



US Army Corps
of Engineers.

Emergency Management Bulletin

EMB No. 2007-05

Issuing Office: CECW-HS

Issued: 6 August 2007

Subject: Critical Incident Stress Management and Disaster Operations

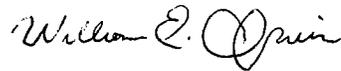
1. Purpose: This Emergency Management Bulletin is intended to provide an overview of the Critical Incident Management Stress (CISM) program, and how it can be used in disaster response and recovery efforts.
2. CISM is available to assist Corps emergency responders in coping with the stressful working conditions that occur when responding to natural or man made disasters. CISM is designed to provide immediate peer support for these types of work environments by reducing the overall impact of acute or cumulative stress and to accelerate recovery in responders. Working in such environments is stressful for many reasons including working long hours for an extended period of time under intense pressure, witnessing loss of life, injuries, destruction of property and communities. As a Commander's tool, this program also demonstrates that the US Army Corps of Engineers is an organization that promotes a respectful, supportive, and healthy work environment.
3. The USACE Office of Homeland Security (OHS) believes strongly that employees who are asked or volunteer to work under emergency conditions need to pay special attention to their mental-health and well being. Therefore, the USACE OHS has incorporated the CISM program into its disaster operations protocols whenever needed. A CISM program can be implemented in two ways. The first is an on-the-ground-support-team or Critical Incident Response Team (CIRT), where team members deploy to the USACE field offices and work sites. The second method is through "virtual" means by using reach-back resources without team members having to deploy. The CISM program is a standing program throughout most of the USACE made available to all Corps team members by the Chief of Engineers.
4. Concept of Operations: CISM resources can deploy to any event requiring USACE to respond. In most cases, this will occur when a USACE Recovery Field Office (RFO) is established, which typically signifies a larger event with associated recovery missions. However, other events without an RFO will also require a CISM element to deploy.
 - a. Initial deployment will be a 2-3 person "Recon Team". Ideal deployment is prior to a disaster, or immediately after. The Recon Team will spend several days in area to 1) provide critical information on CISM to the Commander, 2) scope out any potential CISM mission, and 3) initiate any necessary logistical functions.

- b. The Recon Team will also make contact with the local Employee Assistance Program (EAP) manager and or contractor to facilitate a higher level of care should it be needed. CISM peer supporters work closely with the EAP to provide the highest level of care for employee(s) experiencing traumatic events. The Recon Team will present its findings to the Commander to determine whether a CIRT is needed, and if so recommend the appropriate size. CIRT will deploy based on the Commander's concurrence.
 - c. A CIRT will deploy and merge with the Recon Team. It is preferred that there is at least one CIRT assigned per state per event. At present strength, two CIRT's are available for deployment nationwide thus one CIRT may have to cover more than one state or RFO. CIRT team members are rotated in and out every thirty days.
 - d. A CISM Team Leader (TL) is responsible for operations and accountability of CISM resources in the field. The CISM TL reports to the Commander or designee. This designee typically will be the Safety and Occupational Health Manager. SITREPS available from the Safety Manager will help focus the CISM Team's efforts in many cases. The CISM TL will also develop a "mission closeout" strategy to determine when to end on-the-ground support, and transition to only virtual support.
 - e. Team Composition: A Recon Team consists of 2 or 3 experienced Subject Matter Experts (SME). A Recon Team can typically deploy with 2 days notice. A full CIRT consists of 3 or 4 peer supporters with experience in one-on-one interventions, crises management briefings, pre-deployment education, and defusings. A CIRT can deploy with 3 days notice.
 - f. Deployment, Duration and Costs: All deployments will be initiated from the requesting District via ENGLink with coordination from the CISM National Operations Center for team selection. Typical deployments are for 30 days, but can be adjusted to meet mission needs. Cost estimate for the Recon Team for 1 week is \$19.6K for two persons including travel and per diem. Cost estimate for the CIRT for 30 days is \$168K for 4 persons including travel and per diem.
5. **CISM Team Deployment Activation Contacts:** The CISM National Operations Center is located at SWD. The following points of contact should be used for coordination and deployments:
- a. Terry Holt, CISM Co-Program Manager (terry.holt@usace.army.mil)
Work (620) 382-2101
Work Cell (620) 382-7334 / FAX (620) 382-3840
Home (620) 382-2949 / Private Cell (620) 381-3131
 - b. Larry Bogue, CISM Co-Program Manager (larry.e.bogue@usace.army.mil)
Work (469) 487-7062 / FAX (469) 487-7199
Home (972) 709-4551 / Private Cell (214) 476-4678
 - c. Mark Roderick, CISM Deployment Backup (mark.d.roderick@usace.army.mil)
Work (618) 724-2493 / Cell (618) 927-1376
Home (618) 242-6267 / Private cell: (618) 604-430

EMB 2007-05

Subject: Critical Incident Stress Management and Disaster Operations (continued)

6. **Funding:** Funding for the CISM Recon Team and the full CIRT will be attached as an item under the Regional Activation Mission Assignment. Close coordination with the ESF#3 Team Leaders at the FEMA Joint Field Offices is required for justification of the mission.
7. **More Information:** Division and District POC's, FAQ's, and Brochures, can be found at:
<http://corpslakes.usace.army.mil/employees/cism/cism.html>



William E. Irwin
Emergency Management
Community of Practice