



FILED
OFFICE OF THE CITY CLERK
OAKLAND
2015 OCT -1 PM 12: 17

AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Sean Whent
Chief of Police

SUBJECT: Psychological Testing of Police
Officers – Supplemental Report

DATE: September 24, 2015

City Administrator Approval

Date:

9/30/15

RECOMMENDATION

Staff Recommends That The Public Safety Committee:

Receive An Informational Report And Possible Action Adopting Legislation Requiring The Use Of Psychological Testing And Screening For Officer New Hires, And The Re-Testing Of All Sworn Personnel In 5 Year Intervals Thereafter.

REASON FOR SUPPLEMENTAL

At the July 14, 2015 Public Safety Committee meeting, Council asked staff to provide additional information concerning psychological support opportunities to OPD personnel. This supplemental report is responsive to that request and provides information on the implementation of the OPD Wellness Unit.

BACKGROUND / LEGISLATIVE HISTORY

At the April 16, 2015 Rules and Legislation Committee, the Committee approved for scheduling the 100 Black Men of the Bay Area Inc.'s (100 Black Men) request for Council reports. The City Administrator assigned many of the 100 Black Men requests to the Oakland Police Department (OPD) for further response. The initial report was responsive to the first request, which was to receive an informational report and possible action adopting legislation requiring the use of psychological testing and screening for officer new hires, and the re-testing of all sworn personnel in five year intervals thereafter.

At the July 14, 2015, Public Safety Committee meeting, Council asked staff to provide additional information concerning psychological support opportunities to OPD personnel. No further information or action was requested concerning psychological testing and screening. California law mandates psychological testing and screening for all new hires. California law also provides that a psychological exam of a public employee (a fitness for duty examination) can only be mandated based on identified, related conduct or performance issues. This report provides information on how OPD will spend funds appropriated for staff support services through the implementation of a Wellness Unit.

Item: _____
Public Safety Committee
October 13, 2015

ANALYSIS AND POLICY ALTERNATIVES

The initial agenda report provided information on psychological testing and screening for officer new hires and the re-testing of all sworn personnel in five year intervals thereafter. The Public Safety Committee had no further request for information or action on psychological testing or screening. The Public Safety Committee instead expressed an interest in discussing additional psychological support services for officers. Such services are identified in this informational report along with the cost and funding source for implementation.

In March 2014 \$400,000 in one-time funding was appropriated to create a wellness program in OPD (Resolution No. 84897 C.M.S.). This one-time funding remains intact as part of a project budget. An additional \$200,000 in on-going funding was also appropriated and is included in the Fiscal Year 2015-17 Adopted Policy Budget. The below research has since helped shape the OPD Wellness Unit.

San Francisco Police Department Behavioral Science Unit

OPD conducted a recent visit to the San Francisco Police Department Behavioral Science Unit (SFPD BSU). SFPD BSU has a staff of five, including a Lieutenant, a Sergeant, and three Officers serving 2,156 sworn and 433 civilian positions. SFPD BSU is located on Treasure Island. This location was chosen to provide a measure of anonymity to those who visit the unit. Being located far from other SFPD facilities reduces the chances that unit visitors are observed by other agency members. This may encourage SFPD members to make visits to BSU, as concerns about the stigma of being seen visiting the unit are mitigated by its isolated location.

SFPD BSU provides comprehensive support services for employees, including:

- **Employee Assistance Program (EAP)**
 - Coordinates and manages programs.
 - Provides resources to assist and support members and their families.
 - Provides referrals for services and on-site counseling.
 - Is available to all members, sworn and civilian, recruits, and retired officers.
- **Critical Incident Response Team (CIRT)**
 - Provides on-call teams of specially trained SFPD members who volunteer their time.
 - Responds to officers involved in critical incidents for psychological support.
 - Debriefs officers, dispatchers, family members, and others as appropriate.
- **Peer Support Program**
 - Includes 300 SFPD members trained in peer support techniques (24 hr. P.O.S.T. course).
 - Uses active listening, problem solving, assessment, and referral skills.
 - Maintains confidentiality.
- **Catastrophic Illness Programs**
 - Provides support for members and/or loved ones who face life-threatening illness or injury.
 - Assists in gathering donated hours for recipient.
 - Coordinates application process and paperwork, transportation/support with medical appointments.
 - Supports with benefits and resources for ill / injured member.

- **Psychological Professional Group of Clinicians** (Police Specialty Providers)
 - Provides mental health professionals/licensed therapists and psychologists who are trained by BSU in law enforcement issues and go on SFPD ride-alongs.
 - Provides access through BSU and MHN.
- **Managed Health Network** (MHN - confidential outpatient mental health counseling)
 - Allows members and each dependent 10 counseling visits per fiscal year.
 - Receives referrals with assistance of BSU.
- **Stress Unit-Alcohol / Chemical Dependency**
 - Provides confidential counseling, information and referrals for members and their loved ones.
 - Assists members with treatment and recovery.
 - Provides 28-day residential recovery programs as well as outpatient support.
 - Provides AA meetings and family support.
- **Police Chaplains**
 - Are available from many denominations.
 - Assist with critical incidents, on or off duty.
 - Provide grief support to personnel in the event of officer fatality, serious illness or injury.
 - Assist family members with consultation and spiritual support.

In 2014, SFPD BSU had 9,325 Peer Support contacts and responded to 42 CIRT call-outs.

