



AGENDA REPORT

TO: Jestin D. Johnson
City Administrator

FROM: Darren Allison
Interim Chief of Police

SUBJECT: 2023-2025 BSCC Officer Wellness and
Mental Health Grant

DATE: December 8, 2023

City Administrator 
Jestin Johnson (Dec 12, 2023 18:05 PST)

Date Dec 12, 2023

Approval

RECOMMENDATION

Staff Recommends That The City Council Adopt A Resolution Authorizing The City Administrator To Accept And Appropriate The Fiscal Years 2023-2025 Board Of State And Community Corrections Officer Wellness And Mental Health Grant Program Funds In The Amount Of Four Hundred Eighty-Three Thousand Thirty-Two Dollars And Eighty-Seven Cents (\$483,032.87) To Enhance The Mental Health And Overall Wellness Of Oakland Police Officers.

EXECUTIVE SUMMARY

The Oakland Police Department (OPD) will use funding from the Board of State and Community Corrections (BSCC) Officer Wellness and Mental Health Grant Program to keep up with our commitment to enhancing the mental health and overall wellness of our officers. The allocation of funds across all priority areas will ensure that each facet of officer wellness and mental health is addressed. All expenditures are designed to directly contribute to improving officers' mental health and wellness, enhancing the effectiveness of their service to the community. Funds will be used for the establishment and expansion of the Officer Wellness Unit to enhance our facility and invest in technology to augment our wellness service delivery, expand the Peer Support Unit, provide services by licensed mental health professionals, expand multiagency aid programs and invest resources in the implementation of evidence-based officer wellness programs.

BACKGROUND AND LEGISLATIVE HISTORY

The Officer Wellness and Mental Health (Officer Wellness) Grant Program, established in the 2022 Budget Act (Assembly Bill 178, Chapter 45, Statutes of 2022)¹, provides \$50 million for city and county law enforcement agencies to improve officer wellness and expand mental health sources. The funding may be used for any of the following purposes:

- Establishing officer wellness units or expanding existing officer wellness units.
- Establishing peer support units or expanding peer support units.

¹ California Assembly Bill 178: <https://legiscan.com/CA/text/AB178/id/2600061>

- Services provided by a licensed mental health professional, counselor, or other professional that works with law enforcement.
- Expanding multiagency mutual aid programs focused on officer wellness and mental health.
- Other programs or services that are evidence based or have a successful track record of enhancing officer wellness.

The five allowable uses are broad in nature. This was by design so that each recipient could determine how to utilize the funds to best meet the needs of the peace officers within their respective agency. The allocation of funds for each eligible agency was determined based on the number of peace officers described in Penal Code section 830.1² that are employed.

ANALYSIS AND POLICY ALTERNATIVES

This policy action advances the Citywide priority of holistic community safety. Officers, who address their wellness and mental health needs, will more effectively support the public and be equipped to provide better law enforcement services. All Oakland residents and visitors benefit from improved policing services.

In keeping with our commitment to enhancing the mental health and overall wellness of our officers and following our recent award from the California BSCC Officer Wellness and Mental Health Grant, funding will be used to assist in ensuring that each facet of officer wellness and mental health is addressed. All expenditures are designed to directly contribute to improving officers' mental health and wellness, enhancing the effectiveness of their service to the community.

1. **Fitness Equipment for Police Administration Building (PAB) and Eastmont Substation Gym (\$99,995.39):** Physical activity has great potential to enhance the wellbeing of officers and increase their mental alertness as well as energy and a positive mood. A portion of the grant funds will be used to purchase new equipment for the gym at both the PAB and Eastmont Substation.
 - Equipment (treadmills, stationary bicycles, elliptical machines, rowing machines and various weightlifting equipment): \$99,995.39
2. **Establishment and Expansion of Officer Wellness Unit and Evidence-Based Officer Wellness Programs (\$74,344.29):** We plan to increase the number of dedicated staff and provide them with the necessary training and development programs. In addition, we aim to enhance our facility and invest in technology to augment our wellness service delivery. We intend to implement officer wellness programs that are both evidence-based and have demonstrated success in enhancing officer wellness in other jurisdictions. Our strategy includes investing resources in supporting these programs and conducting evaluations to ensure their effectiveness.
 - Hiring of additional staff, training, and development: \$15,000
 - Equipment (computers, software, office furniture, wellness technology, etc.): \$10,000
 - Wellness programs and workshops: \$12,000

² California Code, Penal Code – PEN 830.1: <https://codes.findlaw.com/ca/penal-code/pen-sect-830-1/>

- Facility enhancement: \$10,000
- Administrative costs: \$7,344.29
- Other evidence-based programs/services: \$10,000
- Implementation of specific wellness programs: \$5,000
- Evaluation and adaptation of external programs: \$3,000
- Technology and resources support: \$2,000

3. **Establishment and Expansion of Peer Support Units (\$74,348.90):** We propose to earmark funds to recruit Peer Support Specialists. We recognize the vital role peer support plays in law enforcement agencies, and this plan would facilitate the design of structured peer support programs, including materials, group activities, and team-building initiatives.

