

**Clay County Agreement/Contract No. 2021/2022-188 RN1**

**FIRST RENEWAL TO AGREEMENT FOR CLINICAL SERVICES**

This First Renewal to Agreement for Clinical Services (“First Renewal”) is made and entered into this \_\_\_\_ day of June, 2023 by and between Command Counseling Center, LLC, a Florida Limited Liability Company (“Contractor”), and Clay County, a political subdivision of the State of Florida (“County”).

**RECITALS**

**WHEREAS**, on June 28, 2022, the parties entered into the Agreement for Clinical Services, Clay County Agreement/Contract No. 2021/2022-188 (“Agreement”), a copy of which is attached hereto and incorporated herein as Exhibit 1, wherein the Contractor agreed to provide Consulting, Critical Incident, Training, and Counseling Services Yearly under Option A in accordance with Attachment A to the Agreement; and

**WHEREAS**, the Agreement provides for an initial one year term beginning on June 28, 2022 and continuing through June 27, 2023, with the option to renew the Agreement for two additional one year periods upon subsequent mutual written agreement of the parties; and

**WHEREAS**, the parties wish to enter into this First Renewal to renew the Agreement for an additional one year period commencing June 28, 2023 and continuing through June 27, 2024 as set forth herein.

**NOW THEREFORE**, in consideration of the foregoing Recitals, the mutual covenants and promises set forth herein, and for other good and valuable consideration, the receipt of which is hereby acknowledged and all objections to the sufficiency and adequacy of which are hereby waived, the parties agree as follows:

1. The above recitals are true and correct and are incorporated herein by reference.
2. The Agreement is hereby renewed for an additional one year period commencing on June 28, 2023 and continuing through June 27, 2024.
3. The Contractor shall continue to provide the Consulting, Critical Incident, Training, and Counseling Services Yearly under Option A as set forth in Attachment A to the Agreement. During this First Renewal term, the total price for the Services and payment in quarterly installments shall remain the same as set forth in provision 5.1 of paragraph 5 of the Agreement.
4. Except as expressly provided herein, all other terms and conditions of the Agreement not affected by this First Renewal are incorporated herein and shall remain in full force and effect.
5. The parties agree to utilize electronic signatures and that the digital signatures of

the parties set forth below are intended to authenticate this First Renewal and have the same force and effect as manual written signatures. Each person signing on behalf of the parties represents and warrants that he/she has full authority to execute this First Renewal on behalf of such party and that the First Renewal will constitute a legal and binding obligation of such party.

**IN WITNESS WHEREOF**, the parties hereto have executed this First Renewal as of the date and year first written above.

**COMMAND COUNSELING CENTER, LLC**

By: \_\_\_\_\_

Print Name: \_\_\_\_\_

Print Title: \_\_\_\_\_

**CLAY COUNTY, a political subdivision of the State of Florida**

By: \_\_\_\_\_

Betsy Condon  
Its Chairman

ATTEST:

\_\_\_\_\_  
Tara S. Green  
Clay County Clerk of Court and Comptroller  
Ex Officio Clerk to the Board

# **EXHIBIT 1**

# **AGREEMENT**

**AGREEMENT FOR CLINICAL SERVICES**

This Agreement for Clinical Services (“Agreement”) is made and entered into this 28 day of June, 2022 (“Effective Date”) by and between Command Counseling Center, LLC, a Florida Limited Liability Company (“Contractor”), and Clay County, a political subdivision of the State of Florida (the “County”).

**RECITALS**

**WHEREAS**, first responders face exposure to traumatic events and life threatening situations; and

**WHEREAS**, mental health conditions are more common among first responders; and

**WHEREAS**, the Contractor is a mental health organization that strives to reduce mental health decompensations in the first responder industries; and

**WHEREAS**, the Contractor provides first responder knowledgeable counseling, training, critical incident support, clinical assessments, and consulting to emergency service departments, personnel, and their families within the state of Florida and nationwide; and

**WHEREAS**, the County solicited a quote from the Contractor as the single/sole source provider of these specialized mental health services for first responders in the Clay County area; and

**WHEREAS**, the Contractor submitted a proposal for the requested services, and the County selected the Contractor being the single/sole source provider of the services requested; and

**WHEREAS**, the Contractor desires to provide the services to the County under the terms and conditions set forth in this Agreement.

