



BOARD OF STATE AND COMMUNITY CORRECTIONS



DATE: December 21, 2022
TO: Police Chiefs and Sheriffs
FROM: Linda Penner, Chair
SUBJECT: OFFICER WELLNESS AND MENTAL HEALTH GRANT AWARD

I am pleased to let you know that the BSCC has begun processing the Officer Wellness and Mental Health grants, which were included in the Budget Act of 2022. All eligible law enforcement agencies will receive their payment by February 15, 2023. This memorandum provides further information about the purposes of the grant, and requests your assistance in identifying the person in your agency who will be responsible for required data reporting.

This disbursement is being made in accordance with Assembly Bill 178, Chapter 45, Statutes of 2022, Item 5227-121-0001. This funding is available to all city and county law enforcement agencies employing officers described in Section 830.1 of the Penal Code. The Officer Wellness grant is for the purpose of improving officer wellness and expanding mental health sources as follows:

1. Establishing officer wellness units or expanding existing officer wellness units.
2. Establishing peer support units or expanding peer support units.
3. Services provided by a licensed mental health professional, counselor, or other professional that works with law enforcement.
4. Expanding multiagency mutual aid programs focused on officer wellness and mental health.
5. Other programs or services that are evidence based or have a successful track record of enhancing officer wellness.

For further information about this funding and to identify the amount of funding allocated to your agency, please visit the Board of State and Community Corrections' webpage for the Officer Wellness and Mental Health Grant available at <https://www.bscc.ca.gov/officer-wellness-and-mental-health-grant-program/>.

Provision 2 of the Budget Act requires each grant recipient to submit an expenditure report and a final impact report no later than December 1, 2025. Additionally, grant recipients will submit a brief annual expenditure report. Reports will be provided to the Commission on Peace Officer Standards and Training (POST). Detailed information regarding reporting requirements and reporting requirement webinars will be sent out in early 2023.

Please send the name and email address of the individual(s) within your agency who will be responsible for the implementation and reporting requirements for this grant to OfficerWellnessGrant@bscc.ca.gov by February 28, 2023 so they may receive additional information regarding detailed reporting requirements, webinars, and deadlines.

If you have any questions regarding this funding distribution, please email OfficerWellnessGrant@bscc.ca.gov and a BSCC staff member will respond.

Sincerely,

A handwritten signature in black ink, appearing to read 'Linda Penner', with a stylized flourish at the end.

LINDA PENNER
Chair
Board of State & Community Corrections

**Officer Wellness and Mental Health Grant Program
Frequently Asked Questions (FAQs)**

Updated: 02/14/23

Grant Overview

1. Where can I find information about the Officer Wellness and Mental Health grant program?

Information is available on the BSCC website, on the Officer Wellness and Mental Health Grant program webpage: <https://www.bscc.ca.gov/officer-wellness-and-mental-health-grant-program/>.

2. Who is administering the grant funds?

The BSCC, as established in the Budget Act of 2022 (Assembly Bill 178, Chapter 45, Statutes of 2022, Item 5227-121-0001), will administer the funds allocated for the Officer Wellness and Mental Health grant program.

3. Who is eligible to receive these funds?

*The Officer Wellness and Mental Health grant funding is limited to agencies employing officers described in Penal Code section 830.1 based on a schedule developed by the Department of Finance.
(https://leginfo.legislature.ca.gov/faces/codes_displayText.xhtml?lawCode=PEN&division=&title=3.&part=2.&chapter=4.5.&article=)*

4. How were eligible agencies notified of this grant award?

On December 21, 2022, a memorandum was sent to all police chiefs and sheriffs from the BSCC Chair, Linda Penner notifying each agency of the grant award. The memo also included the grant criteria and a copy of the funding distribution list.

5. How many agencies are receiving funds?

There are 394 agencies receiving funds from this grant program.

6. How much will my agency receive?

*All eligible law enforcement agencies will receive a portion of the funds based on the number of eligible officers as described in Penal Code section 830.1. The funding allocation schedule is accessible on the Officer Wellness and Mental Health Grant program webpage and includes the amount each agency will receive.
(<https://www.bscc.ca.gov/wp-content/uploads/BSCC-Distribution-Officer-Wellness-2022-post.pdf>)*

7. When will these funds be available?

The BSCC will distribute grant funds at the beginning of 2023, no later than February 15, 2023.

8. How will the grant funds be distributed?

Funds for the total amount of the grant award will be issued directly to each eligible law enforcement agency via a warrant (check) from the State Controller's Office (SCO).

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9. How will we know the check is for this grant?

The paystub of the warrant (check) will reference Officer Wellness or Officer Wellness and Mental Health Grant. In addition, the amount of the warrant will match the award amount specified for the respective agency on the funding distribution schedule. (<https://www.bscc.ca.gov/wp-content/uploads/BSCC-Distribution-Officer-Wellness-2022-post.pdf>)

10. Are award funds being distributed as a lump sum or on a reimbursement basis?

The awarded funds are being distributed as a lump sum, upfront at the beginning of the grant.

