



## STAFF REPORT

### City Council

**Meeting Date:** 1/24/2017  
**Staff Report Number:** 17-019-CC

**Consent Calendar:** Request City Council approve funding for Resiliency Immersion Training for Police Department Personnel and appropriate \$59,000 from the general fund balance

### Recommendation

Staff recommends that the City Council approve funding for Resilience Immersion Training for Police Department Personnel and appropriate \$59,000 from the general fund balance.

### Policy Issues

Only the City Council can appropriate funds for this initiative.

### Background

In June of 2016, through the City Manager's Office, Mayor Kirsten Keith (then Councilmember) and Chief Jonsen met to discuss the value of Mindfulness training for law enforcement in light of recent national discussions on the erosion of the relationship between law enforcement and the public. Mayor Keith suggested the Chief meet with a Lieutenant from Hillsboro Police Department (Oregon) who conducts Mindfulness training for law enforcement.

In November 2016, Chief Jonsen participated in a three day mindfulness training class, "Resilience Immersion Training", in which he found great value in the class and its application to law enforcement. He found that this training would greatly enhance and improve the Police Department personnel's understanding of interactions with the public they serve.

It is the Chief's intention to offer the training to all department personnel. It is anticipated it will take 18-24 months for all employees to participate due to scheduling and availability of the instructors. The first round of training is scheduled for April 7-9, 2017 and involves 29 department personnel. This would constitute a third of the Police Department personnel with a total cost of approximately \$59,000. If the Department were to send the remaining personnel in the next fiscal year the cost would be an additional \$118,000.

### Analysis

The training is geared towards law enforcement employees and offers a deep exploration into the science and experience of mindfulness as it relates to resiliency and fostering compassion for self and others. With a focus on mindfulness skill building to enhance self-awareness, attunement to others, compassion,

wisdom and peak performance, attendees learn skills that can be translated to their personal and professional life. This training model prepares first responders to take on the occupational stressors and trauma of their profession and learn to thrive through the arch of their own personal journey.

Mindfulness training is new to law enforcement but its value is being quickly realized and has been attended by officers from other local jurisdictions, including the Emeryville and Hayward Police Departments. Numerous agencies from Oregon have participated in the training since it is offered on a regular basis in that state.

The training is facilitated by Richard Goerling, who is a police lieutenant at Bend Police Department. He is a retired Commander in the US Coast Guard Reserve and a trained mindfulness facilitator through the UCLA Mindfulness Awareness Research Center. Also facilitating is Brian Shiers, who is an instructor at the UCLA Mindfulness Awareness Research Center and a mindfulness coach for the UCLA Bruin Volleyball team. Brian Shiers has a diverse educational background in the fields of kinesiology, exercise science and mindfulness.

**Impact on City Resources**

The total cost for the training, which includes registration, lodging and materials along with travel and backfill to cover overtime costs is approximately \$59,000. The breakdown is as follows:

Course fee (\$698 each)	\$20,242
Travel	\$12,470
Backfill	\$24,645
Total	\$58,357

**Environmental Review**

Not applicable.

**Public Notice**

Public Notification was achieved by posting the agenda, with the agenda items being listed, at least 72 hours prior to the meeting.

**Attachments**

None

Report prepared by:  
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