**NOW THEREFORE**, in consideration of the foregoing Recitals, the mutual covenants and promises set forth herein, and for other good and valuable consideration, the receipt of which is hereby acknowledged and all objections to the sufficiency and adequacy of which are hereby waived, the parties agree as follows:

1. Services:

1.1. The above recitals are true and correct and are incorporated herein by reference.

1.2. The Contractor shall provide services to the County in accordance with and pursuant to the Contractor’s proposal attached hereto and incorporated herein as **Attachment A** and the terms and conditions of this Agreement (the “Services”). The Services shall include Consulting,

Critical Incident, Training, and Counseling Options A in accordance with **Attachment A**.

1.3. In entering into this Agreement, the Contractor represents that it now has or will secure all personnel required to perform all Services under this Agreement. The Contractor shall assign such personnel as are necessary to assure faithful prosecution and timely delivery of the Services pursuant to the requirements of this Agreement. The Contractor shall ensure that the personnel assigned to perform the Services comply with the terms of this Agreement, have the necessary experience and licenses required to perform the Services, and are fully qualified and capable to perform their assigned tasks.

1.4. The Contractor shall perform the Services using the degree of care and skill ordinarily exercised by like professionals performing the same services under the same conditions in the same geographic area and in compliance with all applicable laws (“Standard of Care”).

1.5. In performance of the Services, the Contractor is bound by and shall comply with all terms and conditions of this Agreement and all federal, state, and local laws and regulations applicable to the Services. Any express reference in this Agreement to a particular statute, rule, or regulation in no way implies that no other statute, rule, or regulation applies. Any violation of these laws, rules, and regulations shall constitute a material breach of this Agreement and shall entitle the County to terminate this Agreement upon delivery of written notice of termination to the Contractor as outlined herein.

2. Additional Services and Fees:

2.1. If the County identifies or the Contractor recommends any additional services to be provided by the Contractor that are not covered under the Agreement but are beneficial services not anticipated in the original scope of services, such additional services, including scope, timing, and fees of any additional services must be mutually agreeable between the County and the Contractor and authorized in writing by the County.

3. Term:

3.1. The term shall begin on the Effective Date and shall remain in effect for a period of one (1) year from the Effective Date. The Agreement may be renewed for two (2) additional one (1) year periods only upon subsequent mutual written agreement of the parties.

4. Termination:

4.1. This Agreement may be terminated by the County upon written notice to the Contractor, for any reason with or without cause and for convenience. The County shall give thirty (30) days prior written notice of termination, specifying the date when the termination will become effective. In the event of any such termination, the Contractor shall be paid by the County for all Services actually and timely rendered up to receipt of the notice of termination, and thereafter until the date of termination, the Contractor shall be paid only for such Services as are specifically authorized in writing by the County.

5. Payment:

5.1. The total price for the Services during the initial one year term of this Agreement is \$75,000 as set forth in **Attachment A**. Payment shall be made by the County to the Contractor in four quarterly installments of \$18,750 each upon presentation of an Invoice submitted to the County in accordance with paragraph 6.

5.2. The County shall not be responsible for payment of costs or other expenses, including, but not limited to, materials, equipment, supplies, travel or per diem expenses, courier service, telephone, facsimile, copying or postage charges, out-of-pocket expenses, fees, overhead, profit, and other expenses, items or requirements to complete the Services as any and all costs or expenses incurred by the Contractor are to be included as part of the payment addressed in provision 5.1.

6. Payment Procedures:

6.1. As used herein, the term “Act” means the Local Government Prompt Payment Act set forth in Part VII of Chapter 218, Florida Statutes; the term “Invoice” means a statement, invoice, bill, draw request or payment request submitted by the Contractor under this Agreement; and the term “Submittal Date” means, with respect to an Invoice, the submittal date thereof to the Paying Agent. Invoices shall be submitted to Clay County Comptroller’s office (“Paying Agent”) by Email at [invoices@clayclerk.com](mailto:invoices@clayclerk.com) or U.S. Mail at Clay County BOCC PO Box 988, Green Cove Springs, FL 32043 ATTN: Accounts Payable. All payments will be governed by the Local Government Prompt Payment Act, which provides that payments will be made not later than 45 days from receipt of proper invoice.

6.2. The Contractor shall submit quarterly Invoices to the County with the first quarterly Invoice being submitted after the Effective Date of this Agreement. Each Invoice shall be signed by the Contractor and must include the following information and items:

- A. The Contractor’s name, address and phone number, including payment remittance address.
- B. The Invoice number and date.
- C. Reference to the Agreement by its title and number as designated by the County and Purchase Order number.
- D. The period of the Services covered by the Invoice.
- E. The total amount of payment requested.
- F. The Contractor must provide any additional documents, records, updates, or information as needed to support or document the Invoice as may be requested.

