

# Operational Readiness for Police Officers: OUD

Effective Strategies & Practical Techniques  
for Addressing Opioid Use Disorder and  
Co-occurring Conditions



**Step 1: Learn More**

# Welcome!

The opioid crisis continues to pose significant dangers, impacting individuals, families, and communities at unprecedented levels. Law enforcement officers are often on the front lines, facing complex challenges that demand specialized knowledge, advanced techniques, and practical skills. The **Operational Readiness for Police Officers: OUD** course delivers exactly that, offering your department a transformative training experience backed by university-level accreditation.

This program is strategically tailored to meet the needs of law enforcement agencies. By enrolling, you ensure your team is equipped with best practices in de-escalation, field collaboration, and crisis intervention - essential skills for building trust and minimizing liability within your community. With its focus on actionable outcomes, this course empowers officers to make safer, more informed decisions, resulting in better outcomes for individuals and the communities they protect.

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## Appendix - *Links to Associated Materials*

**Success Metrics and Participant Feedback**

**Frequently Asked Questions**

**Course Alignment with Exhibit E: Approved Opioid Remediation Uses**

**Government document: Exhibit E: List of Opioid Remediation Uses**

# Executive Summary

This program is specifically designed to meet the practical and strategic needs of law enforcement agencies in responding to Opioid Use Disorder (OUD). It aligns with key strategies and approved uses outlined in Exhibit E of the **Opioid Use Settlement Fund Agreement**, making it eligible for funding through the Opioid Settlement Funds (OSF) allocated to states and localities.

Through OSF, first responders - including both sworn and non-sworn officers - can take this course with **full funding support**. Additionally, officers may be eligible to receive paid overtime for completing the training. This means your Police Department can access all the program's benefits without incurring any costs against the department's budget.

## Benefits for Officers

**Enhanced Skills:** Learn actionable techniques for de-escalation, crisis intervention, and resource referral.

**Increased Confidence:** Gain the tools and knowledge needed to handle high-stress, OUD-related situations safely and effectively.

**Professional Growth:** Earn a university-issued certificate, boosting credibility and career development opportunities.

**Stress Reduction:** Utilize proven strategies to manage crises with less emotional and physical strain.

**Ongoing Support:** Apply reference materials, eBooks, and guides, aiding to continued success in the field.

## Benefits for Departments

**Improved Public Trust:** Enhance community relationships through empathetic, effective responses to OUD-related incidents.

**Risk Mitigation:** Reduce liability and legal exposure with best practices for handling crises efficiently and safely.

**Compliance and Credibility:** Meet or exceed state and federal training requirements with university-level accreditation.

**Prepared Officers:** Equip your team with advanced skills that improve their readiness and effectiveness in the field.

**Long-Term Impact:** Build a departmental reputation for proactive, compassionate, and professional crisis management.

## Key Features of this Course

**Comprehensive Program:** A 4-hour, self-paced course that includes a University Certificate, workbook, activity templates, quizzes, peer-to-peer discussions, live TA grading, and access to national and local resources. The Power Pack toolkit features discussion posters, eBooks, handouts, guides, and other helpful resources.

**Actionable Skills & Strategies:** Officers gain practical techniques they can immediately apply in real-world scenarios.

**Enhanced Crisis Readiness:** Equip your team with the confidence and precision needed to handle OUD-related situations effectively.

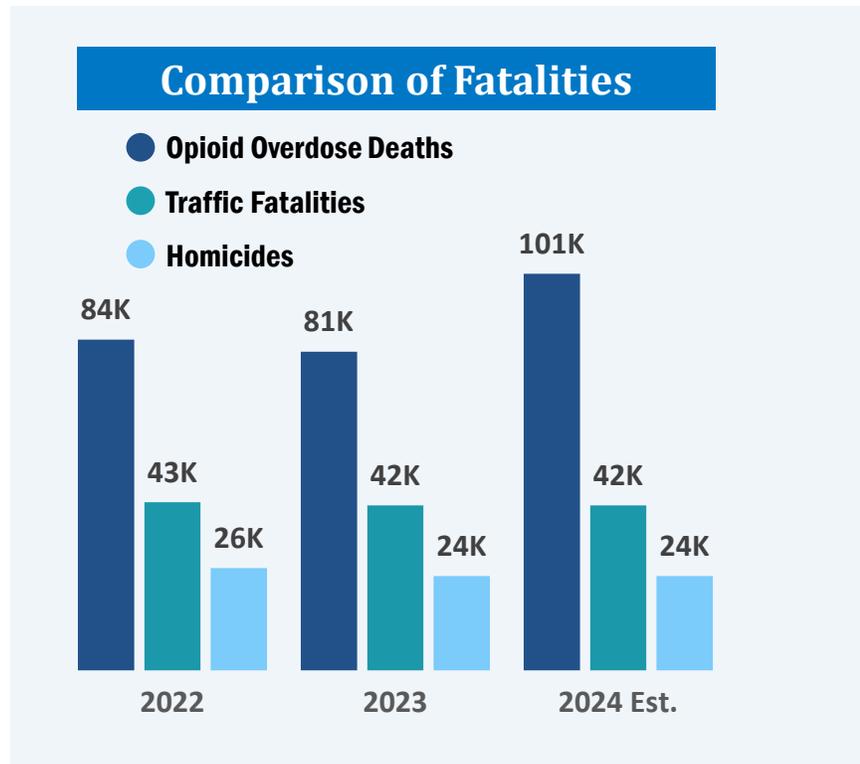
**Alignment with Approved Use of Funds:** The course covers key areas, including recognizing opioid overdose, naloxone use, MAT awareness, warm hand-off programs, and harm reduction strategies. See [Course Alignment with Exhibit E: Approved Opioid Remediation Uses](#).

