



# Program-based Strategies for Opioid Diversion in the Fire and Emergency Services

International Association of Fire Chiefs

TASC's Center for Health & Justice

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# Panelists

## **Battalion Chief Russ Davies**

Anne Arundel County, Maryland, Fire Department  
Health and Safety Division

## **Paramedic Jason Patrick**

Tucson, Arizona, Fire Department

## **Fire Chief Jan K. Rader (ret)**

Director, Mayor's Council of Public Health and Drug Control Policy  
Huntington, WV



# Program-based Strategies for Opioid Diversion in the Fire and Emergency Services

## About the Webinar

This virtual training event provides an opportunity to learn about emerging best practices from the fire and emergency services in program-based strategies for opioid diversion. This training includes a panel of local fire and emergency medical services leaders from across the nation and provides you with an opportunity to learn how their programs are helping to make a difference in the opioid crisis.



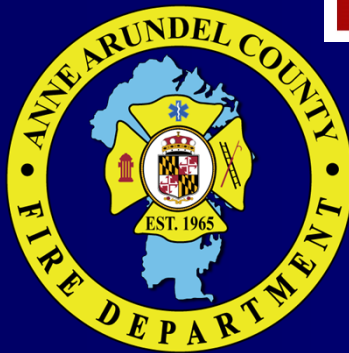
# Program-Based Strategies for Opioid Diversion in the Fire and Emergency Services

**Battalion Chief Russ Davies**

Anne Arundel County, Maryland, Fire Department  
Health and Safety Division



# Anne Arundel County, MD Safe Stations



Anne Arundel County  
Fire Department



# Scope of the Opioid Problem

- The Anne Arundel County Fire Department (AACoFD) saw a 66% increase in emergency responses related to overdoses in 2016.
- 68% increase in total of incidents where Narcan was administered in 2016 compared to 2015.
- Impact of increased responses on the AACoFD
  - Decreased unit availability
  - Increased response times
  - Increased costs- Forcing the AACoFD to shift resources to increased demand for services (Narcan cost was approximately \$30.00 a vial)

# Early Responses by the AACoFD

- Realized early that it was important to get Narcan into the hands of more providers
  - EMT-Basics were able to start administering January 1, 2014 (first department in the state)
  - Assisted AAPD with their program implementation March of 2014 (the first police agency in the state)
  - Supported the Anne Arundel County Sherriff Department in the development of a Narcan administration program
- Constant communication between Fire and Police Departments regarding overdose incidents.
  - Participate cooperatively with the Anne Arundel County Department of Health to identify (Overdose Fatality Review Team):
    - Commonalities
    - Potential solutions
    - Recidivist issues (through data collection)

# Scope of the Problem

- **Overdoses/Fatalities by year**

- **2021 837/157**

- **2020 827/149**

- **2019 855/138**

- **2018 1083/166**

- **2017 1097/155**

- **2016 934/119**

- **2015 395/51**

- **2014 405/51**

- **March 7 and March 8, 2017 there were 16 opioid overdoses (3 fatal) in 24 hours (between 8:42 a.m. on March 7 and 3:43 a.m. on March 8)**