- Hiring of Peer Support Specialists and Necessary Training: \$20,000
- Development and Materials for Peer Support Training: \$15,000
- Peer Support Group Activities and Team Building: \$39,348.90

4. **Services by Licensed Mental Health Professionals (\$160,000):** A substantial portion of the funds will go towards employing licensed mental health professionals. This allocation will facilitate individual and group counseling sessions, emergency mental health services, and professional development training for these mental health experts.

- Alcohol and Drug Abuse Programs - \$100,000.00
- Services for Licensed Mental Health Professionals - \$60,000.00

5. **Expansion of Multi-agency Mutual Aid Programs (\$74,344.29):** As part of our holistic approach to officer wellness and mental health, we must collaborate with other agencies. We propose to use part of the funds to develop and implement inter-agency programs and provide appropriate training to our officers.

- Expanding multiagency mutual aid programs: \$20,000
- Development and implementation of multiagency programs - \$20,000
- Training for officers in participating agencies - \$20,000
- Inter-agency cooperation seminars and workshops - \$10,000
- Administrative costs - \$4,344.29

FISCAL IMPACT

Table 1 below outlines the spending plan for the FY 2023-2025 BSCC Officer Wellness Grant:

Table 1: Officer Wellness Grant

| Expenditure Items | |
|---|--------------|
| Fitness Equipment for PAB and Eastmont Substation Gym | \$99,995.39 |
| Establishment and Expansion of Officer Wellness Unit and Evidence-Based Officer Wellness Programs | \$74,344.29 |
| Establishment and Expansion of Peer Support Units | \$74,348.90 |
| Services by Licensed Mental Health Professionals | \$160,000.00 |
| Expansion of Multiagency Mutual Aid Programs | \$74,344.29 |

| | |
|---|--------------|
| Total Spending Over 2 Fiscal Years | \$483,032.87 |
|---|--------------|

Funding will be appropriated in the California Board of Corrections (2152); Training Org. (103430); Project (TBD); Program (PS13), as illustrated below.

| Fund Source | Organization | Project | Program | Amount |
|--------------------|---------------------|----------------|----------------|---------------|
| 2152 | 103430 | TBD | PS13 | \$483,032.87 |

PUBLIC OUTREACH / INTEREST

There was no required outreach beyond standard Council agenda noticing.

COORDINATION

OPD consulted with the Budget Office and the Office of the City Attorney in the development of this report and accompanying resolution.

SUSTAINABLE OPPORTUNITIES

Economic: When possible, supplies and equipment for this grant will be purchased locally.

Environmental: There are no environmental issues associated with this report.

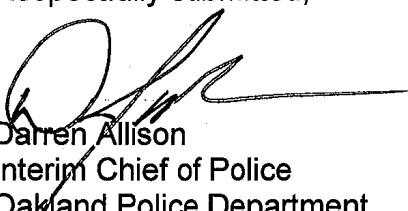
Race and Social Equity: The work that will be done under this grant program is of strong interest to Oakland's families and communities as officers who address their wellness needs will more effectively support the public and provide better law enforcement services. All Oakland residents and visitors benefit from improved policing services. OPD hopes that this support will provide improved police support for disadvantaged communities most in need of support police support services.

ACTION REQUESTED OF THE PUBLIC SAFETY COMMITTEE

Staff Recommends That The City Council Adopt A Resolution Authorizing The City Administrator Or Designee To Accept And Appropriate The Fiscal Years 2023-2025 Board Of State And Community Corrections Officer Wellness and Mental Health Grant Program Funds In The Amount Of Four Hundred Eighty-Three Thousand Thirty-Two Dollars And Eighty-Seven Cents (\$483,032.87) To Enhance The Mental Health And Overall Wellness of Officers.

For questions regarding this report, please contact A/Deputy Chief Bryan Hubbard, Training Division, at (510) 238-3214.

Respectfully submitted,



Darren Allison
Interim Chief of Police
Oakland Police Department

Reviewed by:

Bryan Hubbard, A/Deputy Chief
OPD, Training Division

Dr. Rechelle Nettles, Program Analyst III
OPD, Professional Development & Wellness
Unit

Tracey Jones, Police Services Manager
OPD, Research and Planning Unit

Prepared by:

Amber Fuller, Acting Grants Coordinator
OPD, Fiscal Services Division