11. What is the grant period or the term of the grant?

The grant period is from July 01, 2022, to December 01, 2025. All grant funds must be expended by the recipient within the grant period.

The technical start date of the grant term aligns with the effective date of Budget Act of 2022 (Assembly Bill 178, Chapter 45, Statutes of 2022) that made appropriations for the 2022-2023 fiscal year.

12. Are there any requirements to participate in this grant program?

Yes. Participating agencies must submit a final impact and expenditure report to the BSCC on how the funding was used and a description of the impact of the resources. The BSCC shall provide these reports to the Commission on Peace Officer Standards and Training (POST) and to any designated evaluation entities to assist in their efforts to develop statewide resources and practices related to officer wellness.

See #37 below for more information about reporting requirements. Additional details about the reporting requirements are also available on the BSCC website, on the Officer Wellness and Mental Health Grant program webpage:

<https://www.bscc.ca.gov/officer-wellness-and-mental-health-grant-program/>. Scroll down to the Reporting Requirements section.

13. Is a formal grant agreement (Standard Agreement, form STD 213) required to be executed before funds can be spent?

No.

14. What is the process for making purchases?

Each grantee should refer to their respective city or county procurement policies and procedures and follow generally accepted accounting principles.

15. What is the last date the funds can be spent?

The last date the agency may spend grant funds is on December 01, 2025, the end of the grant period. It's also the same date the final report is due. Funds may not be

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encumbered on this date for payment on a future date. Final checks or transactions must be issued on or before December 01, 2025.

16. Are these the same funds as those being administered by POST?

No. Although the BSCC is working with the Commission on Peace Officer Standards and Training (POST), funding for this grant program is concurrent with, but separate and distinct from wellness funding received and administered by POST.

Grantees are eligible to apply for additional support, guidance, and resources through POST, referred to as the POST Organizational Wellness and Resilience (POWR) program. See #35 below for more details.

Use of Funds

17. What can these funds be used for?

These funds are designed to improve officer wellness and expand mental health sources. Per the statute, the funding may be used for any of the following purposes:

- Establishing or expanding officer wellness units*
- Establishing or expanding peer support units*
- Services provided by a licensed mental health professional, counselor or other professional that works with law enforcement*
- Expanding multiagency mutual aid programs focused on officer wellness and mental health*
- Other programs and services that are evidence-based or have a successful track record of enhancing officer wellness*

18. The criteria for the use of funds are very broad. Are there any other details that can be provided that give more specific information about these five areas?

The five allowable uses are broad in nature. This was by design so that each grantee could determine how to utilize the funds to best meet the needs of the peace officers within their respective agency.

19. Are officer wellness units and peer support units one in the same with different titles?

Officer wellness units are most often different from peer support units; however, one may be a subcomponent of the other. If that is the case, peer support units or programs would likely be a subcomponent of a comprehensive officer wellness unit.

20. Does the BSCC review the proposed expenditures before they are made to either approve or deny them?

No. The BSCC will provide guidance and technical assistance for grantees, but the BSCC will not approve specific expenditures. If an agency has questions or concerns about the types of expenses that may be applicable or allowable, we

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recommend consulting with your city attorney or county counsel to ensure funds are expended in accordance with applicable law(s).

21. What is the definition of “officer wellness”?

“Officer wellness” means the consideration of the physical, emotional, or mental condition or wellbeing of an officer. Officer wellness programs are services or programs that are intended to support or improve the physical, emotional, or mental condition or wellbeing of an officer.

22. Are there resources about programs and services that are evidence-based or have a successful track record of enhancing officer wellness?

*Yes. Many of the resources listed on the BSCC website, on the Officer Wellness and Mental Health Grant program webpage, contain research information and lessons learned, as well as highlight programs with successful outcomes.
(<https://www.bscc.ca.gov/officer-wellness-and-mental-health-grant-program/>)*

23. Can grant funds be used to support non-sworn department or agency staff?

No. This grant is restricted to programs and services to support peace officers as defined by Penal Code (PC) section 830.1. (<https://codes.findlaw.com/ca/penal-code/pen-sect-830-1/>)

24. Does this grant just have to do with mental health?

No, this grant is applicable for officer wellness and/or peer support programs or services that deal with physical, emotional, and/or mental health.

25. Is this grant just for training?

No, but it may include training. See #26 below for more details.

26. Can grant funds be spent on training?

Yes. Training may be allowable if the training is for establishing or expanding officer wellness or peer support units or for expanding multiagency mutual aid programs focused on officer wellness and mental health. Training may also be allowable if it is a direct program or services being provided to peace officers by a licensed mental health professional, counselor or other professional that works with law enforcement or if it is a direct program or service that is evidence-based or has a successful track record of enhancing officer wellness.

27. Can this funding be used for staffing costs?

Grant funds may be used for staffing costs for the purpose of establishing or expanding an officer wellness and/or a peer support unit, for expanding multiagency mutual aid programs focused on officer wellness and mental health, or for providing programs and services that are evidence-based or have a successful track record of enhancing officer wellness as long as supplanting does not occur. Grant funds should not be used to backfill for officers receiving services.

