

## **MEMORANDUM OF UNDERSTANDING**

### **CRISIS RESPONSE TEAM PROGRAM**

We do hereby agree that it is mutually beneficial to all parties for CREOKS Mental Health Services, Inc. (hereinafter "CREOKS") Care Coordinators to be assigned as mental health professionals with the Broken Arrow Police Department (Police Department) with the City of Broken Arrow. It is understood by all parties that the Care Coordinators are employees of CREOKS, and they will be assigned to work alongside Broken Arrow Police Officers in a co-response role for the mental health, Police Department Crisis Response Team.

The purpose of this Agreement is to facilitate a clear understanding of roles, duties and responsibilities. This Memorandum of Understanding (MOU) is being set forth on this 16 day of June, 2025, with full recognition that the Agreement must be a living document to allow for program evolution and provide for some City of Broken Arrow and CREOKS variances, needs and future changes, which will align with the scope and tenor of this Agreement. This MOU is being set forth to provide universal clarification of expectations, to minimize confusion, and to provide for consistency between officers, Care Coordinators, supervisors and directors.

The Police Department recognizes and supports the need for mental health co-response within the community as a way to better serve the community and those in mental health crisis. In furtherance of that goal, the Broken Arrow Police Department Crisis Response Team (CRT) shall work in partnership with CREOKS officials toward this end. CREOKS will provide the equipment needed to accomplish the task given to the Care Coordinators, to include a soft uniform, ballistic vest, telephone, handheld radio, and a computer for their tasks within the unit. The City of Broken Arrow (City) and the Police Department will provide the Police Officers any required police equipment and motorized vehicles necessary to implement the CRT program. The City has funding for CRT, and the City will pay CREOKS an amount per Care Coordinator as mutually agreed and pursuant to City's funding requirements and allowances.

#### **Mission Statement – Crisis Response Team**

To provide professional, compassionate and comprehensive services for mental health/substance use intervention, through police and mental health agency collaboration by on-scene assessment and follow up aligned with the department's de-escalation philosophy.

#### **Program Objectives**

1. Friendly contact between the Police Department, CREOKS, and the City's citizens.

2. Assistance and information sharing concerning problems and issues affecting persons in crisis (be it mental illness, poverty, homelessness, domestic violence, family fights, etc.) and the citizens of Broken Arrow.
3. Education of the community regarding the role of mental health professionals, laws, courts, and Police in society.
4. Protection and education of citizens involving mental health, illegal drugs, alcohol and other harmful influences.
5. Investigation of cases involving the mentally ill and use of effective alternatives to legal process whenever possible.
6. Prevention of crime or criminal behavior by persons with mental illness within the City.
7. Effective problem solving and liaison with community resources to aid persons in crisis, to include mental health care, hunger, poverty, homelessness, etc.
8. Carry out anti-opioid abuse strategies, List of Opioid Remediation Uses of the City of Broken Arrow's Final Settlement Agreement dated 3/25/22, including but not limited to the following:
  - a. Provide post-overdose response to individuals encountered by officers;
  - b. Support mobile anti-opioid intervention, facilitation of treatment and recovery services for individuals who have experienced opioid overdoses;
  - c. Support workforce development for addiction professionals who work with persons with OUD and any co-occurring SUD/MH conditions;
  - d. Hire or train behavioral health workers to provide or expand anti-opioid, substance abuse services and address public MH concerns;
  - e. Create or support school-based contacts that parents can engage with to seek immediate treatment services for their child(ren), and support prevention, intervention, treatment and recovery programs focused on youth.
  - f. Implement a co-responder and/or alternate responder model to address OUD-related 911 calls with greater SUD expertise.

