

INTRADEPARTMENTAL CORRESPONDENCE

BPC 20-0137  
RECEIVED

SEP 21 2020

POLICE COMMISSION

August 31, 2020  
14.1

**TO:** The Honorable Board of Police Commissioners

**FROM:** Chief of Police

**SUBJECT:** TRANSMITTAL OF THE GRANT APPLICATION AND AWARD FOR  
FY 20/21 CALIFORNIA POST DISTANCE LEARNING GRANT PROGRAM -  
ORGANIZATIONAL WELLNESS

**RECOMMENDED ACTIONS**

1. That the Board of Police Commissioners (Board) REVIEW and APPROVE this report.
2. That the Board TRANSMIT the attached grant application and award, pursuant to Administrative Code Section 14.6(a), to the Mayor, Office of the City Administrative Officer (CAO), Office of the Chief Legislative Analyst and to the City Clerk for Committee and City Council consideration.
3. That the Board REQUEST the Mayor and City Council to:
  - A. AUTHORIZE the Chief of Police to retroactively APPLY for and ACCEPT the grant award from the California Commission on Peace Officer Standards and Training (POST) FY 20/21 Distance Learning Grant Program (DLGP) – Organizational Wellness in the amount of \$113,000 for the period of October 15, 2020 through June 30, 2021;
  - B. AUTHORIZE the Chief of Police or his designee to negotiate and execute the Grant Agreement, subject to City Attorney approval as to form and legality;
  - C. AUTHORIZE the Los Angeles Police Department (LAPD) to spend up to the grant amount of \$113,000 in accordance with the grant award agreement;
  - D. AUTHORIZE the LAPD to submit grant reimbursement requests to the grantor and deposit grant receipts in Fund No. 339, Department No. 70;
  - E. AUTHORIZE the Controller to set up a grant receivable and appropriate \$113,000 to an appropriation account to be determined within Fund No. 339, Department No. 70, for the receipt and disbursement of the POST FY 20/21 DLGP – Organizational Wellness grant funds;
  - F. Authorize the Controller to transfer \$66,077 from Fund No. 339, Department No. 70, account number to be determined, to Fund No. 100, Department No. 70, account number and amount as follows:

Account No. 001092, Sworn Overtime      \$ 62,592

Account No. 001090, Civilian Overtime \$ 3,485

H. AUTHORIZE the LAPD to prepare Controller Instructions for any technical adjustments, subject to the approval of the CAO, and AUTHORIZE and INSTRUCT the Controller to implement the instructions.

**DISCUSSION**

The POST FY 20/21 DLGP Organizational Wellness provides funds on a competitive basis to fully develop and facilitate the delivery of quality training and increase equitable access to high-quality learning experiences using distance learning technologies in the topic area of Organizational Wellness. The LAPD will use the award to implement the “Organizational Wellness: Creating Positive Outcomes in Trying Times Training” to law enforcement personnel statewide. The goals of the training are for law enforcement personnel to mitigate conflicts in the workplace, create the optimal workplace climate, and enhance personal resilience. The training will focus on three modules: conflict resolution, mindfulness, and suicide prevention. This organizational wellness training is specific to issues that law enforcement personnel face and will assist them in their daily interaction with each other and the community. It will help supervisors in leading their teams and managers in affecting positive change. The LAPD will allocate \$62,592 for sworn overtime to instruct 24 eight-hour online sessions with 25 participants each. The grant will also fund \$46,923 for equipment and supplies necessary to implement the program, and \$3,485 in civilian overtime for grant administration.

If you have any questions, please contact Sr. Management Analyst Barbra Montesquieu, Grants Section, Risk Management Legal Affairs Group, at (213) 486-0380.

Respectfully,



MICHEL R. MOORE  
Chief of Police

BOARD OF  
POLICE COMMISSIONERS  
Approved: *September 29, 2020*  
Secretary *Maria Silva*

Attachments



**POST**

**GAVIN NEWSOM**  
GOVERNOR

**XAVIER BECERRA**  
ATTORNEY GENERAL

**COMMISSION ON  
PEACE OFFICER STANDARDS AND TRAINING**

August 19, 2020

Chief Michel Moore  
Los Angeles Police Department  
100 West First Street  
Los Angeles, CA 90012-1001

Re: DLGP-FY20/21-012 Organizational Wellness

Dear Chief Moore,

Your proposal has been selected to receive funding through the Distance Learning Grant Program of the Commission on Peace Officer Standards and Training (POST). Provided that there are no successful appeals, and pending completion and/or revision of all required application forms, your agency may be awarded up to a maximum amount of \$113,000.00 for the grant award performance period beginning October 15, 2020 and ending June 30, 2021.

Law Enforcement Consultant Jackie Nelson will be the program manager assigned to your grant and will be contacting you within the next few weeks to assist in finalizing this process. Additional information can be found in the DLGP Recipient Handbook on the POST website at [post.ca.gov](http://post.ca.gov).

Awardees are cautioned to not begin any grant activities until a signed grant award has been executed by both parties.

We look forward to the successful implementation of this project. If you have any questions concerning this process, please contact Jackie Nelson at (916) 227-3932 or via email at [jackie.nelson@post.ca.gov](mailto:jackie.nelson@post.ca.gov).

Sincerely,

A handwritten signature in black ink, appearing to read "Manuel Alvarez Jr.", written over a light blue horizontal line.

**MANUEL ALVAREZ JR.**  
Executive Director

**COMMISSION ON  
PEACE OFFICER STANDARDS AND TRAINING**



**GAVIN NEWSOM**  
GOVERNOR

**XAVIER BECERRA**  
ATTORNEY GENERAL

**Proposal Cover Sheet**

**RFP Process**

**DISTANCE LEARNING GRANT PROGRAM**  
Topic: Organizational Wellness

Submitted by:

City of Los Angeles – Los Angeles Police Department

100 West First Street, Suite 1061  
Los Angeles, California, 90012  
(213) 486-0380

(POST Use Only)	POST #	Award #
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**CALIFORNIA COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING  
GRANT AWARD FACE SHEET**

The California Commission on Peace Officer Standards and Training (POST) makes a Grant Award of funds set forth to the following.

<b>1 - Recipient</b>	City of Los Angeles			
<b>2 - Implementing Entity</b>	Los Angeles Police Department			
<b>3 - Implementing Entity Address</b>	Street	City	County	Zip + 4
	100 West First Street	Los Angeles	Los Angeles	90012-4112
<b>4 - Project Location</b>	Street	City	County	Zip + 4
	1880 N. Academy Drive	Los Angeles	Los Angeles	90012-1001
<b>5 - Program Title</b>	Distance Learning Grant Program: Organizational Wellness			
<b>6 - Performance Period</b>	Start to End: mm/dd/yyyy to mm/dd/yyyy	10/15/2020 - 06/30/2021		

Provide grant fund allocation and total project cost using the table below.

