



Office of the City Manager

CONSENT CALENDAR  
April 11, 2023

To: Honorable Mayor and Members of the City Council

From: Dee Williams-Ridley, City Manager

Submitted by: Jennifer Louis, Interim Chief of Police

Subject: Accept Grant Funding From the Board of State and Community Corrections (BSCC) Officer Wellness and Mental Health Grant Award Program

RECOMMENDATION

Adopt a Resolution authorizing the City Manager, or designee, to accept the Board of State and Community Corrections (BSCC) Officer Wellness and Mental Health Grant Award. The total funding awarded to the Berkeley Police Department is \$106,014.48 for the period July 01, 2022, to December 1, 2025. Funds for the grant will be used to enhance officer wellness and resilience by providing mental health resources.

FISCAL IMPACTS OF RECOMMENDATION

There is no fiscal impact for adopting the authorizing resolution to accept funding. There is no match requirement and/or leveraging of funds requirement. The total funding available for this project is \$106,014.48, which will be deposited and expensed from the One-Time Grant: No Capital Expenditure revenue budget code: 336-71-704-816-0000-000-000-432110. The grant funding was received in March 2023. If this grant funding is approved by the City Council, the BPD anticipates appropriating up to \$70,000 in FY 2023 as part of the Second Amendment to the FY 2023 Annual Appropriations Ordinance to support contracts and related training. The remaining \$36,014.48 will be appropriated as part of the FY 2024 Mid-Biennial Budget Update Annual Appropriations Ordinance. The technical start date of the grant term aligns with the effective date of the Budget Act of 2022 (Assembly Bill 178, Chapter 45, Statutes of 2022) that made appropriations for the 2022-2023 fiscal year.

CURRENT SITUATION AND ITS EFFECTS

Securing BCSS grant funding is a Strategic Plan Priority Project, advancing our goal to create a resilient, safe, connected, and prepared City. The funding will allow BPD to prioritize employee well-being, which aligns with recommendation 5.2, Invest in Mental & Physical Health Services for Employees on the City Manager's Employer of Choice Roadmap.

Currently, the Berkeley Police Department contracts with The Psychological Safety Family Counseling Group (PSFCG) for crisis intervention and critical incident stress

management services. While the contract does provide ongoing training for Peer Support Team members, this service is generally reactionary and triggered by an event that has caused potential trauma to our employees. In order to be proactive in advocating for the mental health and resilience of our employees, it is imperative that we continue to add to our wellness toolkit by adding programs that have a successful track record of addressing the stressors of police work.

### BACKGROUND

The Berkeley Police Department lost an officer to suicide in July 2017. The impact of the loss on our organization was tremendous. As an agency, we are continually looking for opportunities to invest in the mental and emotional wellbeing of our employees. Data shows that police officers are at a heightened risk for suicide, due to experiencing such risk factors as exposure to violence, suicide, or other job-related stressors; depression, anxiety, or other mental illness; substance abuse; domestic abuse; access to means to kill oneself and poor physical health. Police Department employees face stress on a daily basis, but the inability to de-stress or decompress has serious consequences for their overall health.

In November 2017, BPD implemented a Wellness and Resilience Group to find ways to address the physical, emotional, mental and financial struggles some of our employees have shouldered alone. The Wellness Group members are comprised of both sworn and professional staff who meet monthly. Members of the Wellness Group have attended wellness seminars across the United States in an effort to bring the most valuable information back to our employees. This team has researched ways to incorporate a healthy lifestyle and mindfulness into the daily lives of police department employees. The Department has also sent officers to training seminars such as Blue Courage and Mindful Badge to provide education into mindfulness-based stress reduction.

In 2020, BPD contracted with the Psychological Services Group, now PSFCG, for critical incident stress management, and peer support training. In 2021, with the guidance of PSFCG staff, we adopted a new peer support policy, and created and trained new peer support officers. Peer Support Team members are available 24/7 in the event of a critical incident and to provide resources to employees in need.

In June 2021, BPD participated in a National Wellness Survey for public safety personnel. The survey was conducted by the U.S. Marshals Service, Fairfax County PD, and Nova Southeastern University. The survey was designed to assess the impact of public safety work on individual well-being. Of the 199 employees (sworn officers and public safety dispatchers) invited to complete the survey, 48 (24%) participated. The survey found in part that 52% of respondents indicated some degree of depression, 73% were feeling discouraged about the future, 10% received scores representing clinical significance on the PTSD checklist, 60% reported being bothered by a stressful event or experience within the past month, and 44% reported trouble with sleep.