# Safe Stations is Born

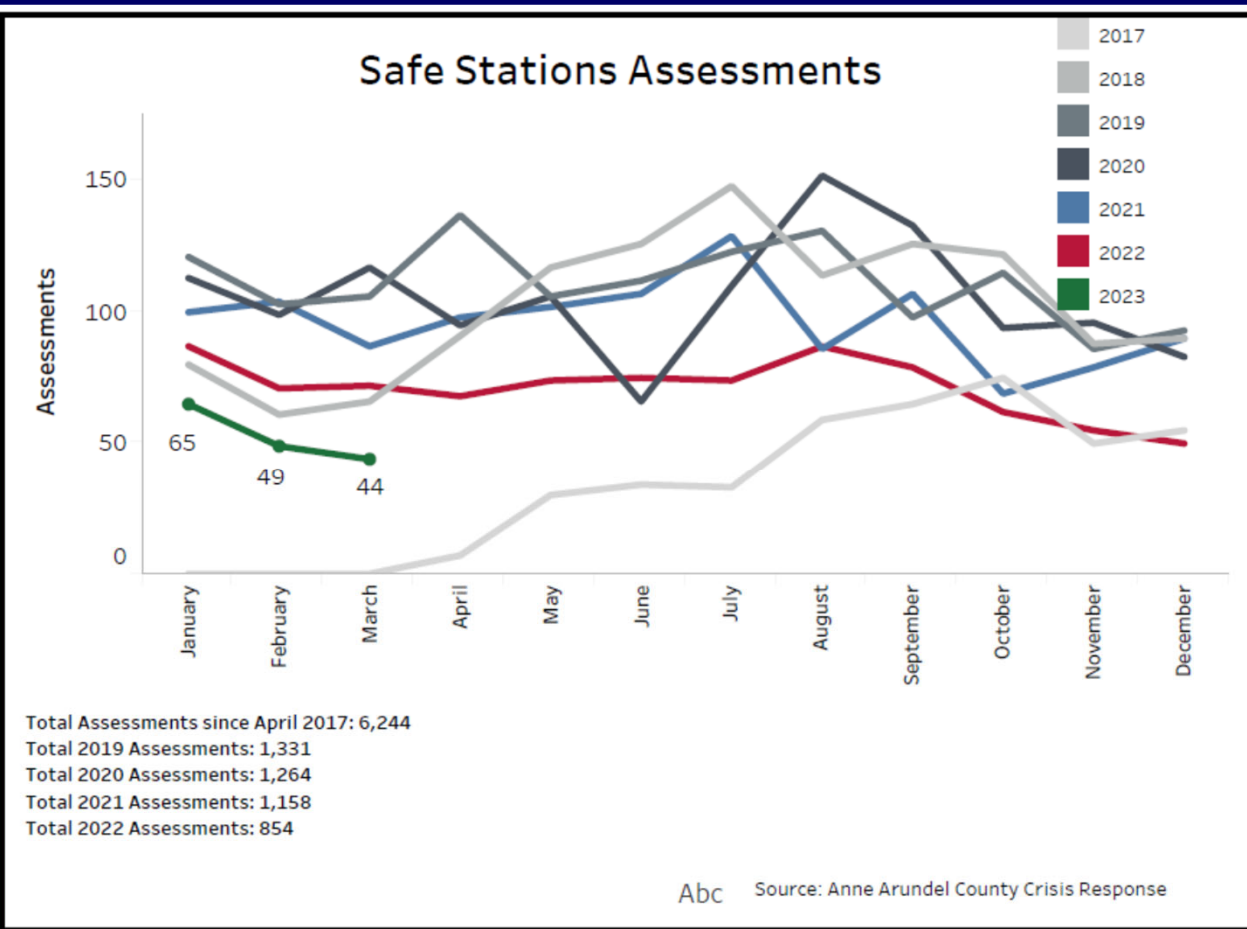
- March 22<sup>nd</sup> first meeting regarding Safe Stations concept
  - Anne Arundel County Fire (Safe Stations- Manchester, NH)
  - Anne Arundel County Police (PAARI)
  - Anne Arundel County States Attorney
  - Anne Arundel County Crisis Response
  - Anne Arundel County Health Department
  - Annapolis City Fire
  - Annapolis City Police (Angel Program)
- The program developed in less than a month with a kick off at the Brooklyn Fire Station at noon on April 20, 2017
  - The first Safe Station client came to the Brooklyn Fire Station 45 minutes later

# Safe Stations Mission Statement

In response to the growing heroin/opioid addiction epidemic in Anne Arundel County, every Anne Arundel County and Annapolis City Fire and Police Station is designated as a safe environment for individuals looking for assistance to start their path to recovery from heroin/opioid addiction.

At any time of day or night, an Anne Arundel County resident who is the victim of a heroin/opioid addiction decides or gathers up the courage to ask for help can go to any Anne Arundel County or Annapolis City Fire Station and speak to the personnel on duty. In close partnership with the Anne Arundel County and Annapolis Police, the Crisis Response System, Health Department and State's Attorney's Office, individuals seeking help will be assisted in obtaining the necessary detoxification resources.

# Results



# Safe Station Results Since Inception

- Total assessments at fire/police stations
  - 5,206
- Total individuals served
  - 3,162
- Individuals connected to placement
  - 70%
- Individuals completed treatment or in recovery
  - 51%
- Assessments completed in the community (firehouse diversion)
  - 1,262

# Safe Station Difficulties Lessons/Learned

- The speed of the initial roll out did not allow for better preparation of our members
- There was initial hesitancy/reluctance among some members of the department
- Initial demand strained available rehab bed space
- Members of Crisis Response began to recognize signs of "compassion fatigue," among our members, especially at busier locations

# Safe Stations Moving Forward

- No current plans to alter the program.

