



**EAST BAY REGIONAL PARK DISTRICT
BOARD OF DIRECTORS MEETING
AGENDA STAFF REPORT**

DATE	October 1, 2024
TITLE	Authorization to Enter into a Three-Year Contract with Sharp Performance to Provide Public Safety Employees Access to Cognitive Performance Coaching for High-Stress Professions for a Total of \$73,200
DIVISION	Public Safety
FROM	Giorgio Chevez, Police Captain Roberto Filice, Assistant General Manager of Public Safety
APPROVED	Sabrina Landreth, General Manager 

RECOMMENDATION

The General Manager recommends that the Board of Directors authorize the Public Safety Division to enter into a three-year contract with Sharp Performance for a total of \$73,200.

BACKGROUND

The Public Safety Division has long recognized the vital importance of optimizing the performance and mental health of our law enforcement personnel, particularly given the unique challenges of our profession. First responder work exposes our officers, dispatchers, firefighters and lifeguards to high levels of stress, trauma, and danger, which can take a significant toll on their mental well-being. To address the need for access to counseling services, peer support networks, and wellness initiatives, we are proposing the implementation of a comprehensive sub-clinical coaching and decision making/mental health performance platform specifically designed to enhance the skills and resilience of our officers in the field and support staff as well.

ANALYSIS

Sharp Performance is a well-established cognitive performance coaching platform for high-risk professions whose services include vetted performance coaching, validated app-based training, and a customized resource directory. Built by US Special Forces operators and sports psychologists, it was designed to assist the user to perform their best during and after a mission as well as to manage stress for the long term.

This platform will serve as a centralized resource hub for offering a range of specialized coaching programs and mental health performance training aimed at improving focus, decision-making abilities, and stress management techniques among our officers. Rooted in proven methodologies developed in collaboration

with U.S. Navy Seals and other Special Operations teams, the performance coaching services are unparalleled in their ability to unlock the full potential of law enforcement professionals, as well as ensuring access for officers to be in direct contact with mental health professionals 24 hours a day while ensuring their personal privacy.

FISCAL IMPACT

The proposal from Sharp Performance entails granting access to the platform exclusively for our sworn personnel, dispatchers, technicians, as well as civilian staff. For the 86 agency members included in this category, the Sharp Performance annual contract totals \$24,400 per year, including a 20% discount contingent upon a three-year contract term, which equals \$73,200.

For this initial year, partial funding for the contract will come from the funds remaining in the Officer Mental Health and Wellness grant 336-8210-000-6191 559400 combined with Public Safety general funding from 101-8210-000-6191 to cover the remainder.



**EAST BAY REGIONAL PARK DISTRICT
RESOLUTION NO. 2024 – 10 -
OCTOBER 1, 2024**

AUTHORIZATION TO ENTER INTO A THREE-YEAR CONTRACT WITH SHARP PERFORMANCE TO PROVIDE PUBLIC SAFETY EMPLOYEES ACCESS TO COGNITIVE PERFORMANCE COACHING FOR HIGH-STRESS PROFESSIONS FOR A TOTAL OF \$73,200

WHEREAS, the East Bay Regional Park District Public Safety Division has long recognized the vital importance of optimizing the performance and mental health of our law enforcement personnel, particularly given the unique challenges of the profession; and

WHEREAS, in order to address the need for access to counseling services, peer support networks, and wellness initiatives, we are proposing the implementation of a comprehensive sub-clinical coaching and decision making/mental health performance platform, Sharp Performance, specifically designed to enhance the skills and resilience of our first responder personnel and support staff; and

NOW, THEREFORE BE IT RESOLVED, that the Board of Directors of the East Bay Regional Park District hereby authorizes and directs the General Manager to enter into a three-year contract with Sharp Performance for a total of \$73,200; and

BE IT FURTHER RESOLVED, that the General Manager is hereby authorized and directed, on behalf of the Park District and in its name, to execute and deliver such documents and to do such acts as may be deemed necessary or appropriate to accomplish the intentions of this resolution.

Moved by Director _____, and seconded by Director _____,
and adopted October 1, 2024, by the following vote:

FOR:

AGAINST:

ABSTAIN:

ABSENT: