



Office of the City Manager

**RECESS ITEM**  
CONSENT CALENDAR  
 May 14, 2024

To: Honorable Mayor and Members of the City Council

From: Dee Williams-Ridley, City Manager

Submitted by: Carianna Arredondo, Assistant to the City Manager, Reimagining Public Safety

Subject: Grant Application: Law Enforcement Mental Health and Wellness Act (LEMWHA) Program Grant to support contract with the Public Safety Family Counseling Group (PSFG) for Crisis Intervention and Critical Incident Stress Management Services.

**RECOMMENDATION**

Adopt a Resolution ratifying the action taken by the City Manager during recess to submit a Law Enforcement Mental Health and Wellness Act (LEMWHA) FY 24 Program grant application in the amount up to \$200,000, due April 30, 2024; to accept the grant; to execute any resultant revenue agreements and amendments; and authorizing the implementation of the project and appropriation of funding for related expenses, subject to securing the grant.

**NEGATIVE EFFECT IF ACTION IS DELAYED UNTIL AFTER COUNCIL RECESS**

Delaying this action until after the Council recess could significantly hinder the City's ability to secure the grant funding. Given the competitive nature of the grant and the strict deadlines imposed by the funding agency, any delay risks missing the application deadline, thereby forfeiting potential financial support for crucial mental health initiatives within the law enforcement community. This could result in gaps in mental health support and wellness resources that are vital for the safety and effectiveness of the officers and the community they serve.

**FISCAL IMPACTS OF RECOMMENDATION**

The Berkeley Police Department, with the support of the Reimagining Public Safety project coordinator, is applying for an amount up to \$200,000, there is no requirement for matching funds, and this grant will have no impact on the City's budget.

**CURRENT SITUATION AND ITS EFFECTS**

The [Office of Community Oriented Policing Services](#) (COPS), a critical entity within the Department of Justice, enhances the capacity of America's police departments to

implement community policing through grants, resources, and information.<sup>1</sup> These grants support the hiring of community policing professionals, the development of innovative policing strategies, and the delivery of training and technical assistance to community members, local government leaders, and law enforcement personnel at all levels.

Fiscal Year 2024 funds from the [Law Enforcement Mental Health and Wellness Act \(LEMHWA\)](#) Program are specifically allocated to enhance mental health and wellness services for law enforcement<sup>2</sup>. This includes funding initiatives such as peer support programs, training sessions, resources for families, suicide prevention initiatives, and other promising practices aimed at improving wellness. The objective is to expand knowledge, raise awareness of effective wellness strategies, improve skills and capabilities within law enforcement, and increase utilization of these practices across various agencies and stakeholders.

The Berkeley Police Department is currently pursuing LEMWHA funding to continue its successful collaboration with the Public Safety Family Counseling Group (PSFG). This partnership, initiated under the Reimagining Public Safety Phase 2 directives, focuses on Crisis Intervention and Critical Incident Stress Management Services. The collaboration has not only bolstered the department's response to crisis situations but has also strengthened the peer support network, crucial for supporting colleagues during critical incidents. Training sessions facilitated by the International Critical Incident Stress Foundation (ICISF) have equipped numerous department members with specialized skills in 'Assisting Individuals in Crisis and Group Crisis Intervention'. This training ensures that the Berkeley Police Department maintains high standards of peer support.

As the City approaches a new fiscal year, securing LEMWHA funding becomes essential to maintain and expand these critical services. This effort aligns with the City's Strategic Plan Goal to create a resilient, safe, connected, and prepared community, while also focusing on attracting and retaining a talented and diverse workforce. The ongoing funding support through LEMWHA is vital for the sustainability of these initiatives and the overall well-being of the police force and the community it serves.

## BACKGROUND

As part of the City's ongoing commitment to the Reimagining Public Safety initiative, the City Council approved strategic funding allocations aimed at sustaining and enhancing public safety efforts<sup>3</sup>. For fiscal years 2023 and 2024, a total of \$200,000 was allocated under the Grant Assistance effort. This funding is instrumental in reinforcing the City's dedication to long-term safety and community welfare initiatives and is being managed

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<sup>1</sup> <https://cops.usdoj.gov/grants>

<sup>2</sup> <https://cops.usdoj.gov/lemhwa>

<sup>3</sup> <https://berkeleyca.gov/sites/default/files/documents/FY-2023-2024-Adopted-Budget-Book.pdf>

by the Assistant to the City Manager serving as the Reimagining Public Safety Project Coordinator in the City Manager's Office.

In 2024, the City of Berkeley entered into a partnership with California Consulting, LLC, under Contract No. 32400015, to augment the City's capabilities in grant application processes. This partnership aims to maximize the potential for securing additional funding to support public safety programs.

An additional \$50,000 was approved for the same fiscal years to address the wellness needs of the Berkeley Police Department, supporting components such as the Critical Incident Stress Contract, the Peer Support Team, and other emerging wellness needs.

Utilizing the designated funds, the Berkeley Police Department established a partnership with the Public Safety Family Counseling Group, Inc. This collaboration, formalized under Contract No. 32300022, focuses on Crisis Intervention and Critical Incident Stress Management Services. Beyond crisis scenarios, this partnership enhances the department's peer support team by equipping members with the necessary training and tools to effectively support colleagues during challenging times.

As the initiative transitions into Phase 3, which aligns with the upcoming Fiscal Year 2025-2026 budget cycle yet to be adopted, securing further grants remains a critical priority. This continued funding will support the expansion of current initiatives and the introduction of new programs under the initiative's next phase, ensuring the safety and well-being of both the community and law enforcement personnel.

#### ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no identifiable environmental effects, climate impacts, or sustainability opportunities associated with the subject of this report.

#### RATIONALE FOR RECOMMENDATION

Approving the resolution enables the City to apply for a \$200,000 Law Enforcement Mental Health and Wellness Act grant, critical for funding the ongoing partnership with the Public Safety Family Counseling Group for Crisis Intervention and Stress Management Services. This timely application ensures the Berkeley Police Department can maintain and enhance essential mental health and wellness support without financial strain on the city's budget, aligning with strategic goals to foster a resilient, safe, and well-prepared community.

#### ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

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Lt. Matthew McGee, Police Community Services Bureau, 510-981-5808

Attachments:

1: Resolution

RESOLUTION NO. ##,###-N.S.

AUTHORIZING A GRANT APPLICATION FOR UP TO \$200,000 TO OFFICE OF COMMUNITY ORIENTED POLICING SERVICES (COPS) FOR LAW ENFORCEMENT MENTAL HEALTH AND WELLNESS ACT (LEMWHA) PROGRAM GRANT

WHEREAS, the Law Enforcement Mental Health and Wellness Act (LEMWHA) Program provides critical funding to enhance the mental health and wellness services for law enforcement agencies across the nation; and

WHEREAS, the City of Berkeley, in alignment with the Reimagining Public Safety initiative, recognizes the urgent need to support mental health initiatives for its police force, ensuring their effectiveness and resilience in serving the community; and

WHEREAS, the Berkeley Police Department has established a beneficial partnership with the Public Safety Family Counseling Group, Inc., focusing on Crisis Intervention and Critical Incident Stress Management Services to bolster the department's capacity to manage and mitigate crisis situations effectively; and

WHEREAS, securing the LEMWHA grant is imperative for continuing the successful interventions and trainings provided through this partnership, which have proven essential in enhancing the department's peer support network and overall mental health readiness; and

WHEREAS, the application for this grant, due April 30, 2024, and in the amount of up to \$200,000, requires timely submission to meet strict funding deadlines, ensuring the City's ability to continue these vital services without financial interruption.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the Council ratifies the action taken by the City Manager to submit a Law Enforcement Mental Health and Wellness Act (LEMWHA) FY 24 Program grant application in the amount up to \$200,000, due April 30, 2024; to accept the grant; to execute any resultant revenue agreements and amendments; and authorizing the implementation of the project and appropriation of funding for related expenses, subject to securing the grant.