	Grant Year	Grant Amount
7	07/01/2020 - 06/30/2021	\$ 113,000
8	TOTAL	\$ 113,000

9. **Certification** - This Grant Award consists of this title page, the application for the grant, which is attached and made a part hereof, and the Assurances/Certifications. I hereby certify I am vested with the authority to enter into this Grant Award and have the approval of the City/County Financial Officer, City Manager, County Administrator, Governing Board Chair, or other Approving Body. The Recipient certifies that all funds received pursuant to this agreement will be spent exclusively on the purposes specified in the Grant Award. The Recipient accepts this Grant Award and agrees to administer the grant project in accordance with the Grant Award as well as all applicable state laws, audit requirements, program guidelines, and POST policy and program guidance. The Recipient further agrees that the allocation of funds may be contingent on the enactment of the State Budget.

10. **CA Public Records Act** - Grant applications are subject to the California Public Records Act, Government Code Section 6250 et seq. Do not put any personally identifiable information or private information on this application. If you believe that any of the information you are putting on this application is exempt from the Public Records Act, please attach a statement that indicates what portions of the application and the basis for the exemption. Your statement that the information is not subject to the Public Records Act will not guarantee that the information will not be disclosed.

11. **Official Authorized to Sign for Recipient:**

12. **Federal Employer ID Number:**

956000735

Name: Michel R. Moore

Title: Chief of Police

Telephone: (213) 486-0150  
(area code)

FAX: (213) 486-0168  
(area code)

Email: grants@lapd.online

Payment Mailing Address: 100 West First Street, Suite#1061

City: Los Angeles

Zip+4: 90012-4112

Signature: 

Date: 7-31-20

**(FOR POST USE ONLY)**

I hereby certify upon my own personal knowledge that budgeted funds are available for the period and purposes of this expenditure stated above.

POST Fiscal Officer

Date

POST Director (or designee)

Date

## POST DLGP PROJECT CONTACT INFORMATION

(POST Use Only)	POST #	Award #	
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<b>Recipient:</b>	Los Angeles Police Department
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Provide the name, title, address, telephone number, and e-mail address for the project contacts named below. **NOTE: If you use a PO Box address, a street address is also required for package delivery and site visit purposes.**

<b>1 - Project Director</b>				
Name	Eric R. Quan	Title	Police Lieutenant	
Telephone	(310) 804-5522	FAX	(818) 832-3797	Email Address
Address/City/Zip				
1880 North Academy Drive, Los Angeles, California 90012-1001				

<b>2 - Financial Officer</b>				
Name	Thomas Brennan	Title	Police Administrator II	
Telephone	(213) 486-8598	FAX	(213) 485-1106	Email Address
Address/City/Zip				
100 West First Street, Los Angeles, California, 90012				

<b>3 - Person having Routine Programmatic Responsibility</b>				
Name	Brian Churchill	Title	Police Sergeant	
Telephone	(562) 588-2120	FAX	(818) 832-3797	Email Address
Address/City/Zip				
1880 North Academy Drive, Los Angeles, California 90012-1001				

<b>4 - Person having Routine Fiscal Responsibility</b>				
Name	Stella Larracas	Title	Sr. Management Analyst II	
Telephone	(213) 487-0380	FAX	(213) 486-5727	Email Address
Address/City/Zip				
100 West First Street, Los Angeles, California, 90012				

<b>5 - CBO Executive Director or Chief Executive Officer of Implementing Agency</b>				
Name	Michel R. Moore	Title	Chief of Police	
Telephone	(213) 485-0150	FAX	(213) 486-5270	Email Address
Address/City/Zip				
100 West First Street, Los Angeles, California, 90012				


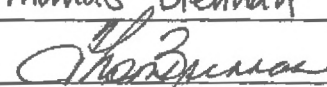
<b>6 - Governing Board Officiant to enter Grant Award for City/County or CBO</b>				
Name	Michel R. Moore	Title	Chief of Police	
Telephone	(213) 485-0150	FAX	(213) 486-5270	Email Address
Address/City/Zip				
100 West First Street, Los Angeles, California, 90012				

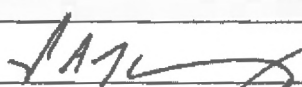

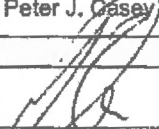
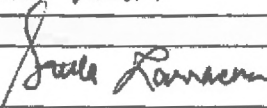


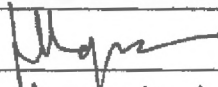
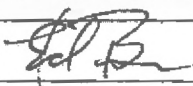
<b>7 - Chair of the Governing Body of the Recipient</b>				
Name	Herb Wesson	Title	Los Angeles City Council President	
Telephone	(213) 473-7010	FAX	2134859829	Email Address
Address/City/Zip				
200 North Spring Street, Room 430, Los Angeles, California, 90012				

## SIGNATURE AUTHORIZATION

Recipient	
Award Number	
Implementing Agency	Los Angeles Police Department

\*The Project Director and Financial Officer are **REQUIRED** to sign this form.

Project Director	Brian Churchill	Financial Officer	Thomas Brennan
Signature		Signature	
Date	07/29/20	Date	07.29.2020

The following persons are authorized to sign for the Project Director.		The following persons are authorized to sign for the Financial Officer.	
Signature		Signature	
Print Name	Peter J. Casey	Print Name	Wai Wan
Signature		Signature	
Print Name	Mark Dibell	Print Name	Stella Larracas
Signature		Signature	
Print Name	Dr. Luann Pannell	Print Name	
Signature		Signature	
Print Name	Eric Quan	Print Name	Barbara Montesquieu
Signature		Signature	
Print Name	Ed Brown	Print Name	

## CERTIFICATION OF ASSURANCE OF COMPLIANCE

The applicant must complete a Certification of Assurance of Compliance which includes details regarding Equal Employment Opportunity Program, Drug Free Workplace Compliance, Lobbying, Proof of Authority from City Council/Governing Board, and Civil Rights Compliance. In signing the Grant Award Face Sheet, the Applicant formally notifies POST that the Applicant will comply with all pertinent requirements.

I, Michel R. Moore hereby certify that  
(official authorized to sign Grant Award Face Sheet)

RECIPIENT: City of Los Angeles  
IMPLEMENTING AGENCY: Los Angeles Police Department  
PROJECT TITLE: Distance Learning Grant Program: Organizational Wellness

is responsible for adhering to the following:

### I. Equal Employment Opportunity

It is the public policy of the State of California to promote equal employment opportunity (EEO) by prohibiting discrimination or harassment in employment because of ancestry, age (over 40), color, disability (physical and mental, including HIV and AIDS), genetic information, gender, gender identity, gender expression, marital status, medical condition (genetic characteristics, cancer or a record or history of cancer), military, veteran status, national origin, race, religion (includes religious dress and grooming practices), sex (includes pregnancy, childbirth, breastfeeding and/or related medical conditions) sexual orientation, or request for family medical leave. **POST-funded projects certify that they will comply with all state and federal requirements regarding equal employment opportunity, nondiscrimination and civil rights.**

Please provide the following information:

Equal Employment Opportunity Officer: Elena Nihoa-Asucan  
Title: Commanding Officer, Personnel Division  
Address: 100 West First Street, Suite #228, Los Angeles, California, 90012  
Phone: (213) 486-4650  
Email: elena.asucan@lapd.online

### II. Drug-Free Workplace Act of 1990

The State of California requires that every person or organization awarded a grant or contract shall certify it will provide a drug-free workplace.

### **III. Lobbying**

POST grant funds, grant property, or grant funded positions shall not be used for any lobbying activities, including, but not limited to, being paid by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the making of any federal grant, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any federal grant or cooperative agreement.

### **IV. Proof of Authority from City Council/Governing Board**

The above-named organization (Applicant) accepts responsibility for and will comply with the requirement to obtain a signed resolution from the city council/governing board in support of this program. The Applicant agrees to provide all matching funds required for said project (including any amendment thereof) under the Program and the funding terms and conditions of POST, and that any cash match will be appropriated as required. It is agreed that any liability arising out of the performance of this Award, including civil court actions for damages, shall be the responsibility of the grant Recipient and the authorizing agency. The State of California and POST disclaim responsibility of any such liability. Furthermore, it is also agreed that grant funds received from POST shall not be used to supplant expenditures controlled by the city council/governing board.

The Applicant is required to obtain written authorization from the city council/governing board that the official executing this agreement is, in fact, authorized to do so. The Applicant is also required to maintain said written authorization on file and readily available upon demand.

### **V. Civil Rights Compliance**

The Recipient complies with all laws that prohibit excluding, denying or discriminating against any person based on actual or perceived race, color, national origin, disability, religion, age, sex, gender identity, and sexual orientation in both the delivery of services and employment practices and does not use federal financial assistance to engage in explicitly religious activities.

All appropriate documentation must be maintained on file by the project and available for POST or public scrutiny upon request. Failure to comply with these requirements may result in suspension of payments under the grant or termination of the grant or both and the Recipient may be ineligible for award of any future grants if POST determines that any of the following has occurred: (1) the Recipient has made false certification, or (2) violates the certification by failing to carry out the requirements as noted above.

**CERTIFICATION**

I, the official named below, am the same individual authorized to sign the Award, and hereby swear that I am duly authorized legally to bind the contractor or grant Recipient to the above described certification. I am fully aware that this certification, executed on the date and in the county below, is made under penalty of perjury under the laws of the State of California.

Authorized Official's Signature: \_\_\_\_\_

Authorized Official's Typed Name: Michel R. Moore

Authorized Official's Title: Chief of Police

Date Executed: 8/2/20

Executed in the City/County of: Los Angeles/Los Angeles

**AUTHORIZED BY: (not applicable to State agencies)**

- |  |   |
|--|---|
| <input checked="" type="checkbox"/> City Financial Officer | <input type="checkbox"/> County Financial Officer |
| <input type="checkbox"/> City Manager                      | <input type="checkbox"/> County Manager           |
| <input type="checkbox"/> Governing Board Chair             |   |

Signature: \_\_\_\_\_

Typed Name: Richard H. Llewellyn, Jr.

Title: City Administrative Officer

Recipient: City of Los Angeles: LAPD

A. PART I- Personal Services (Salaries and Employee Benefits)	FY 20-21	TOTAL COST
	\$ 66,077.00	\$ 66,077.00

B. PART I- Operating Expenses	FY 20-21	TOTAL COST
	\$ 12,325.00	\$ 12,325.00

C. PART I- Equipment	FY 20-21	TOTAL COST
	\$ 34,598.00	\$ 34,598.00

D. PART 2- Course Certification	FY 20-21	TOTAL COST
	\$ -	\$ -

	FY 20-21	GRAND TOTAL
Grand Total by FY	\$ 113,000.00	\$ 113,000.00

Course Presentation Costs Calculator	No. of Students Trained*	Cost per Student*	Total Yearly Cost
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FY 20-21	600	\$ -	\$ -
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**BUDGET CATEGORY AND LINE ITEM DETAIL**

Recipient: City of Los Angeles: LAPD		Award #:	
A. PART I- Personal Services (Salaries and Employee Benefits)		FY 20-21	COST
<b>MUST BE IN THE FOLLOWING FORMAT:</b>			
Project Director (Police Lieutenant) 32 overtime hours per month x \$120 per hour x 6 months Will provide project oversight and day-to-day project management		\$ 23,040.00	\$23,040
Course Instructors/Facilitators (Sergeants) 64 overtime hours per month x \$103 per hour x 6 months Will prepare course curriculum and provide the course instructions		\$ 39,552.00	\$39,552
Grant Administration (Senior Management Analyst) 35.2 overtime hours x \$99 per hour		\$ 3,485.00	\$3,485
<b>Personal Services Section FY Totals</b>		\$ 66,077.00	\$66,077
<b>PERSONAL SERVICES SECTION GRAND TOTAL</b>			<b>\$66,077</b>

**BUDGET CATEGORY AND LINE ITEM DETAIL**

Recipient: City of Los Angeles: LAPD		Award #:	
B. PART I- Operating Expenses		FY 20-21	COST
(2) Canon 5D Mark IV with 24-70mm f/4 Lens and accessory kit		\$ 6,500.00	\$6,500
(2) Adobe Creative Cloud license		\$ 160.00	\$160
(1) Rodecaster Pro 2 person Podcasting Bundle		\$ 1,665.00	\$1,665
(1) LiveU LU-800 Pro with multi camera license		\$ 4,000.00	\$4,000
Operating Section FY Totals		\$ 12,325.00	\$12,325
<b>OPERATING SECTION GRAND TOTAL</b>			<b>\$12,325</b>



Recipient: City of Los Angeles: LAPD	Award #:
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Course Title: Organizational Wellness: Creating Positive Outcomes In Trying Times Training

PART II- POST Course Certification Budget	COST
<b>(A) Services-</b>	
<div style="margin-left: 40px;">(1) Instruction</div> <div style="margin-left: 80px;"><i>Project Director, 40 hrs x \$120 hrs</i></div>	\$0 \$0
<div style="margin-left: 40px;">(2) Coordination</div> <div style="margin-left: 80px;"><i>Project Director, 40 hrs x \$120 hrs</i></div>	\$0 \$0
<div style="margin-left: 80px;">Presentation</div>	\$0
<div style="margin-left: 40px;">(3) Clerical</div>	\$0
<b>(B) Travel-</b>	
<div style="margin-left: 40px;">(1) Coordinators</div>	\$0
<div style="margin-left: 40px;">(2) Instructors</div>	\$0
<b>(C) Indirect Costs (not to exceed 10%)-</b>	\$0
<b>(D) Supplies and Equipment-</b>	
<div style="margin-left: 40px;">(1) Books/Pamphlets/Handouts</div>	\$0
<div style="margin-left: 40px;">(2) Certificates</div>	\$0
<div style="margin-left: 40px;">(3) Notebooks</div>	\$0
<div style="margin-left: 40px;">(4) Paper/Office Supplies</div>	\$0
<div style="margin-left: 40px;">(5) Printing/Reproduction</div>	\$0
<div style="margin-left: 40px;">(6) Equipment Cost per Presentation*</div>	\$0
<b>(E) Support Costs-</b>	
<div style="margin-left: 40px;">Course Facility Costs</div>	
<div style="margin-left: 80px;">Miscellaneous (Room rental, telephone, postage)</div>	

Course Certification Totals	
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<b>COURSE CERTIFICATION SECTION TOTAL</b>	<b>\$0</b>
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<b>EXPECTED NUMBER OF STUDENTS PER PRESENTATION</b>	<b>25</b>
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<b>TUITION COST PER STUDENT (Total costs divided by students)</b>	<b>\$0</b>
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\*Actual cost of equipment / divided by number of years (useful life) / divided by number of presentations per year = PER PRESENTATION COST

**Budget Narrative**

**Budget Overview.** The Los Angeles Police Department (LAPD) is requesting \$113,000 from the POST Distance Learning Grant Program to fund 24 online sessions of *Organizational Wellness: Creating Positive Outcomes in Trying Times Training*, with 25 students each session. This amount allots for 100% of project cost to Part I – Programmatic Budget, and 0% of project cost to Part II – Course Certification Budget. There is no cost per student to deliver the proposed training.

The budget breakdown by fiscal year for the *Organizational Wellness: Creating Positive Outcomes in Trying Times Training* is as follows:

- FY 20/21 – Part I – Programmatic Budget: costs totaling \$113,000.
- FY 20/21 – Part II – Course Presentation Budget: delivery costs totaling \$0

**Budget Breakdown to Support Direct Services.**

**Part I Personnel Cost: 66,077**

**Project Director:** (1) Lieutenant: The program director will ensure that the curriculum is developed, approved by POST, and that online training is produced and edited. During the online delivery phase, the Director will supervise and manage the data, ensure that live sessions are conducted, and instruct when need be.

8 overtime hours/day x \$120/hour x 4 days/month x 6 months = \$23,040

**Instructors:** (2) Sergeants per training session: Instructors are the subject matter experts and will provide the expanded course outlines. Duties will also include preparing online case studies, hosting live sessions, participating in online discussions, monitoring online messages, grading course work, submitting evaluations, and preparing material for archived video.

(2) Sergeants x 8 overtime hours/day x \$103/hour x 4 days/month x 6 months = \$39,552

Los Angeles Police Department  
POST: Distance Learning Grant Program: Organizational Wellness

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**Grants Management:** This position accounts for grant management including financial and progress reporting and facilitating grant related purchases.

(1) Senior Management Analyst: 35.2 overtime hours x \$99 per hour = \$3,485

**Part I: Operating Expenses: \$12,325**

(2) **Canon 5D Mark IV with 24-70mm f/4 Lens and accessory kit:** Training cadre will need to create instructional videos covering each block; the live video chat sessions also require clear video. Two cameras provide the best mechanism for editing clear video, shot in modern format, that appeals to viewers.

2 x \$3,250 = \$6,500

(2) **Adobe Creative Cloud license:** Training cadre will require the software to edit video and create online vignettes for each module.

2 x \$80 = \$160

(1) **Rodecaster Pro 2 person Podcasting Bundle:** This item will enable each module to be complemented by podcasts, this will allow for optimal sound quality.

1 x \$1,665 = \$1,665

(1) **LiveU LU-800 Pro with multi camera license:** This item will provide reliable livestreaming capabilities for the instructors to host video sessions.

1 x \$4,000 = \$4,000

**Part I: Equipment: \$34,598**

(1) **License for students and POST personnel to access Capillary software:** This is the application software that allows for the integration of digital mediums across Android, iOS, and other platforms. With this license, the majority of law enforcement throughout California should be able to have access.

Los Angeles Police Department  
POST: Distance Learning Grant Program: Organizational Wellness

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1 x \$18,000 = \$18,000

**(1) Application hosting fees:** Hosting the data on a secure network. This will prevent data breaches and provide the same level of cyber-security that the DoD application-based training offers.

1 x \$5,000 = \$5,000

**(2) Macbook Pro Laptop:** Program instructors will require computers with the processing power to populate distance learning software. Due to the volume of material that will need to be created in a short time period, 2 computers are requested.

2 x \$5,799 = \$11,598

The use of web-enabled handheld devices will mitigate the need for dedicated classroom space. The use of the Capillary delivery system will allow for distance learning negating any travel component.

**Staff Duties and Time Commitments.** The project budgets for two subject matter experts per class. Each of these instructors are subject matter experts and will be actively teaching and interacting with students. The objective is to provide concepts and strategies to understand implicit bias and improve procedural justice. Project-funded staff will allocate one hundred percent of their time during the eight-hour block of instruction to teach the course thereby supporting the objective of this project.

**Subcontracts.** There are no subcontracts or unusual expenditures expected.

## PROJECT NARRATIVE

### Problem Statement:

**Need for Organizational Wellness Training:** While law enforcement career is very rewarding, it also comes with a number of occupational stressors including work schedules, long work hours, court work, constant exposure to traumatic and high-stress events, and the increasing public uproar to law enforcement personnel's actions as shown with protests, negative media reports, and the constant pressure to improve community policing. All these factors have profound effects on officer's physical and mental well-being. The occupational fatality rate for law enforcement is three to five times greater than the national average for the working population. The officers who protect us must also be protected against incapacitating physical, mental, and emotional health problems, as well as against the hazards of their job.<sup>1</sup>

As such, the concept of *organizational wellness* emerged. Organizational wellness is a concept that promotes the integration of work and health and aims to strike a balance between both. It encompasses the traditional health and wellness that focuses mainly on the physical health of the individuals. Organizational wellness includes work-life balance, health and safety, employee growth and development, employee recognition, and employee involvement.

Championing organizational wellness is essential to prevent suicide, increase retention, and ensure that law enforcement officers feel fulfilled with their jobs. Creating organizational wellness requires leadership, an education in mindfulness, and in-depth training in conflict resolution.

There is a need for law enforcement personnel to be aware of the different stressors and the strategies that can be employed for their physical and mental wellbeing as well as be

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<sup>1</sup> <https://cops.usdoj.gov/officersafetyandwellness>. Retrieved 8/2/2020

informed of current research and techniques to navigate the challenges brought forth in the course of doing their duties. Issues facing law enforcement personnel are vast and can cause significant impact. Left unaddressed, this has the potential to result in suicide, good employees leaving the profession, dissatisfaction and low productivity, workplace violence, long term health effects, and substance abuse. Law enforcement personnel must adapt and learn skills to adeptly navigate these complicated issues, but few adequate distance learning programs are available, and none are specific to law enforcement.