6.3. By the submittal of an Invoice hereunder, the Contractor shall have been deemed to have warranted to the County that all Services for which payments have been previously received from the County shall be free and clear of liens, claims, security interests or other encumbrances in favor of the Contractor or any other person or entity for failure to make payment.

6.4. The parties will attempt to settle any payment dispute arising under this paragraph through consultation and a spirit of mutual cooperation. The dispute will be escalated to appropriate higher-level managers of the parties, if necessary.

7. Taxes:

7.1. In that the County is a governmental agency exempt from sales and use taxes, the County shall pay no such taxes, any other provisions of this Agreement to the contrary notwithstanding. The County shall provide proof of its exempt status upon reasonable request.

8. Appropriated Funds:

8.1. The Contractor acknowledges that in the budget for each fiscal year of the County during which the term of the Agreement is in effect a limited amount of funds are appropriated which are available to make payments arising under the Agreement. Any other provisions of the Agreement to the contrary notwithstanding, and pursuant to the provisions of Section 129.07, Florida Statutes, the maximum payment that the County is obligated to make under the Agreement from the budget of any fiscal year shall not exceed the appropriation for said fiscal year.

9. PUBLIC RECORDS:

9.1. The Contractor acknowledges the County's obligation under Art. 1, Section 24, Florida Constitution, and Chapter 119, Florida Statutes, as from time to time amended (together, the Public Records Laws), to release public records to members of the public upon request. The Contractor acknowledges that the County is required to comply with the Public Records Laws in the handling of the materials created under the Agreement and that the Public Records Laws control over any contrary terms in the Agreement. In accordance with the requirements of Section 119.0701, Florida Statutes, the Contractor covenants to comply with the Public Records Laws, and in particular to:

- a. Keep and maintain public records required by the County to perform the Services required under the Agreement;
- b. Upon request from the County's custodian of public records, provide the County with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in Chapter 119, Florida Statutes, or as otherwise provided by law;
- c. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the Agreement term and following completion of the Agreement if the Contractor does not transfer the records to the County; and

- d. Upon completion of the Agreement, transfer, at no cost, to the County all public records in possession of the Contractor or keep and maintain public records required by the County to perform the Services. If the Contractor transfers all public records to the County upon completion of the Agreement, the Contractor shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If the Contractor keeps and maintains public records upon completion of the Agreement, the Contractor shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the County, upon request from the County's custodian of public records, in a format that is compatible with the information technology systems of the County.

9.2. The Contractor's failure to comply with the requirements of this paragraph shall be deemed a material breach of this Agreement, for which the County may terminate the Agreement immediately upon written notice to the Contractor.

9.3. The Contractor acknowledges the provisions of Section 119.0701(3)(a), Florida Statutes, which, as applicable to the County and the Contractor, require as follows:

- a. A request to inspect or copy public records relating to the Agreement must be made directly to the County. If the County does not possess the requested records, the County shall immediately notify the Contractor of the request, and the Contractor must provide the records to the County or allow the records to be inspected or copied within a reasonable time.
- b. If the Contractor does not comply with the County's request for records, the County shall enforce the Agreement provisions in accordance with the Agreement.
- c. If the Contractor fails to provide the public records to the County within a reasonable time, the Contractor may be subject to penalties under Section 119.10, Florida Statutes.

**IF THE CONTRACTOR HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE CONTRACTOR'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THE AGREEMENT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT (904) 278-4754, [publicrecords@claycountygov.com](mailto:publicrecords@claycountygov.com), POST OFFICE BOX 1366, GREEN COVE SPRINGS, FLORIDA 32043.**

10. Audit:

10.1. The Contractor shall retain all records relating to this Agreement for a period of at least five (5) years after the Agreement ends or terminates, whichever occurs first. All records shall be kept in such a way as will permit their inspection pursuant to Chapter 119, Florida Statutes. In addition, the County reserves the right to examine and/or audit such records.



11. SCRUTINIZED COMPANIES CERTIFICATION:

11.1. In compliance with Section 287.135(5), Florida Statutes, the undersigned hereby certifies that the Contractor is not participating in a boycott of Israel as defined in Section 287.135(1), Florida Statutes; is not on the Scrutinized Companies with Activities in Sudan List or the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List as referred to in Section 287.135(2), Florida Statutes; and does not have business operations in Cuba or Syria as defined in Section 287.135(1), Florida Statutes. In accordance with Section 287.135(3), Florida Statutes, the County shall have the option of terminating this Agreement if the Contractor is found to have submitted a false certification as provided under Section 287.135(5), Florida Statutes, or been placed on the Scrutinized Companies with Activities in Sudan List or the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List, or been engaged in business operations in Cuba or Syria, or to have been placed on the Scrutinized Companies that Boycott Israel List or is engaged in a boycott of Israel as defined in Section 287.135(1), Florida Statutes.