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**Paramedic Jason Patrick**  
Tucson, Arizona, Fire Department





# TUCSON FIRE DEPARTMENT

LEAVE BEHIND NARCAN PROGRAM (LBN)

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# TFD- LEAVE BEHIND NARCAN (LBN)

## WHY AND HOW

- TFD began piloting it's own 'Leave Behind Narcan' program in 2020 when a large number of overdose patients refused to go to the hospital
- The Naloxone Leave Behind program for Arizona EMS and law enforcement agencies are offered through a First Responders Comprehensive Addiction and Recovery Act (FR-CARA) grant
- EMS and law enforcement agencies can order naloxone at no cost through the Arizona Department of Health Services (ADHS)
- ADHS also offers resources including online training on the state of the opioid epidemic, recognizing opioid use and overdose, identifying conditions that may mimic opioid overdose, and naloxone administration

# TFD- LEAVE BEHIND NARCAN (LBN)

## ABOUT THE PROGRAM

- The LBN program is under the TFD TC-3 Program
- The TC-3 program orders the Narcan and tracks the data
- TC-3 distribute Narcan to the 22 TFD stations
- TC-3 coordinates and organizes outreach with other entities to address hotspots experiencing increased overdoses
- Literature is given with the LBN (withdrawal symptoms, instructions, and addiction resources)



# TFD- LEAVE BEHIND NARCAN (LBN)



## FIELD REPORTING

- 2020: 2,388 Narcan interventions
- 2021: 160 BLS Naloxone Nasal Spray interventions, 1,739 Narcan interventions (**1,899 total**)
- 2022: 992 BLS Naloxone Nasal Spray interventions, 959 Narcan interventions (**1,951 total**)

## LBN Data

- **Stations:** 1320 doses distributed
- **Outreach:** 497 doses distributed





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Director, Mayor's Council of Public Health and Drug Control Policy  
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# The Compass Program

**Compass** is a comprehensive program designed to ensure that every first responder is equipped with the resources and support necessary to build personal resiliency and to cultivate a culture of wellness within their department and across the community as a whole

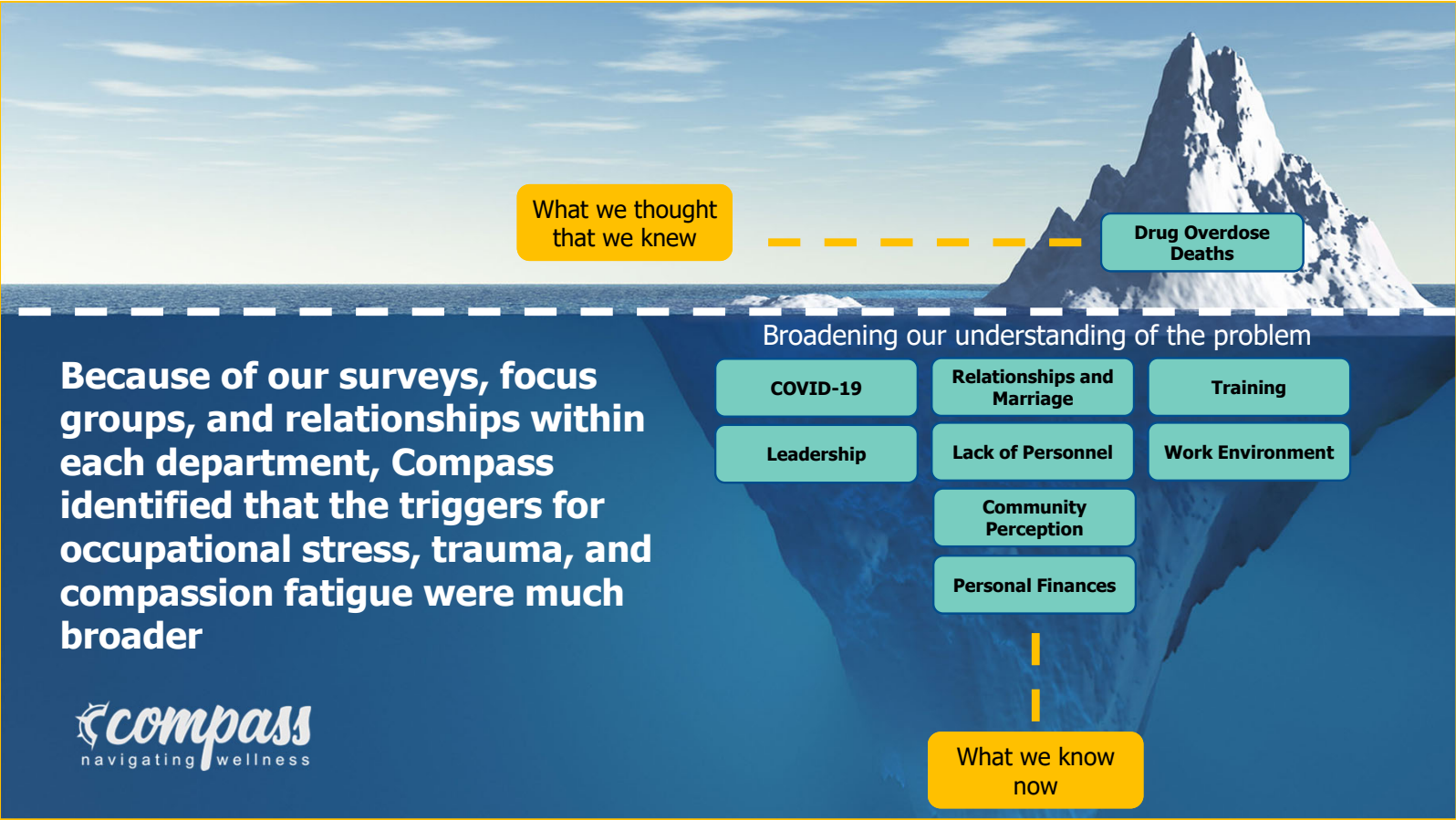
Bloomberg  
Philanthropies



# The Fire and Police departments are on the frontline of this crisis, adding tremendously to their already stressful jobs