**CRT Members:**

1. Are encouraged to act and work as a team with other community resource providers for the betterment of the mentally ill community and community/neighborhood environment as a whole;
2. Are expected to keep the Chief of Police or his/her designee informed about law enforcement action which would draw the attention of the media, as consistent with the laws of the State of Oklahoma;
3. Are police officers assigned as Uniform Patrol Officers of the Police Department. As such, their primary responsibilities are to investigate criminal cases involving all citizens, maintain order through the enforcement of local, state and federal laws, and enforcement of the mental health laws for the purpose of maintaining a safe environment for all citizens;
4. Who, as police officers, are governed by the rules, policies, shifts, schedules, procedures and practices of the Police Department and the City of Broken Arrow, under the supervision of an assigned supervisor;
5. Are expected to provide behavioral health case management to all requested departments within the City of Broken Arrow including the Broken Arrow Police Department;
6. Are expected to attend all training, meetings and appointments assigned by CREOKS and the Police Department. It is recognized that some of these will conflict with officer care and coordinator availability. These conflicts will be minimized as much as possible, but the potential exists that such requirements will take precedence over presence in the community during that time. The officer and coordinator shall strive to keep the Chief of Police, or his/her designee, informed about his/her/their absences and/or activities as appropriate on a need to know basis;
7. Are expected to work hours assigned by the Broken Arrow Police Department in coordination with CREOKS including 10 hour shifts. Shifts may change as needed with 60 days' notice of the change;
8. Who are police officers governed and covered by the current Collective Bargaining Agreement between the City of Broken Arrow and the Fraternal Order of Police, Lodge #170;
9. Will work with families, individual officers and other police department staff members with counseling and guidance efforts when requested and appropriate.
10. Will attend all quarterly and year-end meetings to assess, determine progress and make adjustments as needed.

## **Care Coordinator Selection and Financial Consideration**

Officers will be selected by means of a joint selection committee, comprised of representatives from CREOKS and representatives from the Police Department, who will be appointed by the Chief of Police. The Selection Committee will make recommendations to the Chief of Police. The Chief of Police shall duly consider the Committee's recommendations and make selection of each Care Coordinator.

Once selected, the Care Coordinator will complete a ride-along assessment with the officer to whom they will be assigned, to assess their ability to function in the team role together. If the officer does not believe they will be a good fit as a team, the officer will provide that feedback to the Chief of Police.

The City of Broken Arrow will provide funds to CREOKS as agreed to cover salaries for Care Coordinators, up to and not exceeding One Hundred and Eight Thousand Dollars (\$108,000) with the understanding that both agencies will seek grants for future funding as available.

## **Program Assessment**

The Crisis Response Team Program will be assessed annually, and the evaluation will be conducted jointly between the Police Department and CREOKS.

The following areas, at a minimum, will be used to evaluate the Program:

1. Success of established goals and objectives;
2. An external survey of community members, primarily concerning perceptions of the community about the Program;
3. Traditional police-citizen contacts (citations, arrests, field interviews, etc.);
4. Non-traditional police-citizen contacts (meetings attended, problem areas addressed, student or family interviews, etc.);
5. Surrounding neighborhood feedback and reaction to CRT efforts to address issues concerning the affected areas of the community;
6. Accomplishment of tasks agreed upon as part of any work plan written in conjunction with the Police Department and CREOKS.

Each Care Coordinator's effectiveness in the program will be evaluated annually. CREOKS will provide input for the evaluation. This may include a recommendation to the Chief of Police that the Care Coordinator is not assigned to CRT the following year. The Chief will seriously consider the evaluation and the input of the CREOKS administrator,

and will make a good faith effort to address any concerns raised. Ultimately; however, the final decision on which Care Coordinator will be assigned as a CRT program member is within the sole discretion of the Chief of Police. This decision shall include feedback from the officer assigned with the Care Coordinator.

### **Effective Date and Termination**

This Memorandum of Understanding is effective beginning July 1, 2025 and shall remain in effect for a period of one year from the date of execution. This Agreement shall renew automatically unless terminated by either party for any reason. Termination must be done in writing with at least thirty (30) days' notice of termination.

### **Notice**

Notices pursuant to this Agreement may be provided to the parties as follows:

Broken Arrow Police Department  
Attn: Chief of Police  
Address:

CREOKS Mental Health Services, Inc.  
Attn: Brent Black, CEO  
2548 E. Kenosha  
Broken Arrow, OK 74014

### **Modification; Entire Agreement**

The provisions stated in this Agreement constitute the entire agreement of the Parties. No modification of this Agreement shall be valid or binding unless made in writing, duly dated and signed by both parties.

Executed and approved this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

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Brent Black  
Chief Executive Officer  
CREOKS Mental Health Services, Inc.

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Debra Wimpee  
Mayor, City of Broken Arrow