12. Indemnification:

12.1. The Contractor shall promptly defend, indemnify, and hold harmless the County, and its directors, officers, employees, representatives, and agents from and against any and all liabilities, losses, claims, damages, demands, expenses or actions, either at law or in equity, including court costs, attorneys' fees, professional fees, or other expenses, that may hereafter at any time be made or brought by anyone on account of personal injury, property damage, loss of monies, or other loss, allegedly caused or incurred, in whole or in part, as a result of any negligent, wrongful, or intentional act or omission, or based on any act of fraud by the Contractor, its agents, contractors, assigns, and employees, in the performance of the Services under this Agreement.

12.2. The County does not agree to and shall not indemnify the Contractor or any other person or entity, for any purpose whatsoever. To the extent any indemnification by the County may be construed under this Agreement, any such indemnification shall be subject to and within the limitations set forth in Section 768.28, Florida Statutes, and to any other limitations, restrictions and prohibitions that may be provided by law, and shall not be deemed to operate as a waiver of, or modification to, the County's sovereign immunity protections.

12.3. This paragraph shall survive the expiration or termination of this Agreement.

13. Insurance:

13.1. The Contractor shall maintain throughout the term of this Agreement and completion of any Services and during any renewal or extension term(s) of this Agreement or as required herein insurance of the following types and with such terms and limits:

Insurance Type	Limits
Commercial General Liability	\$1,000,000 General Aggregate

(including premises operations, and contractual liability)	\$1,000,000 Products/Comp.Ops.Agg. \$1,000,000 Personal/Advertising Injury \$1,000,000 Each Occurrence \$ 50,000 Damage to Rented Premises \$ 5,000 Medical Expenses (any one person)
Automobile Liability (all automobiles-owned, hired or non-owned)	\$1,000,000 Combined Single Limit with bodily injury/property damage, with minimum limits for all additional coverages
Workers Compensation Employers Liability	Statutory limits \$100,000 Each Accident \$500,000 Disease Policy \$100,000 Disease-Each Employee
Professional Liability	\$1,000,000 (with continuous coverage in place for 3 years after the Agreement ends)

Providing and maintaining adequate insurance coverage is a material obligation of the Contractor. Either prior to, or simultaneously with the execution of this Agreement, the Contractor must deliver certificates of insurance for the required insurance coverage to the County’s Purchasing Department. The certificates of insurance for the required coverages, other than workers compensation and employers liability, shall add **“Clay County, a political subdivision of the State of Florida; and The Board of County Commissioners, Clay County, Florida, its employees, boards and commissions, as their interests may appear”** as **“Additional Insured.”** The Contractor must provide confirmation of coverage renewal via an updated certificate of insurance should any policies expire prior to the expiration of this Agreement or any Services. Contractor shall provide thirty (30) day prior written notification to the County’s Purchasing Department in the event coverage is cancelled, modified, or non-renewed. If any required insurance coverage is cancelled, terminated or revoked, the Contractor shall immediately suspend its operations until replacement insurance is obtained and verified.

14. Independent Contractor:

14.1. Each party will perform its duties under this Agreement as an independent contractor. The parties and their personnel will not be considered to be employees or agents of the other party. None of the provisions of this Agreement shall be construed to create, or be interpreted as, a joint venture, partnership or formal business organization of any kind.

15. No Assignment:

15.1. The Contractor shall not assign or otherwise transfer, in whole or in part, any of its rights, duties, or obligations under this Agreement to any other party without the prior written consent of the County, which consent may be withheld by the County for any or no reason. Any such assignment attempted by the Contractor without such prior written consent shall be null and

void. If the Contractor attempts to assign any such rights or duties without securing such prior written consent, this Agreement may be declared terminated by the County.

16. Subcontractors:

16.1. The Contractor shall obtain prior written authorization from the County for the utilization of any subcontractors in connection with the Services to be performed under this Agreement. Such written authorization may be obtained from the County Manager on behalf of the County.

17. No Third-Party Beneficiaries:

17.1. Any other provisions of this Agreement to the contrary notwithstanding, no third-party beneficiaries are intended or contemplated under this Agreement, and no third-party shall be deemed to have rights or remedies arising under this Agreement against either party to this Agreement.

18. Conflict of Interest:

18.1. Throughout the term of this Agreement, the Contractor must not accept nor perform any other employment, assignments of contracts nor obligations that would conflict with the Contractor's duties and obligations provided under this Agreement.