**Proposed Training:** The Los Angeles Police Department (LAPD) is proposing to implement the *Organizational Wellness: Creating Positive Outcomes in Trying Times Training*. The goals of the training are for law enforcement personnel to mitigate conflicts in the workplace, create the optimal workplace climate, and enhance personal resilience. The training will focus on three modules: conflict resolution, mindfulness, and suicide prevention. This organizational wellness training is specific to issues that law enforcement personnel faces and will assist them in their daily interaction with each other and the community, supervisors in leading their teams, and managers in affecting positive change.

*Conflict resolution.* Law enforcement personnel are constantly required to deal with conflict while performing their duties; few other professions require the breadth of problem-solving skills required. Unfortunately, when conflict arises in the workplace, law enforcement personnel can be often woefully unprepared. When left unchecked, interpersonal and systemic conflict can impede workflow and prevent quality service from reaching our communities. Well-rounded professionals with an understanding of the art of conflict resolution and mediation can keep law enforcement organizations from being mired in internal lawsuits.

*Mindfulness.* Mindfulness is an area of research and practice that has seen success in the business community and in other areas of government. It is a way of learning to observe the context of what is happening in an accepting, nonjudgmental way, that allows a greater sense of connectivity inwardly and outwardly. More than 30 years of scientific research at medical centers worldwide suggests that training in mindfulness can positively and often profoundly affect a person's ability to reduce stress, pain, illness, and medical symptoms while also learning to live life more fully.

*Suicide Prevention.* A strategic planning approach to suicide prevention can help law enforcement personnel identify, and prioritize activities that will be effective in addressing the problem of suicide. This will expand upon previous training given and implement techniques that have been successful with the veteran community, hospital staff, and other law enforcement agencies.

**Personnel Access to Distance Learning** Due to the restrictions in travel and in-person training brought about by the COVID-19 pandemic, the existing training modules and courses are not available during this current environment when organizational wellness is critical. By leveraging POST's Distance Learning Grant Program, the LAPD proposes to deliver training effectively while mitigating the barriers to implementation, pushing training out to audience via on-line, facilitated learning. A distance learning model will make the training available to law enforcement personnel 24/7. While the proposed training will be live through an open-source, multiplatform web application, the system has the capability of recording all interactions allowing for a review, reach-back capability by students from each session.

**Target Audience and Barriers:** The LAPD identified the target audience as law enforcement personnel in California, of all ranks, who want to get a better understanding of organizational wellness and how it can create positive outcomes.

Barriers to provide training are minimal. In a distance learning environment, these can include access, bandwidth, computer/smart phone literacy. However, most if not all of the target audience are equipped with smart phones, tablets, and computers. The proposed training will use an application designed for maximum accessibility, coupled with synchronous and asynchronous option, and can be effective even under austere conditions.

**Plan:**

**Curriculum:** While the LAPD addresses organizational culture and wellness in the LAPD Leadership Training, it has no available course curriculum that focuses specifically on this topic. This proposed project provides an exciting opportunity to leverage partnerships in creating a world-class program tailored to organizational wellness for law enforcement. Having a long history of training and a close working relationship with our POST Regional Consultant, the LAPD has a depth of experience in developing world-class curricula.

The proposed curriculum is intended to be relevant for law enforcement personnel from any rank and agency size. The training objective is to have the students be aware of the different stressors and the strategies that can be employed for their physical and mental wellbeing as well as be informed of current research and techniques to navigate the challenges brought forth in the course of doing their duties. The goal is for law enforcement personnel to mitigate conflicts in the workplace, create the optimal workplace climate, and enhance personal resilience. The plan is to tailor the curriculum into a one-day, eight-hour block of training which would cover the following topics, with an hour allotted for each: 1) Organization Wellness Introduction; 2) Leadership Theories; 3) Conflict Resolution 1; 4) Case Study Review; 5) Conflict Resolution 2; 6) Mindfulness; 7) Suicide Prevention; and 8) Course Evaluation and Feedback.

The curriculum will include adult learning techniques and adhere to the "Bloom's Taxonomy of Learning", covering the learning objectives in cognitive, affective, and sensory domains. By developing these multi-modules, deeper levels of understanding will be achieved, and the material will allow the students to analyze and evaluate learned techniques and options. The class will be divided into smaller groups during case studies to facilitate discussions. The students have both options of collaborating with the group at large or in smaller groups as

defined by the facilitators. Each session will cover the learning objectives, learning activities, and evaluation activities. Expanded Course Outlines will be available on LAPDonline.org, per SB 978. This information will also be included on the POST EDI website.

**Development and Implementation of Training:** The development of this training will be a result of the training cadre collaborating with subject matter experts from LAPD and other agencies. The LAPD houses experts on the different elements of organizational wellness. Of note is the LAPD Behavioral Science Section (BSS) which provides police psychological services across four major domains: intervention, assessment, operational support, and organizational consultation. Dr. Martin Reiser, BSS founder, was the first full-time psychologist in a police agency and widely considered the father of modern police psychology. BSS is comprised of a full team of police psychologists, sworn substance abuse counselors, a dietitian nutritionist, and administrative professionals. All treatment team members are licensed health professionals or credentialed paraprofessionals with the specialized training and experience necessary to help Department employees navigate the unique demands of law enforcement lifestyles and culture. These vast resources will be brought to bear in the development of a world-class distance learning program. The LAPD will also collaborate with outside agencies including partner universities and community member input. Pepperdine University is currently developing an officer wellness and mindfulness course for LAPD to be delivered at 4 training sessions during Fall 2020. The LAPD will collaborate with distinguished individuals who will assist in the creation of the training and who represent expertise across the academic, leadership, cultural diversity, and distance learning arenas.

**Proposed Delivery Method:** The proposed training will utilize an online delivery platform, JITSI, and an online learning system, Capillary, where two facilitators, POST-certified

instructors who are current LAPD supervisors and instructors with experience in organizational wellness, will present the course material in an interactive audio-visual format. The online platform will allow for comments in real time as well as feedback afterwards. Lectures and discussions can be saved for reach-back or archival purposes. The online learning system will allow for the facilitators and students to be online, in real time, with the screens having a facial profile of all participants as well as incorporate live video chat instruction sessions, archived video classes, case studies, message boards, and course reference materials. Each section will have a presentation of detailed information, videos and live demonstrations via a common screen. Questions can be handled in real time or through chats. Read-ahead materials and links will be sent to each participant one week before their scheduled session to allow for review of the material and to test connectivity to the distance learning portal. Disclaimers and waivers associated with connectivity will be specified during sign-ups and registration. Since the program is distance learning, it allows the students to participate from their home stations.

The LAPD plans to have 25 students per session for 24 sessions for the duration of the grant period with a total of 600 students that will complete the training. While the proposed training will be open to all law enforcement personnel of all levels throughout California, the 88 incorporated cities in the County of Los Angeles will represent the targeted demographic.

