



California Fire Service Behavioral Health Task Force Charter

[Version: 11/15/2023]

Mission:

The California Fire Service Behavioral Health Task Force (Task Force) is a joint labor—management initiative committed to prioritizing behavioral health, wellness, and safety in the fire service.

Vision: The Task Force commits to:

Unifying the fire service and its partners to come together to address behavioral health, wellness, and safety for all firefighters across California. Working collaboratively with partners and stakeholders to positively influence fire service culture by reducing barriers to behavioral health, wellness, and safety concerns and using the best practices and resources available to secure services and support.

- Providing regular communication about behavioral health, wellness, and safety and will remain a leader in providing resources and tools to the fire service.
- Providing leadership to the fire service through collaboration and the provision of communications regarding behavioral health, wellness, and safety.

Responsibilities: Task Force is committed to:

1. Being a critical resource to support behavioral health, wellness, and safety program creation, development, and expansion in California.
2. Maintaining a directory on the Healing Our Own website of active Fire Service Behavioral Health programs in fire agencies statewide.
3. Support the Healing Our Own website in order to provide a key service and source for information, tools, and resources centered around firefighter behavioral health, wellness, and safety.
4. Advance and support an active conduit for Fire Service culturally competent clinicians (CCC). This will include recruitment, training/education, and retention of clinicians.
5. Develop, implement, and maintain an annual Work Plan.
6. Support and integrate current and future research, best practices and trends in behavioral health wellness, and safety in the fire service.
7. Develop and support legislative measures that advance behavioral health in the fire service.

8. Develop implement and support current and relevant behavioral health education and training.

Membership:

Founding Members:

The Task Force comprises of the four founding organizations, (1) California Office of Emergency Services (Cal-OES), (2) California Fire Chiefs Association (Cal Chiefs), (3) California Professional Firefighters (CPF), and (4) California Joint Apprenticeship Committee Cal JAC). Task Force membership shall assure representation of the California Fire Service from throughout the state and across the sponsoring organizations membership.

Associate Members:

Upon approval by the founding organizations, Associate Membership/organizations will be granted participation in Task Force activities. While Associate organizations do not have voting rights on Task Force matters, their collaboration and partnership are valued and represents an integral part of the Task Force. The number of Associate Members (per each organization) attending quarterly meetings will be voted on by core membership. Task Force recognized Associate Organizations/Members will be documented in a Charter appendix.

Guiding principles for Membership:

In order to participate on the Task force members are required to be committed to the cause of firefighter behavioral health, and wellness, and be able to participate in at 75% of Task Force meetings. Additionally, Task Force members are encouraged to lead, and participate in subcommittee(s).

Voting Rules:

- Each of the four founding organizations have three (3) votes per organization for a total of 12.¹
- Associate Member organizations do not hold voting rights.

Leadership:

The purpose of a joint labor—management initiative is to ensure a coequal voice on matters of concern. Because of this, the Task Force will be led by a representative from both labor and management. Cochairs will be selected/appointed for two-year terms during the final meeting of the odd number years.

- The labor co-chair will be selected by leadership from CPF and the Cal-Jac.
- The management co-chair will be selected by leadership from Cal-OES and the Cal Chiefs.

¹ Currently there are founding organizations with more than three members. For the time being those members will remain active members, however when existing members discontinue service they will not be replaced until the respective organizations are represented by three (3) members.

Subcommittees:

Subcommittees may be established by the Task Force as needed, to develop or update BHTF programs and special projects. Subcommittees will have clear goals driven by the core members and may engage Subject Matter Experts (SME's) and/or Associate members to complete development and/or updates of specific tasks.

Subcommittees must report back to the Task Force on a regular basis. All subcommittee activities and actions must be approved by the Task Force

At least one member of the Task Force will chair the meeting, oversee work product, and provide updates to the Task Force at quarterly meetings. Task Force member agreed upon SME's will be asked to participate in the Subcommittees, without expectation of compensation by the Task Force, and will be disbanded when the project is complete. Subject Matter Experts may participate in more than one subcommittee and consecutive subcommittees.

Meetings:

Meetings should be held quarterly at a minimum, with at least two meetings scheduled (hybrid) annually at the CPF Headquarters in Sacramento. Quarterly BHTF meetings will include the designated members from the four core founding organizations, with SME's or Associate members invited with prior core member approval, to pertinent portions of the meeting.

Appendix 1: Task Force Associate Members

- California Fire Foundation (CFF)