19. Amendment or Modification of Agreement:

19.1. The Agreement may only be modified or amended upon mutual written agreement of the County and the Contractor. No oral agreements or representation shall be valid or binding upon either party. The Contractor may not unilaterally modify the terms of the Agreement by affixing additional terms to or by incorporating such terms onto the Contractor's documents forwarded by the Contractor to the County.

20. Further Assurances:

20.1. Each of the parties shall cooperate with one another, shall do and perform such actions and things, and shall execute and deliver such agreements, documents and instruments, as may be reasonable and necessary to effectuate the purposes and intents of this Agreement.

21. Remedies:

21.1. The parties will attempt to settle any dispute arising from this Agreement through negotiation and a spirit of mutual cooperation. The dispute will be escalated to appropriate higher-level managers of the parties, if necessary. Each party shall have the right to seek the judicial enforcement and interpretation of this Agreement.

22. Governing Law and Venue:

22.1. This Agreement shall be governed by and construed in accordance with the laws of the State of Florida. Venue for any litigation, mediation, or other action proceeding between the parties arising out of this Agreement lies in Clay County, Florida.

23. Attorneys' Fees:

23.1. In the event either party shall retain an attorney to litigate on its behalf against the other party regarding the enforcement or interpretation of this Agreement or regarding the rights, remedies, or obligations of the parties arising under this Agreement, the party prevailing on the majority of its claims, or which successfully defends against a majority of the other party's claims, shall be entitled to an award of reasonable attorney's fees, costs, and expenses against the other party, including fees, costs, and expenses incurred from the date of referral of the dispute to the prevailing party's attorney through the conclusion of litigation, or incurred in bankruptcy or on appeal. Nothing contained herein is intended to serve as a waiver of sovereign immunity and extend the County's liability beyond the limits established in Section 768.28, Florida Statutes.

24. Waiver:

24.1. No waiver by the County of any breach of any provision of this Agreement by the Contractor shall constitute a waiver of any other breach of either the same provision or of any other provision by the Contractor. The failure of the County to enforce at any time, or from time to time, any provision of this Agreement shall not be construed as a waiver thereof or any other provisions.

25. Severability:

25.1. If any provision of this Agreement shall for any reason be held to be invalid or unenforceable, the invalidity or unenforceability of such provision shall not affect any of the remaining provisions of this Agreement, and this Agreement shall be enforced as if such invalid and unenforceable provision had not been contained herein.

26. Headings:

26.1. The headings contained in this Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of any or all of the provisions hereof.

27. Counterparts:

27.1. The Agreement may be executed in one or more counterparts and by the separate parties in separate counterparts, each of which shall be deemed to constitute an original and all of which shall be deemed to constitute the one and the same agreement.

28. Entire Agreement:


28.1. This Agreement represents the entire agreement between the parties for the provision of the Services. No understanding, statement, representation, writing, agreement, course of conduct, or course of action by the parties or the authorized representatives of the parties, which is not expressed in this Agreement, shall be valid.

29. Authority:

29.1. The parties agree to utilize electronic signatures and that the digital signatures of the parties set forth below are intended to authenticate this Agreement and have the same force and effect as manual written signatures. Each person signing on behalf of the parties represents and warrants that he/she has full authority to execute this Agreement on behalf of such party and that the Agreement will constitute a legal and binding obligation of such party.

**IN WITNESS WHEREOF**, the parties hereto have executed this Agreement as of the date and year first written above.

**COMMAND COUNSELING CENTER, LLC**

By:  \_\_\_\_\_  
Marie Gumá (Aug 5, 2022 15:58 EDT)

Print Name: Marie Gumá

Print Title: President



**CLAY COUNTY, a political subdivision of the State of Florida**

By:  \_\_\_\_\_  
Wayne Bolla (Jul 6, 2022 13:05 EDT)

Wayne Bolla  
Its Chairman

ATTEST:



\_\_\_\_\_  
Tara S. Green  
Clay County Clerk of Court and Comptroller  
Ex Officio Clerk to the Board

# **ATTACHMENT A PROPOSAL**



# Clay County Fire Rescue CLINICAL SERVICES PROPOSAL:



COMMAND  
COUNSELING CENTER  
CONNECT • CARE • CONQUER

## COMMAND COUNSELING CENTER

HEADQUARTERS

2415 Wellington Green Drive  
WELLINGTON, FLORIDA 33414  
866-UCOMAND  
866-826-6263

[www.commandcounseling.com](http://www.commandcounseling.com)

## Mission Statement

Command Counseling Center provides first responder knowledgeable counseling, training, critical incident support, clinical assessments, and consulting to emergency service departments, personnel, and their families within the state of Florida, and nationwide.