The data indicates that BPD must remain vigilant in the pursuit of providing ongoing and intentional wellness and mental health services to our employees to build healthy habits from day one in the career. This will aid in the reduction of stigma around seeking help and will also foster a climate of well-being for our employees.

The Officer Wellness and Mental Health Grant Program through BSCC, has provided \$50 million for city and county law enforcement agencies for the purpose of improving officer wellness and expanding mental health sources. The allocations of funds was determined by the number of peace officers employed by BPD. There are 394 agencies receiving funds from this grant program.

#### ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

None identified.

#### RATIONALE FOR RECOMMENDATION

The purpose of this grant funding is to establish or expand officer wellness units, peer support units, services provided by a license mental health professional, counselor or other professional that works with law enforcement, expand multiagency mutual aid programs focused on officer wellness and mental health, or other programs and services that are evidence-based or have a successful track record of enhancing officer wellness.

This grant will enable to BPD to acquire additional wellness and mental health services for our police officers at this critical time. Officers are pushed to capacity due to low staffing levels, the social pressures involved in navigating a career in law enforcement in today's evolving culture, and the trauma of everyday police work.

#### ALTERNATIVE ACTIONS CONSIDERED

If we do not accept the grant, it will be returned to the state's general fund. BPD would be limited to City funds to develop and implement new wellness and mental health solutions.

#### CONTACT PERSON

Lieutenant Jen Tate, Police, Traffic Bureau, (510) 981-5983

#### Attachments:

- 1: Resolution: Board of State and Community Corrections Grant Award
- 2: BSCC Grant Announcement

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

ACCEPTANCE OF BOARD OF STATE AND COMMUNITY CORRECTIONS (BSCC)  
OFFICER WELLNESS AND MENTAL HEALTH GRANT FY2022/2023

WHEREAS, the Budget Act of 2022 made appropriations for the support of state government for the 2022-2033 fiscal year; and

WHEREAS, in accordance with Assembly Bill 178, Chapter 45, Statutes of 2022, Item 5227-121-0001, Officer Wellness and Mental Health Grant funding has been made available to all city and county law enforcement agencies employing officers described in Section 830.1 of the Penal Code; and

WHEREAS, funding allocation and disbursement of grant funds was announced by BSCC Chair Linda Penner in a memo that was sent to all police chiefs and sheriffs; and

WHEREAS, the Berkeley Police Department has been awarded \$106,014.48 from BSCC for the purpose of improving officer wellness and expanding mental health sources, which will directly benefit the well-being of Berkeley police officers; and

WHEREAS, the grant funding was received in March 2023. If this grant funding is approved by the City Council, the BPD anticipates appropriating up to \$70,000 in FY 2023 as part of the Second Amendment to the FY 2023 Annual Appropriations Ordinance to support contracts and related training. The remaining \$36,014.48 will be appropriated as part of the FY 2024 Mid-Biennial Budget Update Annual Appropriations Ordinance.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager, or designee, is hereby authorized to accept the funding, and any follow up amendments with the Board of State and Community Corrections for the BSCC Officer Safety and Wellness in an amount of \$106,014.48 for the term of July 1, 2022 through December 1, 2025.



**DATE:** December 21, 2022  
**TO:** Police Chiefs and Sheriffs  
**FROM:** Linda Penner, Chair  
**SUBJECT: OFFICER WELLNESS AND MENTAL HEALTH GRANT AWARD**

I am pleased to let you know that the BSCC has begun processing the Officer Wellness and Mental Health grants, which were included in the Budget Act of 2022. All eligible law enforcement agencies will receive their payment by February 15, 2023. This memorandum provides further information about the purposes of the grant, and requests your assistance in identifying the person in your agency who will be responsible for required data reporting.

This disbursement is being made in accordance with Assembly Bill 178, Chapter 45, Statutes of 2022, Item 5227-121-0001. This funding is available to all city and county law enforcement agencies employing officers described in Section 830.1 of the Penal Code. The Officer Wellness grant is for the purpose of improving officer wellness and expanding mental health sources as follows:

1. Establishing officer wellness units or expanding existing officer wellness units.
2. Establishing peer support units or expanding peer support units.
3. Services provided by a licensed mental health professional, counselor, or other professional that works with law enforcement.
4. Expanding multiagency mutual aid programs focused on officer wellness and mental health.
5. Other programs or services that are evidence based or have a successful track record of enhancing officer wellness.

For further information about this funding and to identify the amount of funding allocated to your agency, please visit the Board of State and Community Corrections' webpage for the Officer Wellness and Mental Health Grant available at <https://www.bscc.ca.gov/officer-wellness-and-mental-health-grant-program/>.

