

RESOLUTION NUMBER R- 309000

DATE OF FINAL PASSAGE JUN 23 2014

A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN DIEGO APPROVING A ONE-YEAR AGREEMENT WITH FOCUS PSYCHOLOGICAL SERVICES WITH OPTIONS TO RENEW FOR FOUR ADDITIONAL ONE-YEAR PERIODS, AUTHORIZING THE MAYOR OR HIS DESIGNEE TO EXECUTE THE AGREEMENT WITH FOCUS PSYCHOLOGICAL SERVICES IN AN AMOUNT NOT TO EXCEED \$300,000, WITH OPTIONS TO RENEW FOR FOUR ADDITIONAL ONE-YEAR PERIODS FOR A FIVE-YEAR CONTRACT AMOUNT NOT TO EXCEED \$1.5 MILLION, AND AUTHORIZING THE CHIEF FINANCIAL OFFICER TO APPROPRIATE AND EXPEND AN AMOUNT NOT TO EXCEED \$300,000 IN FISCAL YEAR 2015.

WHEREAS, FOCUS Psychological Services provides comprehensive psychological and counseling services to San Diego Police Department (Police Department) employees; and

WHEREAS, law enforcement officers and critical support staff experience more trauma and stress in an average year than most individuals experience in a lifetime; and

WHEREAS, the Police Department has recognized critical incident stress as a risk factor for employees; the Police Department has been working with FOCUS Psychological Services for twenty-three years to identify and intervene when personnel are affected by a traumatic event; and

WHEREAS, in addition to providing individual psychological counseling to Police Department members for many years, their assistance in forming the Police Department's Wellness Unit in 2011 has been significant; and

WHEREAS, FOCUS staff actively works with the Police Department's Wellness Unit by providing the following services:

- New Officer Psychological Preparedness Training: Full day of training for the graduating academy recruits and their families on the impacts of the law enforcement profession, resource familiarization and resiliency building.
- New Sergeant Training: A four-hour training block is provided to newly promoted sergeants on recognizing red-flag behavior in employees.
- Civilian Resiliency Training: Full-day mandatory training for all civilian employees who work in the Crime Laboratory and Communications Division on self-care and resiliency building in very demanding and traumatic work environments.
- Critical Incident Debriefing and Defusing: Doctors conduct a full debriefing with all officers directly involved in shootings and in-custody deaths, as well as conducting defusing session for other traumatic incidents where intervention is appropriate.
- Training for Peer Support and Member Assistance Program (MAP): Initial training provided to all Peer Support Officers and MAP employees, as well as update training three times a year.; and

WHEREAS, these employees serve in a voluntary capacity assisting their peers who serve as support or as a sounding board during significant traumatic incidents and/or during times of personal crises; MAP and Peer Support members have doubled since the creation of the Wellness Unit, creating a necessity for more frequent and ongoing training; and

WHEREAS, since the creation of the Wellness Unit, the number of employees utilizing FOCUS has increased significantly and the doctors from FOCUS have become part of the culture of the Police Department because of their close working relationship and integration into the Wellness Unit; and

WHEREAS, the Police Department requests that a one-year agreement between the City and FOCUS Psychological Services be approved, with options to renew for four additional one-year periods, to allow FOCUS Psychological Services to continue to provide comprehensive psychological and counseling services to Police Department employees; and

WHEREAS, the Police Department's prior agreement with FOCUS Psychological Services was approved by the San Diego City Council on May 4, 2009 (RR-304823); and

WHEREAS, a Sole Source request with FOCUS Psychological Services for one year has been approved by the Purchasing and Contract Department; and

WHEREAS, the utilization of another counseling firm would require all employees utilizing services to develop relationships with new doctors; experience has shown that police employees are reluctant to solicit or develop relationships with new doctors and may discontinue useful professional services if placed in the position to work with a doctor with whom they are not familiar; and

WHEREAS, additionally, the institutional knowledge that FOCUS possesses of the Department is critical in keeping our employees' mental and emotional health intact to allow them to continue to perform their duties professionally and safely protect the citizens of San Diego; and

WHEREAS, funding for this agreement in the amount of \$300,000 is included in the Police Department's Fiscal Year 2015 Proposed Budget; NOW, THEREFORE,

BE IT RESOLVED, by the City Council of the City of San Diego, that the Mayor or his designee, for and on behalf of the City, is authorized to execute a one-year agreement with FOCUS Psychological Services in an amount not to exceed \$300,000, with options to renew for four additional one-year periods for a five-year contract amount not to exceed \$1.5 million. Funding for this agreement in the amount of \$300,000 is included in the Police Department's Fiscal Year 2015 Proposed Budget.


BE IT FURTHER RESOLVED, that the Chief Financial Officer is authorized to appropriate and expend an amount not to exceed \$300,000 in Fiscal Year 2015, Fund 100000, General Fund, for the purpose of executing an agreement with FOCUS Psychological Services.

BE IT FURTHER RESOLVED, that the Mayor or his designee is authorized to exercise each of the four options to renew, contingent upon approval of a Sole Source request.

BE IT FURTHER RESOLVED, that the Chief Financial Officer is authorized to appropriate and expend funding in an amount not to exceed \$300,000 from Fund 100000, General Fund for each of the remaining four years, for a total of \$1.2 million, contingent upon an option to renew, approval of a Sole Source request, and adoption of the Fiscal Year Annual Budget Appropriation Ordinance and the Chief Financial Officer certifying that the funds necessary for expenditure are, or will be, available.

APPROVED: JAN I. GOLDSMITH, City Attorney

By



Paige E. Folkman
Deputy City Attorney

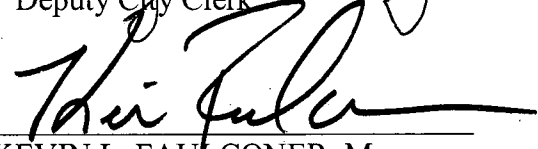
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I certify that this Resolution was passed by the Council of the City of San Diego, at this meeting
of JUN 10 2014.

ELIZABETH S. MALAND
City Clerk

By 
Deputy City Clerk

Approved: 6/19/2014
(date)


KEVIN L. FAULCONER, Mayor

Vetoed: _____
(date)

KEVIN L. FAULCONER, Mayor

Passed by the Council of The City of San Diego on JUN 10 2014, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Sherri Lightner	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ed Harris	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Todd Gloria	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Myrtle Cole	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mark Kersey	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lorie Zapf	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Scott Sherman	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
David Alvarez	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marti Emerald	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of final passage JUN 23 2014

(Please note: When a resolution is approved by the Mayor, the date of final passage is the date the approved resolution was returned to the Office of the City Clerk.)

AUTHENTICATED BY:

(Seal)

KEVIN L. FAULCONER
Mayor of The City of San Diego, California.

ELIZABETH S. MALAND
City Clerk of The City of San Diego, California.

By *Mary Fernandez*, Deputy

Office of the City Clerk, San Diego, California

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