**Tracking System:** The training schedule will be posted and regularly updated in various websites, including the POST website. Requests for training will be made via email and compiled into a database created specifically for this training. It will contain the student name, agency, POST ID, rank or position, and contact information, among others. When a request is scheduled, a confirmation email will be sent to the student containing training schedule log-in instructions, access codes, and training materials. Attendance and feedback are monitored in

real-time via distance learning application. The training instructors will complete a POST roster for the students to receive credit for the POST-certified training. POST credit will be applied using POST ID numbers. These documents will be kept in file and copies provided to POST upon request for reimbursement of funds. Each student enrolled is issued access to the courses and is tracked by the course administrators.

Students will be required to participate in evaluations of the module to demonstrate their effectiveness and ensure that the relevant outcomes of the distance learning are equal to, or greater than, traditional classroom-based courses. Each block of the module will include a test of knowledge, which will be graded by the instructors, and progress and understanding will be monitored by course administrators. Course critique surveys will be given to assess the student experience with the material and the software. Follow-up surveys will be conducted 120 days from completion to test residual knowledge retention and overall effectiveness of the training.

The proposed online system will provide robust data analytics that informs administrators on the amount of time spent on each section, the amount of material that students are viewing, progress tracking, and student performance. Administrators can view in real-time how students are interacting with the app. This data will be used for student accountability, and course improvement over time. In addition to the analytics, there are survey mechanisms built into the courses to measure the effectiveness of the training.

POST would be given class access, so they can monitor any or all classes, as well as administrator rights to view recorded portions of the class. Additionally, evaluation survey results will be entered in a database, providing a robust archive of performance metrics for analysis. All data, evaluations, and application access will be available to POST at request.

**Capabilities**

**LAPD Expertise and Staff Qualification:** The proposed training cadre are LAPD personnel and experts in implicit bias and procedural justice.

*Dr. Kevin J. Jablonski* is the Chief Police Psychologist, who serves as the Commanding Officer of Behavioral Science Services. He is responsible for overseeing matters related to the psychological health and wellbeing of Department employees. His responsibilities include managing the Division's operations, policy and procedure related to psychological matters and providing a range of mental health services within the Department.

*Dr. Luann Pannell* is the LAPD Director of Police Training and Education responsible for the review and evaluation of all LAPD training curricula to ensure relevancy, continuity, and compliance with State and Federal criteria and Department policy. She researches best practices in police training and adult learning to continually improve and advance LAPD training. In keeping with this role, Dr. Pannell led the team responsible for the complete redesign of the LAPD Academy in 2008.

*Sergeant-II Brian Churchill* is the Officer in Charge of the LAPD Leadership Program and is responsible for keeping abreast with emerging strategies regarding organizational wellness.

*Lieutenant-II Eric Quan* is the Officer in Charge of LAPD Firearms Training Section. He has 25 years of law enforcement experience and is responsible for training and sustainment of 10,000 officers from the recruit level through their entire career on use of pistols, rifles, shotguns, less-lethal devices, and emerging technology.

*Police Officer III Ed Brown* is a 30-year veteran of the LAPD and is the Assistant Officer-in-Charge of the Los Angeles Police Leadership Program. He has been a key leader in

shaping the program for over 11 years and instrumental in the development of the LAPD Leadership Program distance learning application.

**LAPD's Capacity to Develop Training:** The LAPD brings considerable infrastructure to this training program with hundreds of full-time staff dedicated to developing and implementing training to its personnel. This includes an Online Training Unit that develops content for and manages the LAPD Learning Management System (LMS), an Instruction Development Unit, and subject matter experts on nearly every municipal law enforcement function. For over 20 years, thousands of traditional courses, ranging from academy instruction, behavioral science related training, and hundreds of courses via LMS to LAPD's nearly 13,000 employees, maintaining over four million records of training.

**LAPD's Expertise in Developing and Delivering Training to Law Enforcement.** The LAPD has an inhouse Training Division to provide training for new officers, in-service officers, and police personnel from other. The Training Group has approximately 213 sworn and 40 civilian employees to train 10,000 sworn officers. The Training Group has seven major sections: Basic Course Training Section, Field Operations Training Section, Firearms Training Section, In-Service Training Section, Reserve & Youth Education Section, Support Section, and Vehicle Training & Professional Development Section

**LAPD's Expertise, Experience and Capacity to Deliver Organizational Wellness Training:** Although organizational wellness concept has been in existence since 1970, it still an emerging concept within the law enforcement agencies. However, LAPD houses board certified Police and Public Safety Psychologists who are experts in conflict negotiations, mindfulness, and suicide prevention who will work on the training modules. BSS offers organizational consultation throughout LAPD, destigmatizes mental health services and demonstrates the real-world value of

psychological knowledge and skills for police and civilian employees, employing health campaigns, which include suicide prevention, alcohol awareness, cardiovascular disease, healthy sleep, and other areas of concern that frequently impact the well-being of law enforcement personnel. The training cadre is experienced in collaborating with the subject matter experts throughout the LAPD, as well as other agencies, to deliver an online training. For over 20 years, thousands of traditional courses, ranging from academy instruction, behavioral science related training, and hundreds of courses via LMS to our 13,000 employees, maintaining over 4 million records of training.

Historically, the LAPD has been at the forefront of utilizing technology and techniques to train personnel. This application-based training will be the next evolution of distance learning for law enforcement, and accessible outside of the LMS.

**LAPD's Capacity to Develop/Provide Training and Develop/Deliver Curriculum:** With a long history of training and a close working relationship with the POST Regional Consultant, the LAPD has a depth of experience in developing world-class curricula. The LAPD houses hundreds of experts permanently assigned to the LAPD Training Group, who are dedicated to delivering the highest level of quality education. The LAPD maintains multiple dedicated training cadre for all law enforcement subject matter, including organizational wellness.

**Training Outreach:** LAPD intends to offer the training to a broad spectrum of peer agencies using resources in the POST portal and through professional associations like Police Officers Association of Los Angeles County. The intent is for widespread dissemination of the training opportunity by using all advertising platforms to allow all interested agencies the opportunity to participate. The LAPD will also employ its social media presence for training outreach purposes. Few law enforcement brands are as recognizable as the LAPD; attracting attendance

Los Angeles Police Department  
POST: Distance Learning Grant Program: Organizational Wellness

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for training from agencies globally, as evidenced with the LAPD Leadership Program, SWAT Training, CNT, and Firearms to name a few.

**LAPD Grants Section:** The LAPD will provide fiscal and administrative oversight over the grant program. It has been awarded and has successfully managed grants ranging from \$100,000 to \$16,000,000 from various local, state, and federal entities including California Commission on POST. A grants analyst will be assigned to the Distance Learning Grant Program to manage the administrative aspects of the grant including preparing and submitting financial and progress reports and ensuring that all grant expenditures are in compliance with both the City and California Commission on POST financial policies and guidelines.

**Sustainability:** Once the grant funds have been expended, the LAPD will continue to offer the program both internally and externally. For non-LAPD agencies, a user fee for the application will be assessed, similar to other training offered. The determination of fees will be rendered at a later date.