# Settlement Overview

## Escalation of Opioid Crisis in the United States

The opioid crisis has quickly become one of our number one drug issues impacting us today. Over **101,000 opioid overdose deaths** are estimated for 2024. Fentanyl remains a primary driver of these fatalities, posing a significant threat to public health.

- Opioid-related deaths now **surpass both traffic fatalities and homicides**, highlighting the urgency of addressing this epidemic.
- Opioid emergencies account for 20-25% of 911 calls.
- Communities across all demographics are impacted, underscoring the importance of effective interventions.



Police officers are increasingly called to front lines to manage these situations, making it critical to ensure they're equipped with the right tools and strategies to safely and effectively respond.

## The National Opioid Settlement Agreement

- Settlements resulted from litigation against the major opioid manufacturers, distributors, and retailers.
- Nearly **\$50 billion** to help combat opioid crisis.
- Includes **law enforcement officer training**, often first responders in opioid emergencies.
- Police departments can use funds for specialized training programs emphasizing **de-escalation techniques, crisis intervention strategies**, and the proper **administration of naloxone**.

The overall goal is to shift from punitive measures toward a more health-centered approach, aligning law enforcement with broader public health initiatives.

# Settlement Overview

## Exhibit E - List of Opioid Remediation Uses

### Schedule B, Section D, 1.4:

- 1.4 **Officer prevention strategies**, such as the Law Enforcement Assisted Diversion (“LEAD”) model;

### Schedule B, Section I:

1. **Education of law enforcement** or other first responders regarding **appropriate practices** and precautions when dealing with fentanyl or other drugs.
2. Provision of **wellness and support services** for first responders and others who experience secondary trauma associated with opioid-related emergency events.

## How settlement funds can be spent

States are set to receive a **significant portion of the national opioid settlement funds**, which can be strategically allocated to address the opioid crisis.

One key focus area is **police training**, equipping law enforcement officers with the skills and knowledge necessary to handle opioid-related crises effectively.

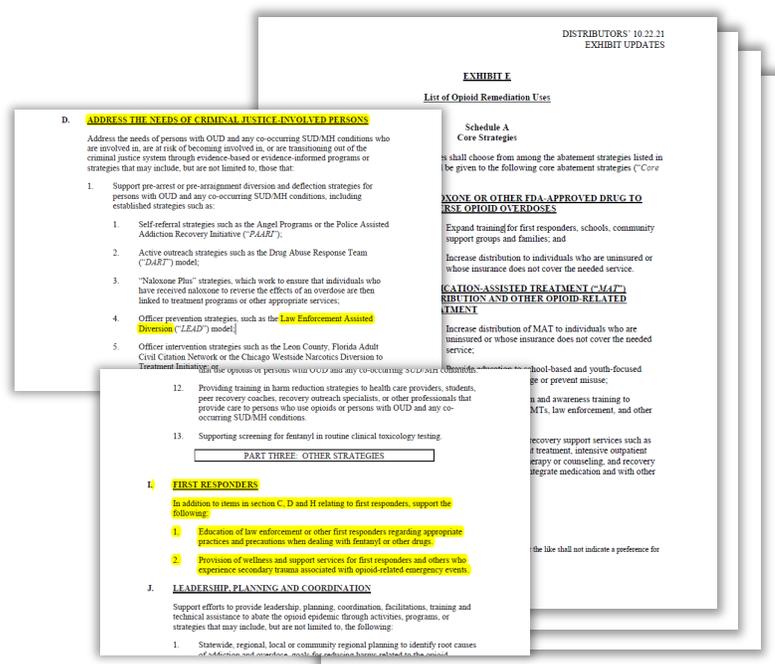
Training should emphasize **de-escalation techniques**, **Naloxone administration**, **harm reduction strategies**, and **collaboration and referral strategies** to connect individuals with treatment resources.