Our mission is to significantly reduce mental health decompensations in the first responder industries. We believe educating these industries on mental health, especially as it pertains to their careers, will create a clear understanding of mental health as a biological system in their bodies and will reduce the stigma associated with mental health issues. Providing clinicians who understand these careers through firsthand experience or through appropriate trainings, will close the gap tragically evident in employee assistance programs or community clinicians. Supporting our American heroes and becoming another first responder's tool in their toolbox will dramatically reduce the current injustices of depression, addiction, psychological ailments, and suicide plaguing these industries.

We honor their trust and confidence in us as we attend to their needs in an environment of mutual trust and confidentiality.

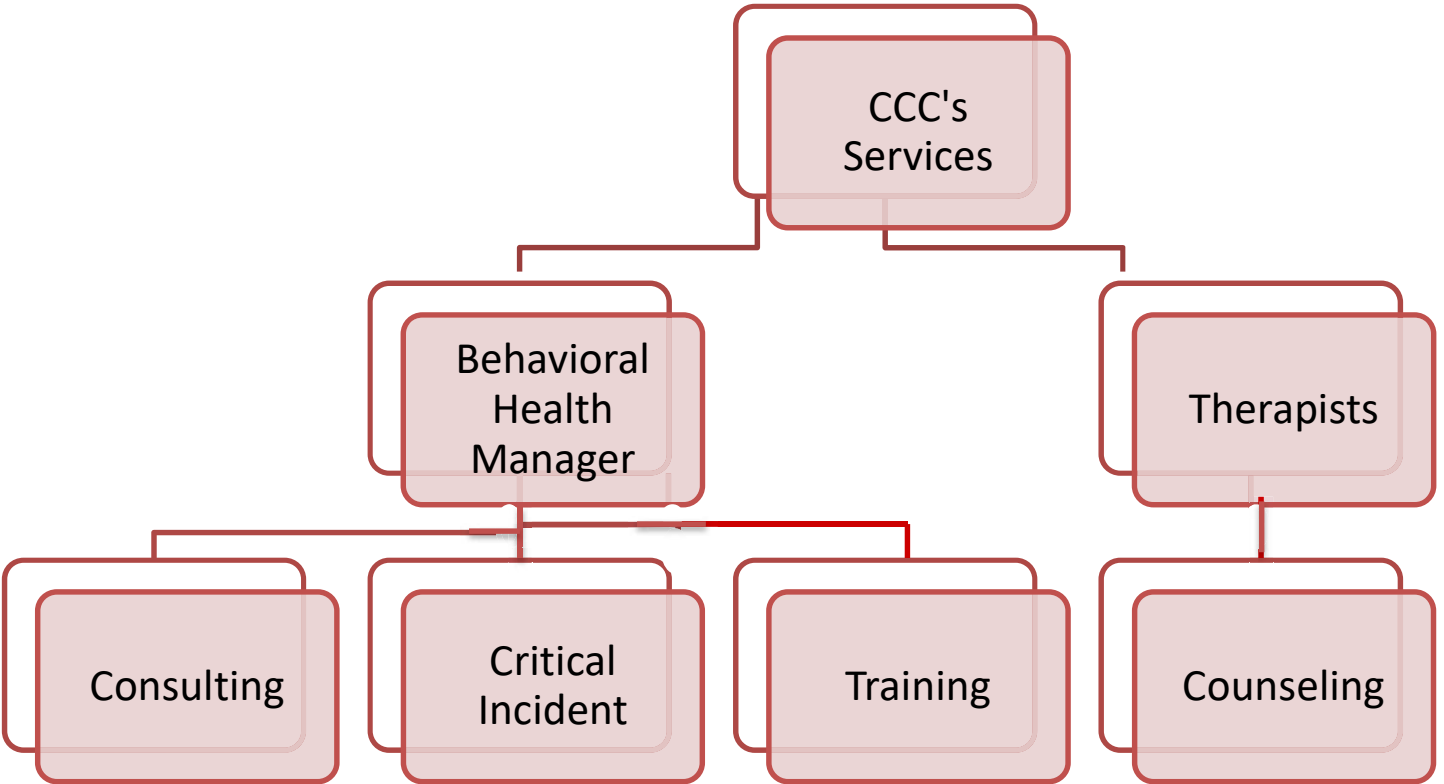
We constantly strive to remain the best mental health organization in the employee support services profession as perceived by those we serve. We fulfill our mission in an ethically and socially responsible manner.