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## PROJECT SUMMARY

1. Award #:

3. PERFORMANCE PERIOD

2. PROJECT TITLE Organizational Wellness, Creating Positive Outcomes in

10/15/2020 to 6/30/2021

4. RECIPIENT

Name: City of Los Angeles Phone: (213) 286-0380

Address: 100 West First Street Fax #: (213) 486-5727

City: Los Angeles Zip: 90012

5. GRANT AMOUNT

(this is the same amount as 12G of the Grant Award Face Sheet)

\$ 113,000.00

6. IMPLEMENTING AGENCY

Name: Los Angeles Police Department Phone: (213) 486-0380 Fax #: (213) 486-5727

Address: 100 West First Street City: Los Angeles Zip: 90012

7. PROGRAM DESCRIPTION

While law enforcement career is very rewarding, it also comes with a number of occupational stressors including work schedules, long work hours, court work, constant exposure to traumatic and high-stress events, and the increasing public uproar to law enforcement personnel's actions as shown with protests, negative media reports, and the constant pressure to improve community policing. All these factors have profound effects on officer's physical and mental well-being. The Los Angeles Police Department (LAPD) is proposing to implement the Organizational Wellness, Creating Positive Outcomes in Trying Times Training to 600 law enforcement personnel in California, through the Distance Learning Grant Program.

8. PROBLEM STATEMENT

There is a need for law enforcement personnel to be aware of the different stressors and the strategies that can be employed for their physical and mental wellbeing as well as be informed of current research and techniques to navigate the challenges brought forth in the course of doing their duties. Issues facing law enforcement personnel are vast and can cause significant impact. Left unaddressed, this has the potential to result in suicide, good employees leaving the profession, dissatisfaction and low productivity, workplace violence, long term health effects, and substance abuse. Law enforcement personnel must adapt and learn skills to adeptly navigate these complicated issues, but few adequate distance learning programs are available, and none are specific to law enforcement.

9. OBJECTIVES

: The Los Angeles Police Department (LAPD) is proposing to implement the Organizational Wellness: Creating Positive Outcomes in Trying Times Training. The goals of the training are for law enforcement personnel to mitigate conflicts in the workplace, create the optimal workplace climate, and enhance personal resilience. The training will focus on three modules: conflict resolution, mindfulness, and suicide prevention. This organizational wellness training is specific to issues that law enforcement personnel faces and will assist them in their daily interaction with each other and the community, supervisors in leading their teams, and managers in affecting positive change.

**10. ACTIVITIES**

The proposed training is anticipated to be given to a group of 25 students per session. It is proposed that there will be 24 sessions for the duration of the grant period. There will be an expected total of 600 law personnel that will complete Organizational Wellness, Creating Positive Outcomes in Trying Times Training.

**11. EVALUATION (if applicable)**

Students will be required to participate in evaluations of the module to demonstrate their effectiveness and ensure that the relevant outcomes of the distance learning are equal to, or greater than, traditional classroom-based courses. Each block of the module will include a test of knowledge. This will be graded by the instructors, and progress and understanding will be monitored by course administrators. Course critique surveys will request

**12. NUMBER OF STUDENTS (if applicable)**

600

**13. PROJECT BUDGET**

(these are the same amounts as on Budget Pages)

Personal Services	Operating Expenses	Equipment	Course Certification
\$66,077	\$12,325	\$34,598	
<b>Totals:</b>	\$66,077	\$12,325	\$34,598

## POST DLGP PROJECT SERVICE AREA INFORMATION

1. **COUNTY OR COUNTIES SERVED:** Enter the name(s) of the county or counties served by the project. Put an asterisk where the project's principal office is located.

Los Angeles County (\*), Alameda County, Alpine County, Amador County, Butte County, Calaveras County, Colusa County, Contra Costa County, Del Norte County, El Dorado County, Fresno County, Glenn County, Humboldt County, Imperial County, Inyo County, Kern County, Kings County, Lake County, Lassen County, Medera County, Marin County, Mariposa County, Mendocino County, Merced County, Modoc County, Mono County, Monterey County, Napa County, Nevada County, Orange County, Placer County, Plumas County, Riverside County, Sacramento County, San Benito County, San Bernardino County, San Diego County, San Francisco County, San Joaquin County,

2. **U.S. CONGRESSIONAL DISTRICT(S):** Enter the number(s) of the U.S. Congressional District(s) which the project serves. Put an asterisk for the district where the project's principal office is located.

All Congressional Districts in California are included in the service area.  
23rd Congressional District; 25th Congressional District; 26th Congressional District; 27th Congressional District; 28th Congressional District; 29th Congressional District; 30th Congressional District; 32nd Congressional District; 33rd Congressional District; 34th Congressional District (\*); 35th Congressional District; 37th Congressional District; 38th Congressional District; 39th Congressional District; 40th Congressional District; 43rd Congressional District; 44th Congressional District; and 47th Congressional District;

3. **STATE ASSEMBLY DISTRICT(S):** Enter the number(s) of the State Assembly District(s) which the project serves. Put an asterisk for the district where the project's principal office is located.

All Assembly Districts in the State are included in the service area.

In the California State Assembly, Los Angeles County is divided among 24 legislative districts:

36th; 38th; 39th; 41st; 43rd; 44th; 45th; 46th; 48th; 49th; 50th; 51st (\*); 52nd; 53rd; 54th; 55th; 57th; 58th; 59th; 62nd; 63rd; 64th; 66th; and 70th state assembly districts.

4. **STATE SENATE DISTRICT(S):** Enter the number(s) of the State Senate District(s) that the project serves. Put an asterisk for the district where the project's principal office is located.

All Senate Districts in the State of California are included in the service area.

In the California State Senate, Los Angeles County is divided among 15 legislative districts:

18th; 20th; 21st; 22nd; 23rd; 24th (\*); 25th; 26th; 27th; 29th; 30th; 32nd; 33rd; 34th; and 35th state senate districts.

5. **POPULATION OF SERVICE AREA:** Enter the total population of the area served by the project.

The total population of California is approximately 39.51 million, according the US Census Bureau

**CALIFORNIA COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING  
RECIPIENT GRANTS MANAGEMENT ASSESSMENT**

<b>Recipient:</b> City of Los Angeles - Los Angeles Police Department	
<b>Grant/Program Title:</b> POST Distance Learning Grant Program - Organizational Wellness	
<b>Performance Period:</b> 10/15/2020 to 06/30/2021	<b>Award Amount Requested:</b> \$ 113,000
<b>Type of Non-Federal Entity (Check Box)</b>	<input type="checkbox"/> State Gov. <input checked="" type="checkbox"/> Local Gov. <input type="checkbox"/> JPA <input type="checkbox"/> Non-Profit <input type="checkbox"/> Tribe


Per Title 2 CFR § 200.331, POST is required to evaluate the risk of noncompliance with statutes, regulations and grant terms and conditions posed by each Receptient of pass-through funding. This assessment is made in order to determine and provide an appropriate level of technical assistance, training, and grant oversight to Recipients for the award referenced above.