## Resource Links:

Government document:

[Exhibit E: List of Opioid Remediation Uses](#)

[Course Alignment with Exhibit E: Approved Opioid Remediation Uses](#)



# Course Details

## Course Modules At-a-Glance

### Module 1. Understanding OUD & Co-occurring Conditions

- Overview of the opioid crisis and its impact on communities and law enforcement.
- Exploration of OUD and its relationship with co-occurring mental health disorders.
- Legal considerations and best practices for crisis intervention.

### Module 2: Recognizing & Responding to OUD

- Effective verbal and non-verbal de-escalation techniques.
- Crisis intervention strategies tailored to high-risk scenarios involving OUD.
- Communication practices to build trust and minimize conflict.

### Module 3: Best Practices for Field Collaboration

- Introduction to harm reduction principles and treatment options.
- Building and utilizing local referral networks.
- Partnering with Crisis Intervention Teams and community resources for improved outcomes.

### Module 4: Real-World Application & Resource Utilization

- Real-world de-escalation techniques for crisis management.
- Strategies for managing public and residential crises safely.
- Engaging referral networks to support individuals and families.

## Course Includes the Complete “Power Pack” Toolkit!

Officers receive a comprehensive Power Pack toolkit with discussion posters, eBooks, handouts, and guides. These resources reinforce key concepts like de-escalation, crisis intervention, and building trust, providing practical support and quick references for real-world opioid crisis situations.



# Our Faculty

## Content Specialist and Instructors

We've chosen faculty to help shape this course who are seasoned experts and specialists in their fields. Through teaching, creating innovative materials, and contributing to course design, they bring a unique mix of vision, inspiration, and practical skills.



### **Thomas B. Smith, M.S.**

#### **Sergeant - Crisis Response Team, Baltimore City Police Department**

- Recognized for his leadership, with over 20 years experience in law enforcement with a strong educational background.
- Department of Justice Consent Decree Training Implementation Committee co-chair.



### **Dawn N. Peake, M.S.**

#### **Co-Founder, Training Consultant, Innovative Training Solutions LLC**

- Serves as a Training Officer and Curriculum Specialist with Baltimore City Police Department.
- Over 15 years experience in instructional leadership.



### **Martin Bartness**

#### **Senior Principal, Center for Management and Technical Assistance, Police Executive Research Forum (PERF)**

- 25 years with Baltimore Police Department, retired as Lt. Colonel/Deputy Chief of Patrol, overseeing operations across nine patrol districts.
- Roles included Chief of Staff to the Police Commissioner and Commander.

### **Seth Glass, Detective, Austin Police Department**

- Over 12 years experience in law enforcement, specializing in organized crime, narcotics, gangs, and violent crime units.
- Experienced instructor with a focus on undercover operations.

### **Mike Fickel, Detective, Austin Police Department**

- Over 19 years experience in law enforcement, 10 years with narcotics enforcement teams.
- Tasked with narcotics related overdose deaths investigations.

# Operational Readiness for Police Officers: OUD

## Next Steps

### You've Completed Step 1 - Congratulations!

Now that you've successfully acquainted yourself with the content of the program, you're ready to follow the next steps to equip your officers with the skills they need to respond effectively to today's opioid use disorder challenges.

### Step 2: Access the Purchase Order Packet

Once you've received your Quote, you'll want to process the PO. Grab this handy zip file - it includes everything you need, such as a copy of our W9 form and PO Checklist with detailed instructions to help process your Purchase Order.

[Download the PO Packet](#)

Note: If you already have your PO ready, great! Simply reply to our original email to send as an attachment to your program manager.

### Step 3: Enroll Your Team

Lastly, complete the Enrollment Form. Simply click on this link to enter your team. For your convenience, you can also upload your list as a spreadsheet.

[Enrollment Form](#)

Once these steps are completed, your team will gain access to the course materials and begin immediately! Need assistance? We're happy to help - just contact us!

### Questions?

If you have any questions, feel free to refer to our [Frequently Asked Questions](#) document. Can't find what you're looking for? We're here to help! Reach out to your program manager or contact **Rebecca Austin** at [raustin@zschool.com](mailto:raustin@zschool.com), and we'll get you the answers you need!

**Let's take the next step toward empowering  
your team today!**