



CITY OF SAN MATEO

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Agenda Report

Agenda Number: 9

Section Name: {{section.name}}

File ID: {{item.tracking_number}}

TO: City Council

FROM: Drew Corbett, City Manager

PREPARED BY: Police Department

MEETING DATE: March 15, 2021

SUBJECT:

San Mateo Police Department Mindfulness Project – Agreement and Appropriation

RECOMMENDATION:

Approve an agreement with Mindfulness Based Health for mindfulness training for the San Mateo Police Department in the amount of \$105,000; authorize the Police Chief to execute the agreement in substantially the form presented; and adopt a Resolution to approve a supplemental budget appropriation of \$105,000 with a net zero impact to the General Fund.

BACKGROUND:

As a nation, we are experiencing a critical time for law enforcement. Recent current events have led to increased pressures on police officers across the country, and increased scrutiny of officer performance. The San Mateo Police Department wishes to implement an innovative program focused on enhancing officer performance through mindfulness-based training. The program involves an eight-week series of trainings aimed to support police officers' increased self-awareness and self-regulation, well-being, and job performance. This program is consistent with City Council priorities intended to enhance training related to de-escalation, sanctity of life, crisis response and intervention, mindfulness, behavioral health, and to incorporate these into all aspects of police performance where applicable.

Mindfulness training is relatively new to law enforcement but its value is being quickly realized. The training will offer a deep exploration into the science and experience of mindfulness with a focus on skill building to enhance self-awareness, attunement to others, compassion, wisdom and peak performance. This training model prepares first responders to take on the occupational stressors and trauma of their profession, and attendees will learn skills that can be translated to their personal and professional life. Several local agencies including San Bruno and Menlo Park have made similar programs available to their Police Departments and have experienced great value from them.

The training is facilitated by Pete Kirchmer, the Program Director and co-creator of the University of California San Diego (UCSD) Center for Mindfulness mPEAK Program (Mindful, Performance Enhancement, Awareness and Knowledge). For the last 15 years Mr. Kirchmer has coached executives, athletes and leaders of all kinds in applying the practice of mindfulness to making lifestyle changes, managing stress and improving performance in life, work and sport. Some of Mr. Kirchmer's clients include the Canadian, Danish and Swedish Olympic Teams, Navy Special Warfare, Secret Service, Border Patrol Special Operations and Coast Guard, as well as individuals from the Army Rangers and Air Force Para Jumpers. Mr. Kirchmer is currently conducting a research project on mPEAK at Federal Law Enforcement Training Academies with US Border Patrol and Immigration and Customs Enforcement.

SMPD plans to train 150 officers and staff members, in cohorts of 25, through multiple rounds of the immersive 8-week mPEAK training program. The coursework will be delivered online via Zoom. Additionally, the Police Department will be contracting with the John W. Gardner Center for Youth and Their Communities of the Stanford University Graduate School

of Education to conduct a mixed methods study assessing police officer well-being and performance before and after participation in the mPEAK program. The study will include a survey to be developed by the Gardner Center measuring key health and well-being constructs and analysis of police performance data.

In recognition of the potential for success and impact of this program, the California Department of Justice's Commission on Peace Officer Standards and Training (POST) has recently certified and approved this training program for POST Plan I reimbursement. POST will reimburse the City for all tuition costs, allowing the Police Department to deliver this training with net zero impact to the General Fund. Staff requests a budget appropriation in the amount of \$105,000 to the Police Department operating budget, which will be fully reimbursed by this revenue.

BUDGET IMPACT:

The requested budget appropriation of \$105,000 will be offset by reimbursement revenue received from POST, resulting in a net zero impact to the General Fund.

ENVIRONMENTAL DETERMINATION:

This agreement is not a project subject to CEQA, because it can be seen with certainty that it will not cause a physical change in the environment. (Public Resources Code Section 21065.)

NOTICE PROVIDED

All meeting noticing requirements were met.

ATTACHMENTS

Att 1 – Proposed Resolution

Att 2 – Agreement

STAFF CONTACT

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