



CUMBERLAND COUNTY SHERIFF'S OFFICE

- Kevin J. Joyce
SHERIFF
- Brian R. Pellerin
CHIEF DEPUTY

36 County Way, Portland, Maine 04102

Phone (207)774-1444 – fax (207)828-2373

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The Opportunity Alliance Law Enforcement Crisis Response Liaison

Memorandum of Understanding between The Opportunity Alliance and the Cumberland County Sheriff's Office

Objective

In a joint effort of The Opportunity Alliance (TOA) and the Cumberland County Sheriff's Office (CCSO), we have created the Memorandum of Understanding (MOU) to promote the effective utilization of the TOA Crisis Service Law Enforcement Liaison Service. The Law Enforcement Crisis Response Liaison position (LECRL) at TOA was developed to strengthen the partnership between law enforcement and mental health services in order to better serve our communities and people experiencing a mental health crisis.

Shared Goals

The shared goal of TOA and the CCSO in creating this MOU is to produce the following results in support of the (LECRL) position.

- Effective collaboration between TOA and CCSO.
- Coordinated and regular communication across the program between the CCSO administration and TOA.
- Shared accountability for supporting the work of the Law Enforcement Crisis Response Liaison.
- Continuous quality improvement strategies to promote meeting identified service outcomes.
- Promotion of the best practice models that support the work of CCSO Deputies, mental health providers, and the community.

Roles and Responsibilities

- The role of TOA LECRL is to support CCSO in their efforts to stabilize individuals experiencing a mental health crisis by providing crisis assessment and intervention planning, risk determination for harm to self or others, and general mental health consultation.
- The role of the TOA Crisis Director is to provide staff development, administrative oversight, and clinical supervision of the LECRL. The Crisis Director is also responsible for collaborating closely with the CCSO Mental Health Supervisor to effectively coordinate and support the LECRL in achieving the stated goals of



the MOU. Performance management of the LECRL will be completed by the TOA Crisis Director with input from the CCSO Mental Health Supervisor.

- The role of the CCSO Mental Health Supervisor is to work collaboratively with the TOA Crisis Director and to provide on-site direction and support as necessary for the LECRL.
- TOA Human Resources and CCSO will work closely together to assure the employment policies, work safety standards, and on-boarding processes for the LECRL are congruent with TOA Human Resource policies and the needs of CCSO.

Expectations within the Law Enforcement Crisis Response Liaison

In signing this MOU, TOA Crisis Services agrees to the aforementioned goal and will work toward achieving results by:

- To employ and maintain the TOA staff LECRL. The LECRL will be collocated within the CCSO and works closely with the CCSO Mental Health Supervisor in providing mental health crisis services. The LECRL will be an employee of the TOA and not a County employee. Selection, pay and benefits for this position will be the sole responsibility of the TOA. As this position will have access to legally confidential material, the TOA LECRL will be subject to a CCSO criminal background check to assure agency accreditation standards and legal compliance with State and Federal electronic databases and record information systems.
- The LECRL will report to the CCSO at the start of each shift to check in with the CCSO Mental Health Supervisor. The LECRL will maintain consistent communication with the CCSO Mental Health Supervisor in regards to any changes to their schedule.
- TOA will be responsible and have final authority over all aspects of the TOA agency employment requirements and policy around the LECRL. The TOA Senior VP of Human Resources and the CCSO will resolve any inconsistency of workplace policy across the two entities and promote successful on-boarding of the LECRL.
- TOA Crisis Director will work closely with the CCSO Mental Health Supervisor in the supervision of the LECRL. The Crisis Director is the formal TOA supervisor of the LECRL; however the CCSO Mental Health Supervisor will provide on-site direction and support for the LECRL.
- TOA will initiate and assemble an annual review of this MOU within 30 days of the renewal date. It will be scheduled so that the Sheriff of Cumberland County and the President and CEO of TOA can be present to authorize renewal of this MOU.
- TOA will develop and maintain Business Associate Agreements (BAA) with the CCSO that allow for sharing of client information that is necessary to promote the goal and results of this MOU.

In signing this MOU, CCSO agrees to the aforementioned goals and will work toward achieving results by:

- The CCSO Mental Health Supervisor will provide on-site direction and support for the LECRL and work closely with the TOA Crisis Director on any identified needs to support the LECRL in the practice.
- In an effort to enhance communication and collaboration, the CCSO Mental Health Supervisor will attend a TOA Crisis Staff meeting at least once a month.
- CCSO will attend the TOA annual review of this MOU that will be scheduled so that the Sheriff of Cumberland County and the President and CEO of TOA can be present to authorize renewal of the MOU.

In signing this MOU, TOA and CCSO agree to further support the LECRL position by expecting the TOA Crisis Director and CCSO Mental Health Supervisor to:



- Meet monthly with the LECRL in a co-supervision session to assure the goals of this MOU are being achieved.
- TOA will offer support and trainings to the Cumberland County Sheriff's Office as requested to enhance the knowledge and understanding of various mental health and substance use topics.

Termination of MOU by Agreement

This agreement will require an annual review and will remain in effect until either party withdraws from the agreement or finds it necessary to make adjustments to the document. Either party upon 30 days may terminate this agreement through written notice.

Sheriff Kevin J. Joyce
Cumberland County Sheriff
Portland, Maine

Date

Sally Maxwell

Sally Maxwell
Chief Operating Officer
The Opportunity Alliance
Portland, Maine

Date

2/6/25

