being administered properly. As listed above, this program is partly the result of Dr.

Earley and the wellness program's success as the WCSO staff looks to facilitate and support overall wellness for its employees. The physical fitness program is not funded by any of the grant monies received.

2. Describe the specific project you are requesting funding for within your Officer Wellness Program:

Our program remains in its infancy and we are requesting funding to further establish and entrench our program within our WCSO culture. Without additional grant funding, we are concerned about the agency's ability to continue to provide our wellness programming; to deliver our Wellness Trainings; to launch our Peer Support Program; and maintain our connection to the Vetted Provider team which has already taken numerous referrals.

At the end of last year, due to budget concerns, our County Executive initiated a hiring freeze on some WCSO positions affecting our Records/Evidence division. Moreover, twice in April the executive warned of uncertain revenue projections and sent all department heads budget instructions reference spending reductions. Efforts continue to be made by WCSO to identify novel sources of county funding for our wellness program, but as there are no guarantees, we believe that state funds would provide WCSO with time and runway to work to build officer wellness into our ongoing agency budget. The specific pillars of our program that we hope to fund are outlined below.

3. Describe what you hope to accomplish if funded for this project (what will you know or accomplish if your project is successful and Identify specific personnel responsible for collecting/reporting data):

-Provide Dr. Earley more time to engage in rides/meetings with additional members of patrol and to establish the relationships necessary for deputies and detectives to feel more comfortable reaching out for help and support. Dr. Earley will commit to spending individual time with each member of the agency by the end of the next funding cycle.

-The full launching of our peer support team, which will be uniformly trained with developed and published program SOPs and a leadership time in alignment with how to best utilize and deploy the Peer Supporters themselves; we also plan to schedule one annual "skills training" for this peer support team. Presently, we

have established a list of our peer support team covering leadership, patrol, investigations, drug task force, and support staff. This took a great deal of time as there was a prior team, which was never trained nor utilized properly, and required a complete reset. Much of that included interviews and recruiting to determine the people selected were ones who others felt comfortable contacting.

The selected team will receive an 8-hour block of peer support training on May 15, 2025. This training will focus at length on educating deputies with active listening skills, the appropriate scope of their role, and the Peer Support RCW and necessities to be RCW compliant while maintaining privileged communication.

-To continue with our current scheduling of 4 wellness trainings per year, every quarter, with each training scheduled twice to cover both patrol squads. A different aspect of the program we'd like to fund would be annual non-patrol (investigations & admin) wellness training to spread resources more consistently across all members of our agency.

-Ongoing development and fostering of the Vetted Provider Team. This entails ongoing assessment of how many providers are needed to meet the demands for services, and the recruitment and vetting of additional providers as necessary. We also would like to coordinate agency invitations to this cadre of therapists, hoping to include them in agency events and trainings, where they might have opportunities to interact with deputies in a relaxed context.

-We hope to support Dr. Earley's efforts working with patrol, admin, peer support, etc. with a dedicated additional licensed mental health provider who would solely focus his or her efforts on our corrections side of the Sheriff's Office. This cadre of individuals often feels isolated from the rest of the department and would benefit from a dedicated provider, ideally working 15 hours a week, to be embedded in our two jail locations and who could facilitate referrals, deliver trainings, and commit to aiding this population of individuals with some of the worst mental health outcomes.

-Finally, we would like to conduct a survey at the conclusion of our second year of funding. Plans are already made to send out surveys in June, 2025, to assess the first-year impact of our efforts and seek feedback and ideas as we move into the second year of our wellness program.

Specific personnel responsible for collecting and reporting data:

-Dr. Earley will be responsible for keeping a running log of all individuals he has spent meaningful time with: e.g. on a patrol ride along, a detective lunch or coffee meeting, or time spent meeting and checking in with a member of admin.

-Dr. Earley will be responsible for reporting back to agency admin on the functioning of the peer support team and will be responsible for working with Lt. Jason Karb on the requisite training and organization of this team.

-Dr. Earley will work in conjunction with Training Sgt. Booker Laughlin to ensure that trainings are scheduled and take place on a schedule that well suits the agency.

-Dr. Earley will work in conjunction with me, Chief Deputy Erik Francis, and with Lt. Jason Karb to determine if there appears to be a need for additional licensed mental health providers; if so, Dr. Earley will reach out to the Vetted team and his contacts in the mental health community to identify additional potential providers.

-The additional proposed licensed provider, dedicated to serving the corrections side of the Sheriff's office would report back to Dr. Earley, with regards to wellness responsibilities, to Lt. Karb, with respect to Peer Support, and finally to me, as overseeing this aspect of the wellness program.

4. Describe previous funding received from WSCJTC for Officer Wellness Programs/Projects. Include the dollar amounts allotted, dollar amounts spent and/or unspent and the specific fiscal year of the funding:

In May, 2024, the Whatcom County Sheriff's Office was awarded \$84,000 following a request for \$112,000 to establish an Officer Wellness Program (July 1, 2024-June 30, 2025). As of this time, with approximately two months remaining in the life of the grant, we have spent \$55,100. It is worth mentioning that it took an inordinate amount of time to get both the grant, as well as Dr. Earley's contract, approved by our county council. As a result, we were unable to start the

program, and pay Dr. Earley, until September, partially a result of my naivete to the process, of which I'm now familiar, but will not result in further programmatic issues. Our program is activated and processes are being implemented as planned, which will continue assuming our agency is awarded again. Also, of note, we anticipate spending the remaining grant money before June 30, 2025.

5. Program Budget:

5. Program Budget.		
* Describe all aspects of your budget below or request an excel document to be sent to you by Susan Rogel. Susan.rogel@cjtc.wa.gov		
BUDGET	Grant funds Requesting	Narrative Detail
Supplies (Itemize all)	\$1,050	One 15" MacBook Air
Professional Services (Itemize all names and agencies and the services to be provided.)	\$183,300	-Culturally Competent Licensed Psychologist \$200/ hr x12 hrs/ week (47 weeks) \$112,800 -Culturally Competent Masters Level Clinician \$125/ hr x 12 hrs/ week (47 weeks) \$70,500
Training and Travel (Itemize all costs)	\$0	
Fixed Assets/Equipment (Itemize all)	\$0	
Other (Itemize all)	\$0	
Total Request	\$184,350	