



# City of Emeryville

CALIFORNIA

## MEMORANDUM

**DATE:** October 2, 2018

**TO:** James N. Holgersson, Interim City Manager

**FROM:** Jennifer Tejada, Chief of Police  
Oliver Collins, Captain of Operations

**SUBJECT:** **Resolution Of The City Council To Accept A Grant In The Amount Of \$6,000 From The Target Corporation To The Emeryville Police Department To Subsidize Training In Resiliency And Wellbeing For Department Employees**

### RECOMMENDATION

Staff recommends the City Council of the City of Emeryville to adopt the attached resolution approving the Target Corporation grant in the amount of \$6,000 to pay for the Police Department staff to participate in specialized training in officer resiliency.

### BACKGROUND

The Emeryville Police Department actively seeks out opportunities to engage the community and to build relationships. The Police Department applied for and was awarded a Target Corporation Law Enforcement Partnership Grant for the specific purpose of attaining funding toward the professional development of police department and training staff. The grant funds have been earmarked for specialized resiliency training which will support the Mindful Policing Initiative adopted by the Police Department. The funds will support mindfulness-based resiliency training, which is a critical component of officer health and wellbeing.

The Emeryville Police Department has enjoyed a healthy relationship with the Emeryville Target. We encourage our officers to frequent Emeryville Target location, and to work closely with the Loss Prevention officers. A goal in this proposal is to provide resiliency training to police employees so they can use the Mindful Policing skills to better serve the community. We are confident the resiliency training will increase the wellness of our staff which ultimately contributes to the delivery of quality service to our community.

Law enforcement employee resiliency training has been scientifically shown to improve first responder stress response and recovery from the traumas of the job. One component of the training includes the development of subject matter expertise so those who attend can train other Police Department employees in the basics of the resiliency model. This gives the Emeryville Police Department the advantage of training more Police Department employees with a smaller upfront investment. It will also help drive the focus on officer wellness, resilience, and healthy coping practices.

## **DISCUSSION**

Since this will be a new program under the public private partnership for the City of Emeryville and its businesses, we should consider the benefits as well as the potential opportunities for future partnership programs. Increasing employee wellness and resiliency ultimately contributes to the overall sense of wellbeing of our staff and contributes to the professionalism of the Police Department.

## **FISCAL IMPACT**

There will be no fiscal impact to accepting these monies aside from administrative staff time to facilitate the partnership and assure all laws and recommendations have been met.

## **STAFF COMMUNICATION WITH THE PUBLIC**

As of this time there has been no communication with the public aside from the Emeryville Target staff who worked to procure this funding and approve this grant application. These policies are consistent with City policies that are similar in nature.

## **LEGAL CONSIDERATIONS**

Target informed the City Attorney's Office that the only terms and conditions to the grant are that the City complies with Target's anti-discriminatory and anti-bribery policies.

## **CONCLUSION**

The Emeryville Police Department's Mindful Policing program is an important component of our 21<sup>st</sup> Century Policing strategy in the context of employee resiliency and wellness, procedural justice and crisis response. Staff recommends accepting this donation of monies to enhance our officer resiliency to improve service to our community.

**PREPARED BY:** Oliver Collins, Emeryville Police Department Captain

**APPROVED AND FORWARDED TO THE  
CITY COUNCIL OF THE CITY OF EMERYVILLE:**



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Lisa M. Lopez, Acting Interim City Manager

## **ATTACHMENTS**

1. Draft Resolution
2. Grant