Provision 2 of the Budget Act requires each grant recipient to submit an expenditure report and a final impact report no later than December 1, 2025. Additionally, grant recipients will submit a brief annual expenditure report. Reports will be provided to the Commission on Peace Officer Standards and Training (POST). Detailed information regarding reporting requirements and reporting requirement webinars will be sent out in early 2023.

Please send the name and email address of the individual(s) within your agency who will be responsible for the implementation and reporting requirements for this grant to [OfficerWellnessGrant@bscc.ca.gov](mailto:OfficerWellnessGrant@bscc.ca.gov) by February 28, 2023 so they may receive additional information regarding detailed reporting requirements, webinars, and deadlines.

If you have any questions regarding this funding distribution, please email [OfficerWellnessGrant@bscc.ca.gov](mailto:OfficerWellnessGrant@bscc.ca.gov) and a BSCC staff member will respond.

Sincerely,



LINDA PENNER  
Chair  
Board of State & Community Corrections

## Officer Wellness and Mental Health Grant Program Funding Distribution Schedule

COUNTY	AGENCY NAME	AWARD AMOUNT
ALAMEDA COUNTY	ALAMEDA CO SD/CORONER	\$ 709,103.49
ALAMEDA COUNTY	ALAMEDA PD	\$ 47,741.62
ALAMEDA COUNTY	ALBANY PD	\$ 20,000.00
ALAMEDA COUNTY	BAY AREA RAPID TRANSIT PD	\$ 145,331.11
ALAMEDA COUNTY	BERKELEY PD	\$ 106,014.48
ALAMEDA COUNTY	EAST BAY REG PARK DPS	\$ 37,912.46
ALAMEDA COUNTY	EMERYVILLE PD	\$ 28,000.00
ALAMEDA COUNTY	FREMONT PD	\$ 117,949.89
ALAMEDA COUNTY	HAYWARD PD	\$ 113,737.39
ALAMEDA COUNTY	LIVERMORE PD	\$ 63,187.44
ALAMEDA COUNTY	NEWARK PD	\$ 34,402.05
ALAMEDA COUNTY	OAKLAND PD	\$ 483,032.87
ALAMEDA COUNTY	PIEDMONT PD	\$ 15,000.00
ALAMEDA COUNTY	PLEASANTON PD	\$ 54,762.45
ALAMEDA COUNTY	SAN LEANDRO PD	\$ 49,847.87
ALAMEDA COUNTY	UNION CITY PD	\$ 47,039.54
ALPINE COUNTY	ALPINE CO SO	\$ 15,000.00
AMADOR COUNTY	AMADOR CO SO/CORONER	\$ 32,997.89
AMADOR COUNTY	IONE PD	\$ 15,000.00
AMADOR COUNTY	JACKSON PD	\$ 15,000.00
AMADOR COUNTY	SUTTER CREEK PD	\$ 15,000.00
BUTTE COUNTY	BUTTE CO SO/CORONER	\$ 122,162.38
BUTTE COUNTY	CHICO PD	\$ 65,293.69
BUTTE COUNTY	GRIDLEY PD	\$ 15,000.00
BUTTE COUNTY	OROVILLE PD	\$ 15,000.00
BUTTE COUNTY	PARADISE PD	\$ 15,000.00
CALAVERAS COUNTY	ANGELS CAMP PD	\$ 15,000.00
CALAVERAS COUNTY	CALAVERAS CO SD	\$ 40,018.71
COLUSA COUNTY	COLUSA COUNTY SD	\$ 25,000.00
COLUSA COUNTY	COLUSA PD	\$ 15,000.00
COLUSA COUNTY	WILLIAMS PD	\$ 15,000.00
CONTRA COSTA COUNTY	ANTIOCH PD	\$ 77,229.09
CONTRA COSTA COUNTY	BRENTWOOD PD	\$ 46,337.46
CONTRA COSTA COUNTY	CLAYTON PD	\$ 15,000.00
CONTRA COSTA COUNTY	CONCORD PD	\$ 93,376.99
CONTRA COSTA COUNTY	CONTRA COSTA CO SO/CORONER	\$ 435,993.33
CONTRA COSTA COUNTY	EL CERRITO PD	\$ 25,000.00
CONTRA COSTA COUNTY	HERCULES PD	\$ 20,000.00
CONTRA COSTA COUNTY	KENSINGTON PD	\$ 15,000.00
CONTRA COSTA COUNTY	MARTINEZ PD	\$ 28,000.00
CONTRA COSTA COUNTY	MORAGA PD	\$ 15,000.00
CONTRA COSTA COUNTY	OAKLEY PD	\$ 28,000.00
CONTRA COSTA COUNTY	PINOLE PD	\$ 20,000.00
CONTRA COSTA COUNTY	PITTSBURG PD	\$ 62,485.36
CONTRA COSTA COUNTY	PLEASANT HILL PD	\$ 30,891.64
CONTRA COSTA COUNTY	RICHMOND PD	\$ 83,547.84
CONTRA COSTA COUNTY	SAN PABLO PD	\$ 37,912.46
CONTRA COSTA COUNTY	SAN RAMON PD	\$ 46,337.46
CONTRA COSTA COUNTY	WALNUT CREEK PD	\$ 51,252.03