The following are questions related to your organization's experience in the management of grant awards. This questionnaire must be completed and returned with your grant application materials.

For purposes of completing this questionnaire, *Grant Manager* is the individual who has primary responsibility for day-to-day administration of the grant, *bookkeeper/accounting staff* means the individual who has responsibility for reviewing and determining expenditures to be charged to the Grant Award, and *organization* refers to the Recipient applying for the award, and/or the governmental implementing agency, as applicable.

	<b>Assessment Factors</b>	<b>Response</b>
1.	How many years of experience does your current Grant Manager have managing grants?	>5 years
2.	How many years of experience does your current bookkeeper/accounting staff have managing grants?	>5 years
3.	How many grants does your organization currently receive?	>10 grants
4.	What is the approximate total dollar amount of all grants your organization receives?	\$ 33,000,000
5.	Are individual staff members assigned to work on multiple grants?	Yes
6.	Do you use timesheets to track the time staff spend working on specific activities/projects?	Yes
7.	How often does your organization have a financial audit?	Annually
8.	Has your organization received any audit findings in the last three years?	Yes
9.	Do you have a written plan to charge costs to grants?	Yes
10.	Do you have written procurement policies?	Yes
11.	Do you get multiple quotes or bids when buying items or services?	Always
12.	How many years do you maintain receipts, deposits, cancelled checks, invoices, etc.?	>5 years
13.	Do you have procedures to monitor grant funds passed through to other entities?	Yes

**Certification:** *This is to certify that, to the best of our knowledge and belief, the data furnished above is accurate, complete and current.*

<b>Signature: (Authorized Agent)</b> 	<b>Date:</b> 7-31-20
<b>Print Name and Title</b> Michel R. Moore, Chief of Police	<b>Phone Number:</b> (213) 486-0150

*Program Specialist Only: AWARD #*

Los Angeles Police Department  
 POST: Distance Learning Grant Program: Organizational Wellness

TIMELINE

Task No.	Activity or Milestone	Expected Activity Dates	Fiscal Year	Expected Costs
1	Curriculum Development + Equipment + Course Preparation	October 15, 2020 – December 31, 2020	FY 20/21	\$50,408
2	POST Course Certification	December 1, 2020 – December 31, 2020	FY 20/21	\$0
4	Course Delivery – 100 students	January 11, 2021 – January 31, 2021	FY 20/21	\$10,432
5	In-Progress Evaluation 1/4 - Initial	January 31, 2021	FY 20/21	\$0
6	Course Delivery – 100 students	February 1, 2021 – February 28, 2021	FY 20/21	\$10,432
7	Course Delivery – 100 students	March 1, 2021 – March 31, 2021	FY 20/21	\$10,432
8	In-Progress Evaluation 2/4 - Midcourse	March 31, 2020	FY 20/21	\$0
9	Course Delivery – 100 students	April 1, 2021 – April 30, 2021	FY 20/21	\$10,432
10	Course Delivery – 100 students	May 1, 2021 – May 31, 2021	FY 20/21	\$10,432
11	In-Progress Evaluation 3/4 - Midcourse	May 31, 2020	FY 20/21	\$0
12	Course Delivery – 100 students	June 1, 2020 – June 31, 2020	FY 20/21	\$10,432
13	In-Progress Evaluation 4/4 - Final	June 15, 2021	FY 20/21	\$0





COMMISSION ON  
PEACE OFFICER STANDARDS AND TRAINING



**CALIFORNIA ENVIRONMENTAL QUALITY ACT (CEQA)  
NEGATIVE DECLARATION**

To Whom It May Concern:

In accordance with the procedures for the preparation of environmental impact statements, an environmental assessment is not necessary for the proposed agency action below:

Los Angeles Police Department, Organizational Wellness

(Name of Organization and Title of the project)

The project will not involve any of the following:

- a. New construction projects.
- b. The renovation or modification of a facility which leads to an increased occupancy of more than 25 persons.
- c. The implementation of programs involving the use of pesticides and other harmful chemicals.
- d. The implementation of programs involving microwaves or radiation.
- e. Research and technology, the anticipated or intended future applications of which could be expected to have a potential effect on the environment.

Consequently, an environmental impact statement will not be prepared.

**Brian Churchill**

Print Name and Title of Authorized Agent

A handwritten signature in black ink, appearing to read "Brian Churchill", is written over a horizontal line.

Signature of Authorized Agent

**07/29/20**

Date

INTRADEPARTMENTAL CORRESPONDENCE

BPC 20-0137

RECEIVED

SEP 21 2020

POLICE COMMISSION

August 26, 2020  
14.1

**TO:** Chief of Police

**FROM:** Commanding Officer, Risk Management Legal Affairs Group

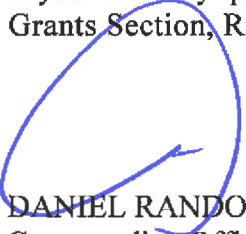
**SUBJECT:** TRANSMITTAL OF THE GRANT APPLICATION AND AWARD FOR  
FY 20/21 CALIFORNIA POST DISTANCE LEARNING GRANT PROGRAM -  
ORGANIZATIONAL WELLNESS

Attached for your approval and signature is an Intradepartmental Correspondence to the Board of Police Commissioners requesting approval to transmit the attached grant application and award from the California Commission on Peace Officer Standards and Training (POST) for the FY 20/21 Distance Learning Grant Program (DLGP) – Organizational Wellness.

The Los Angeles Police Department (LAPD) is requesting retroactive approval for the application and authorization to accept the \$113,000 grant award for the period of October 15, 2020 through June 30, 2021.

The POST FY 20/21 DLGP Organizational Wellness provides funds on a competitive basis to fully develop and facilitate the delivery of quality training and increase equitable access to high-quality learning experiences using distance learning technologies in the topic area of Organizational Wellness. The LAPD will use grant funds to implement the “Organizational Wellness: Creating Positive Outcomes in Trying Times Training” to law enforcement personnel statewide. The goals of the training are for law enforcement personnel to mitigate conflicts in the workplace, create the optimal workplace climate, and enhance personal resilience. The training will focus on three modules: conflict resolution, mindfulness, and suicide prevention. This organizational wellness training is specific to issues that law enforcement personnel face and will assist them in their daily interaction with each other and the community. It will help supervisors in leading their teams and managers in affecting positive change. The LAPD will allocate \$62,592 for sworn overtime to instruct 24 eight-hour online sessions with 25 participants each. The grant will also fund \$46,923 for equipment and supplies necessary to implement the program, and \$3,485 in civilian overtime for grant administration.

If you have any questions, please contact Sr. Management Analyst Barbra Montesquieu, Grants Section, Risk Management Legal Affairs Group, at (213) 486-0380.



DANIEL RANDOLPH, Commander  
Commanding Officer  
Risk Management Legal Affairs Group

Attachments