- Currently, there are approximately 180 police officers and firefighters in the city of Huntington, WV
- Firefighters in Huntington saw a significant increase **(+26.7%)** (2015 - 2017) in their call volume due to the opioid epidemic
- During 2017 many firefighters experienced an average of five overdose deaths per month
- An independent evaluation found that **first responders in Huntington have significantly higher stress, PTSD, and burnout than the general population**

















**Because of our surveys, focus groups, and relationships within each department, Compass identified that the triggers for occupational stress, trauma, and compassion fatigue were much broader**





**Compass provides mental and physical wellness services targeted at building resiliency and improving overall wellness**

Mental fitness services			Physical fitness services		
 Behavioral Health Education	 Referrals to Vetted Providers	 Coaching Sessions	 Chiropractic Services	 Acupuncture	 Massage Therapy
 Training	 Critical Incident Stress Debriefings	 Mental Health Check Ins	 Nutrition Consultations	 Body Composition Measurements	 Coaching/Workout Programs

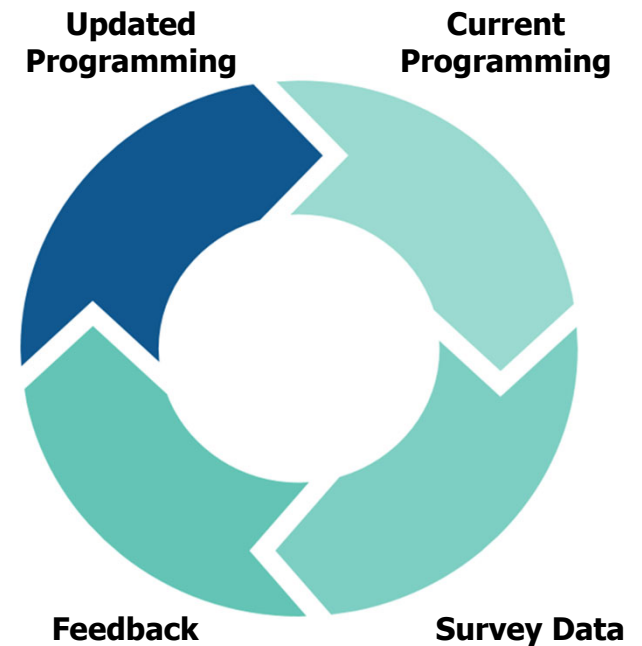


## Programming is developed and delivered by one mental and one physical wellness coach, supported by ad-hoc specialists

Two coaches directly engage with first responders to build relationships, increase engagement, and establish feedback loops to ensure programming is aligned with first responders' preferences and needs

They also attend activities delivered by experts who come to the Compass Center to provide services like Yoga, Jujitsu, Chiropractic and Therapeutic Massage

Subject matter experts provide training on topics identified through feedback and data



## Based on an independent evaluation, Compass was shown to increase job satisfaction and improve soft skills



First responders that utilized Compass report **2X Higher Job Satisfaction** than those who do not



First responders that utilized Compass report being **20% more satisfied** in their ability to manage relationships, solve problems, and acknowledge and discuss mental and physical issues



### COMPASS HUNTINGTON BY THE NUMBERS

**73%** of the total workforce (police and fire) regularly utilize Compass services.

**1,863**

coach interactions are facilitated annually through Compass.

**52%** of the total workforce

have had a meaningful engagement (15 minutes or more) with a Compass Coach within the past quarter.

**406**

appointments have been scheduled within the past quarter with our coaches.

**80%**

is the average activity attendance with family members.

**44%** of the total workforce

completed the most recent wave of the voluntary Compass survey.

**11** police and fire recruits

have undergone extensive mental and physical fitness training through Compass within the past year.



*For more information on Compass, please visit*  
[compasshuntington.com](http://compasshuntington.com)

*or contact Austin Sanders, Program Manager at*  
[sandersa@huntingtonwv.gov](mailto:sandersa@huntingtonwv.gov)



# Q&A



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## For more information and to request TTA

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Request TTA on the COSSUP Resources Website

<https://www.cossapresources.org/Program/TTA>

TASC's Center for Health and Justice

[www.centerforhealthandjustice.org](http://www.centerforhealthandjustice.org)