COUNTY	AGENCY NAME	AWARD AMOUNT
DEL NORTE COUNTY	CRESCENT CITY PD	\$ 15,000.00
DEL NORTE COUNTY	DEL NORTE COUNTY SO	\$ 15,000.00
EL DORADO COUNTY	EL DORADO CO SO	\$ 117,247.80
EL DORADO COUNTY	PLACERVILLE PD	\$ 15,000.00
EL DORADO COUNTY	SOUTH LAKE TAHOE PD	\$ 28,000.00
FRESNO COUNTY	CLOVIS PD	\$ 73,718.68
FRESNO COUNTY	COALINGA PD	\$ 15,000.00
FRESNO COUNTY	FIREBAUGH PD	\$ 15,000.00
FRESNO COUNTY	FOWLER PD	\$ 15,000.00
FRESNO COUNTY	FRESNO CO SO	\$ 288,555.97
FRESNO COUNTY	FRESNO PD	\$ 557,453.63
FRESNO COUNTY	HURON PD	\$ 15,000.00
FRESNO COUNTY	KERMAN PD	\$ 25,000.00
FRESNO COUNTY	KINGSBURG PD	\$ 20,000.00
FRESNO COUNTY	MENDOTA PD	\$ 15,000.00
FRESNO COUNTY	ORANGE COVE PD	\$ 15,000.00
FRESNO COUNTY	PARLIER PD	\$ 15,000.00
FRESNO COUNTY	REEDLEY PD	\$ 25,000.00
FRESNO COUNTY	SANGER PD	\$ 28,000.00
FRESNO COUNTY	SELMA PD	\$ 28,000.00
GLENN COUNTY	GLENN CO SO/CORONER	\$ 30,891.64
GLENN COUNTY	ORLAND PD	\$ 15,000.00
HUMBOLDT COUNTY	ARCATA PD	\$ 20,000.00
HUMBOLDT COUNTY	EUREKA PD	\$ 28,000.00
HUMBOLDT COUNTY	FERNDALE PD	\$ 15,000.00
HUMBOLDT COUNTY	FORTUNA PD	\$ 15,000.00
HUMBOLDT COUNTY	HUMBOLDT CO SO	\$ 128,481.13
HUMBOLDT COUNTY	RIO DELL PD	\$ 15,000.00
IMPERIAL COUNTY	BRAWLEY PD	\$ 20,000.00
IMPERIAL COUNTY	CALEXICO PD	\$ 20,000.00
IMPERIAL COUNTY	CALIPATRIA PD	\$ 15,000.00
IMPERIAL COUNTY	EL CENTRO PD	\$ 28,083.31
IMPERIAL COUNTY	IMPERIAL CO SO	\$ 63,187.44
IMPERIAL COUNTY	IMPERIAL PD	\$ 15,000.00
IMPERIAL COUNTY	WESTMORLAND PD	\$ 15,000.00
INYO COUNTY	BISHOP PD	\$ 15,000.00
INYO COUNTY	INYO COUNTY SO	\$ 28,000.00
KERN COUNTY	ARVIN PD	\$ 15,000.00
KERN COUNTY	BAKERSFIELD PD	\$ 305,405.96
KERN COUNTY	BEAR VALLEY PD	\$ 15,000.00
KERN COUNTY	CALIFORNIA CITY PD	\$ 15,000.00
KERN COUNTY	DELANO PD	\$ 33,699.97
KERN COUNTY	KERN COUNTY SO	\$ 501,989.10
KERN COUNTY	MCFARLAND PD	\$ 15,000.00
KERN COUNTY	RIDGECREST PD	\$ 25,000.00
KERN COUNTY	SHAFTER PD	\$ 25,000.00
KERN COUNTY	STALLION SPRINGS PD	\$ 15,000.00
KERN COUNTY	TAFT PD	\$ 15,000.00
KERN COUNTY	TEHACHAPI PD	\$ 15,000.00
KINGS COUNTY	AVENAL PD	\$ 15,000.00
KINGS COUNTY	CORCORAN PD	\$ 15,000.00
KINGS COUNTY	HANFORD PD	\$ 42,827.04