San Jose Police Department Crisis Management Unit

In conducting further research, OPD personnel met with personnel in the San Jose Police Department Crisis Management Unit (SJPD CMU). SJPD CMU is staffed with one Sergeant and one civilian employee serving 1,117 sworn and 494 civilian positions. SJPD CMU includes all of the same programs as SFPD BSU with two exceptions. SJPD does not have a formal Critical Incident Response Team and does not coordinate the Chaplain Program. However, SJPD CMU does work with the SJPD Police Chaplains. SJPD CMU is located next to the department's only briefing (line-up) room used by patrol personnel prior to going into service for a shift. This location was chosen because of the large amount of officer foot traffic resulting in a large number of informal visits that lead to services.

OPD Wellness Unit

Based on the above information and additional research, the following will be implemented in OPD:

- All programs will be centralized in a Wellness Unit with an estimated initial cost of \$100,000 and an ongoing cost of \$200,000 per year, to include:
 - The creation and maintenance of a website and printed materials with information on programs and services at an initial cost of \$25,000 and an ongoing annual cost of \$10,000.
 - The Wellness Unit should include at least one support position funded at \$120,000 per year.
- The Wellness Unit will be part of the Personnel Section in order to coordinate with the Medical Unit.
- The Wellness Unit will work closely with the City's Risk Management Division.
- The Wellness Unit will be supervised by a Sergeant of Police.

- The Wellness Unit will include the following existing programs and services:
 - Peer Support Program
 - Critical Incident Response Team
 - Mental Health Provider Referral
 - Substance Abuse Program Referral
 - Clinical Psychologist Referral
 - Chaplain Program
 - Employee Assistance Program Referral

The creation of a Wellness Unit allows OPD to fully implement all wellness programs and services under one umbrella. A Sergeant of Police is the appropriate position to supervise this unit and serve as the initial point of contact, as the majority of OPD – and the individuals seeking assistance – are sworn personnel. Based on the experiences of other law enforcement agencies as well as OPD, sworn personnel are more likely to reach out to fellow sworn personnel in a time of need. There is a perception among law enforcement officers that civilians do not have a true understanding of the stresses experienced by sworn staff. It is also important for the position to be a Sergeant and not an Officer, as a Sergeant will have the appropriate positional authority to effectively request and allocate unit resources.

OPD is considering several options concerning the location of the Wellness Unit:

- An off-site location
- Near the line-up room at the Police Administration Building
- Near the line-up room at the Eastmont Station
- A less-used portion of the Police Administration Building
- A combination of the above

As evidenced by the contrasting approaches of SFPD and SJPD, there are benefits and drawbacks of locating the Wellness Unit remotely or in an area with heavy foot traffic. One option is to open an office near the PAB line-up room and an office remotely and see which is a better fit for OPD. Unit staff could occupy both locations on a known schedule and evaluate the effectiveness of each. Whatever location is chosen will be remodeled and redecorated into a de-stress center to encourage use.

The primary intent of successful wellness initiatives – as evidenced by SFPD and SJPD – is one-stop shopping for personnel in need. Being able to make one phone call or reach out to one person for all support needs will be more successful than requiring personnel in need to try and figure out what they need and then identify the contact person for that program or service.

FISCAL IMPACT

All funds for the creation of a one-stop wellness shop have already been approved per Resolution No. 84897 C.M.S. All funds will be drawn from Fund 1010 – General Purpose Fund, Organization 106210 – Police Personnel, Account to be determined based on type of expenditure, Project A468595, and Program PSO1.

The table below provides a breakdown of the costs by category:

Cost Category	Description	Amount
Operations & Maintenance	Equipment and Computers	\$10,000
Contractual	Create Website; Print Materials	\$25,000
Facilities	Design/Build Office Space and Purchase Furniture	\$65,000
TBD	Additional Costs to be Determined in Future Years	\$300,000
Total Project		\$400,000
On-Going Costs		
Personnel	Civilian Support Staff (Administrative Analyst II)	\$120,000
Contractual	Program Intern	\$25,000
Contractual	Clinical Psychologist Contract – Additional Funding	\$25,000
Consulting	Chaplain Program	\$10,000
Training	Mental Health Training	\$10,000
Contractual	Maintain Website and Print Materials	\$10,000
Total On-Going:		\$200,000

A breakdown of the appropriated project funding sources is as follows:

Fund Source	Organization	Account	Project	Program	Amount
1010 General Purpose Fund	106210 – Police Personnel	To Be Determined	A468595	PSO1	\$400,000
Total One-Time:					\$400,000
1010 General Purpose Fund	106210 – Police Personnel	To Be Determined	A468595	PSO1	\$200,000
Total On-Going:					\$200,000
Total Project:					\$600,000

PUBLIC OUTREACH / INTEREST

This is of public interest as it directly relates to safety within the Oakland community. 100 Black Men of the Bay Area initiated the process that led to this supplemental report. Health care providers, other law enforcement agencies, City of Oakland staff, and members of OPD were involved in the completion of this report.

COORDINATION

This report was reviewed by the Office of the City Attorney and the Controller's Bureau.

SUSTAINABLE OPPORTUNITIES

Economic: A healthier OPD workforce should provide cost savings to the City of Oakland by using less sick time, incurring fewer injuries, and reducing legal exposure.

Environmental: No environmental opportunities were identified in this report.

Social Equity: A healthier OPD workforce should provide better services to the Oakland community.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The Public Safety Committee Accept A Supplemental Informational Report From The Oakland Police Department (OPD) In Response To A Rules Request From 100 Black Men Of The Bay Area (Frank Tucker) Concerning Psychological Testing And Screening Of Police Officers.

For questions regarding this report, please contact Timothy Birch, Research and Planning Manager, at 510-238-6443.

Respectfully submitted,



SEAN WHENT
Chief of Police, Oakland Police Department

Prepared by:
Timothy Birch, Police Services Manager I
Research and Planning