**“A sustainable life as leader who contributes meaningfully to the world requires the discipline to take care of you, too.”**

- [Stewart D. Friedman](#)

Harvard Business Review



## PROPOSED SUPPORT SERVICES

### CONSULTING

Managing all the department's behavioral health issues.

- CCC provides 24/7/365 on-call support for administration, employees, and their family.
- Assisting in creating mental health policies and procedures.
- Individual Crisis Assistance
- Coordinating and/or assisting in interventions.
- Attendance in peer support meetings (if needed.)
- On call assistance for peer support team.
- Coordination and placement of inpatient and outpatient services.
- On call non-therapy guidance for any member needing advice.
  
- CCC provides 45-minute annual mental health "check-ins" with all the members of the Clay County Fire Rescue Department.
  - CCC will provide annual behavioral health testing using the CAT-MH™, to be included during their annual screenings; with 6-month follow ups as needed.

### CRITICAL INCIDENTS

- CCC will provide on-call clinical support for critical incidents.
- CCC will deploy within the hour of incident, up to 24 hours.
- A Critical Incident can be a situation faced by employees. Two types of crises can occur during a Critical Incident. An Exhaustion Crisis is when an individual has been coping with an intense stressful situation(s) or event(s) for a long period of time and reaches the point of exhaustion and cannot cope. A Shock Crisis is when a sudden change or event such as shooting, fire, assault, etc.

**Examples are:** Serious injury, death, or suicide of a fellow co-worker - Shootings - Any other serious threat to the life of you or your co-worker - Serious injury or death of a civilian resulting from department's operations - Any incident in which circumstances are unusual - Any incident in which sights and sounds are distressing - Any catastrophic event/major disasters - Rescuing a victim, where pain and suffering is obvious - Mass casualty event - Knowing the victim - Death, injury, or abuse of a child - Contact with communicative diseases, e.g. AIDS/Hepatitis B - Major traffic accident - Death of a close family member - Sudden Infant Death Syndrome - Toxic chemical fire/explosion - Extreme attempts where lives are lost - Hostage or barricaded situation - Physical or Sexual Assault

## TRAINING

- Mental health education is significant in reducing the stigma of mental illness, empowering your firefighters to seek the support they need before it becomes a problem in their family and professional life, as well as creating a healthier department which has been highly correlated to significant financial savings on fire departments.
- CCC provides an extensive array of training with the purpose of providing firefighters with the tools required to have a successful and healthy career and retirement.
- CCC provides two mental health classes a year. Depending on Clay County Fire Rescue's needs, they can be 2 hours 3 days, 2 classes a day or 3 days, 3 classes a day, to guarantee the whole departments' attendance.
- CCC does offer specific officer trainings that may require more time.
- CCC will provide a wide variety of training classes. This educational approach can serve as a proactive measure, as well as a follow-up tool, for the Clay County Fire Department. Classes can be tailored to fit your

specific needs and can range from 2 to 8 hours. Training programs can provide the Department information and skills that will maximize their ability to function as a team and to continue to develop productive careers.

- Adrenal Burnout • Alcohol and Drug Awareness in the Workplace (Substance Abuse) • Anger Management • Borderline Personality Disorder • Bullying in the Workplace • Burnout-Compassion Fatigue • Burnout & Secondary Trauma • Conflict Resolution and Assertiveness • Coping with Change • Creating a Strong Marriage • Crimes Against Children & Secondary Trauma to Public Safety Personnel • Dealing with Depression and Suicide Situations • Dealing with Difficult People • Dealing with a Terminal Illness • Diversity in Public Safety • Divorce – What Price? • Families in Turmoil • Firing and Layoffs • Generational Differences in Public Safety Personnel • Grief and Bereavement • Handling Layoffs • Handling Retirement Concerns • Handling Sleep Difficulties • Handling Your Anger • Holiday Stress • How to Help Staff in Crisis • How Peer Support Can I.D. Aggressive Behavior in Peers • Humor in the Workplace • Hypertensive Sleep Issues • Leadership Resiliency • Listening Techniques and Communication Skills • Managing Sleep Disorders, Shift Work and Hypervigilance • Motivating Employees • Overcoming Adversity • Posttraumatic Growth • Preventing Suicide for Public Safety Personnel • Professional Conduct for Exceptional Teamwork • Retirement Concerns for Public Safety Personnel • Self-Image and Care • S.O.S. – Significant Other Survival • Stress Management • Teaching the Benefits Mindfulness • Terminal Illness & Grief • The Dynamics of Fear • The Effects of Social Media on Family and Relationships • The Employee Problem Solver • The Essentials of Customer Service • The Power of Building Resiliency in Public Safety Personnel • Understanding Eye Movement Desensitization and Reprocessing (EMDR) • Understanding Posttraumatic Stress Disorder for Public Safety Personnel • Understanding the Impact of Medications for Public Safety Personnel • Wellness Solutions – Ways to Combat Stress •

- CCC will contract with Clay County Fire Rescue to conduct two-hour mental health trainings semi-annually for three days/3 classes a day. Total 18 classes a year.
- CCC will include ADVANCED PEER SUPPORT TRAINING for Clay County Fire Rescue. This class is designed to enhance skills learned in the basic Peer Support course, strengthen current skills of Peer Supporters, introduce new topics, and learn ways to help keep the Peer Support team healthy and strong. An overview of the signs, symptoms, and treatment recommendations for Posttraumatic Stress Disorder (PTSD) will be covered, and a treatment option known as Eye Movement Desensitization and Reprocessing (EMDR) will be identified and explored. Participants will also learn about Suicide Prevention, identifying Depression, Anxiety and Substance Abuse and what to do when faced with a peer who is suffering.

#### Class Topics

- Understanding PTSD physiologically
- Learn the differences between Posttraumatic Stress and PTSD
- Review Eye Movement Desensitization and Reprocessing (EMDR)
- Develop skills for dealing with suicidal peers
- Develop skills for handling difficult debriefings
- Reinforce basic Peer Support skills
- Discover ways to keep your Peer Support team healthy

#### **INCLUDED:**

- CCC will be available for introductory/all staff meetings to introduce the services to the entire department, as well as answer any questions.
- CCC will provide trainings to all management and supervisory staff on all the services available to your department. These trainings will

- explain all the services, how they can support it and how they can use it.
- CCC will attend one health fair a year in your community or for your department.
  - CCC will participate in the County's social media activities like Podcasts, if requested.

### **CONSULTING, CRITICAL INCIDENTS, & TRAININGS**

- **Proposed cost: \$3500/ month**



### **CLINICAL COUNSELING**

- CCC offers licensed therapists who meet NFPA 1500 guidelines; therefore, they are fire culture knowledgeable and trained in trauma therapy. The National Fire Protection Association added the need for therapists to understand the fire culture because they know it is an imperative qualification to be successful in treating firefighter paramedics. The climbing rates of firefighter paramedic suicides is an example of the detrimental consequences of what occurs when clinicians do not connect with their patients.
- We offer every specialty that a firefighter or his/her family member may need. Some examples are marriage counseling, loss and grief, trauma therapy, cancer counseling, addiction counseling.
- Calls will be returned by CCC therapists within 24 hours.
- Appointments will be within 48 hours of the time it was requested.



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**The cost of the counseling can be determined in three ways.**

**A: Clay County Fire can budget for the expected 20% usage for the first year. 6 allowable hours of therapy sessions with the firefighter or family a year. Multiplied by the number of employees, times \$110 an hour.**

EX: 6 sessions/50 employees/ hourly rate for counseling services for Clay County Fire Rescue is \$110/hour.

\$33,000 a year/\$2,750 a month

**B: Clay County Fire can request a certain amount allowable counseling hours a year.**

EX: 500 hours a year/ hourly rate for counseling services for Clay County Fire Rescue is \$110/hour.

\$55,000 a year/\$4,583 a month

**C: 6 allowable hours of therapy sessions with the firefighter or family a year. Multiplied by the number of employees, times \$110 an hour.**

EX: 6 sessions/ 250 employees/hourly rate for counseling services for Clay County Fire Rescue is \$110/hour.

\$165,000 a year/ \$13,750 a month

*If the department has an HSA account that the employees may use, the allowable hours may be reduced, where then the employees may use their HSA account for further sessions. If the employee needs more sessions, they may use their insurance as most of CCC's therapists are also on insurance panels.*



Consulting, Critical Incident, Training Monthly	Counseling Options	Counseling Options Monthly Cost	Consulting, Critical Incident, Training PLUS, Counseling Options Monthly	Consulting, Critical Incident, Training PLUS, Counseling Options Yearly
\$3500	A	\$2,750	\$6250	\$75,000
\$3500	B	\$4,583	\$8083	\$96,996
\$3500	C	\$13,750	\$17,250	\$207,000

As stated on our call, our goal is to bring best practice to your department. We recognize that the mental health of first responders has not been managed well by the psychological industry and it is time you get what you deserve. We do not want cost to be a factor in turning down our services and are willing to negotiate where you see fit. We look forward to speaking with you soon. Please do not hesitate to contact us with any questions.

With high regard,

*Marie Guma, PsyD (ABD)*

Marie G. Guma, PsyD (ABD)

Founder

Command Counseling Center

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