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28. Does this grant allow us to purchase equipment for our Officer Wellness Program?

Yes, the purchase of equipment may be an allowable expense as long as it is for establishing or expanding officer wellness or peer support units or if it is for the provision of programs and services that are evidence-based or have a successful track record of enhancing officer wellness.

29. Can these funds be used to replace or add fitness equipment in the gym at our headquarters?

Yes, as long as the fitness equipment is to establish or expand an officer wellness unit or to provide a program or services that is accessible to peace officers defined in PC 830.1 and is evidence-based or has a successful track record of enhancing officer wellness.

30. Can grant funds be used for gym memberships, yoga classes, or wellness activities?

Yes, as long as the gym memberships, yoga classes, or wellness activities are evidence-based or have a successful track record of enhancing officer wellness.

31. Can these grant funds be used to supplant other funds?

No, supplanting is strictly prohibited for all BSCC grant funds.

Supplanting is the deliberate reduction in the amount of federal, state, or local funds being appropriated to an existing program or activity because grant funds have been awarded for the same purposes. For additional information, refer to the BSCC Grant Administration Guide: <https://www.bscc.ca.gov/wp-content/uploads/BSCC-Grant-Admin-Guide-July-2020-Final.pdf>.

32. What happens if our agency has not used all the grant funds by the conclusion of the grant, by December 1, 2025?

Any remaining funds at the conclusion of the grant must be returned to the BSCC by 12/31/25. Those unspent funds will then be returned to the state's general fund.

33. We don't have an officer wellness unit or program. Are there any resources that would be helpful as we look to establish or expand an officer wellness program?

*To get you started, a few resources are available on the BSCC website, on the Officer Wellness and Mental Health Grant program webpage:
<https://www.bscc.ca.gov/officer-wellness-and-mental-health-grant-program/>.*

34. Where can we go to get guidance on establishing a wellness program specifically for peace officers?

The POST/University of California, San Diego (UCSD) POWR program team is available to provide guidance and programming to support to agencies that receive funding from the BSCC for the Officer Wellness and Mental Health grant. If

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Annual Report: Recipients of the funds will submit a brief, annual expenditure report. Annual reports are due by December 1st of each calendar year – December 01, 2023, and December 01, 2024. The last annual report will be the final report due December 01, 2025.

Final Report: By December 01, 2025, recipients will submit a final impact and expenditure report describing how the funding was used and the impact of the resources on the officers who received the services and/or benefits from the grant funding.

Individuals Responsible for Implementation and Reporting Requirements: By February 28, 2023, please send an email to OfficerWellnessGrant@bscc.ca.gov with the contact information of the individual(s) within your agency who will be responsible for implementation and reporting requirements for this grant, so they can be included on the email list for upcoming webinars and reminders related to the Officer Wellness and Mental Health Grant.

Additional details about the reporting requirements are available on the BSCC website, on the Officer Wellness and Mental Health Grant program webpage: <https://www.bscc.ca.gov/officer-wellness-and-mental-health-grant-program/>. Scroll down to the Reporting Requirements section.

38. Who will be notified about how the agencies spent their grant funds?

The information received from the grantees will be provided to the Commission on Peace Officer Standards and Training (POST) and to any designated evaluation entities to assist in their efforts to develop statewide resources and practices related to officer wellness.

Retention of Records

39. What records must be retained for the grant expenditures? For how long?

Maintain records and documentation that support all expenditures in accordance with your agency's document retention policy, but no less than for the duration of the grant period plus three years.

Questions or Technical Assistance

40. Who do I contact if I have questions or require technical assistance related to the Officer Wellness and Mental Health grant?

Please email the OfficerWellnessGrant@bscc.ca.gov with your questions or assistance needs and a BSCC staff member will respond to assist you.

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interested, POST encourages you to email them for more information: POWR@post.ca.gov. Also, see #33 above for more resources.

POST Resources

35. Does POST have any resources for officer wellness?

Yes. The Commission on Peace Officer Standards and Training (POST) also received funding for officer wellness, which is being implemented concurrent with, but distinct from, the Officer Wellness and Mental Health grant. Grantees are eligible to apply for additional guidance, support, and resources through POST, referred to as the POST Organizational Wellness and Resilience (POWR) Program.

Agencies will not receive any monetary disbursements from the POWR Program. POWR is designed to provide resources and services to agencies looking to create a wellness program or enhance their current offerings.

Agencies interested in applying for the POWR Program can access the application form on the POST website: <https://post.ca.gov/POST-Organizational-Wellness-and-Resilience-Program-Application>. POWR Program funding is to be used for innovative approaches to officer wellness programming and partnerships with subject matter experts and relevant community-based organizations. This funding shall be disbursed pursuant to the following:

- Optimize the physical, emotional, and mental health of law enforcement professionals*
- Emphasize the intersection of officer wellness, procedural justice, and community relations*
- Evaluate outcomes based on a framework which includes qualitative, quantitative, or biometric measurements*

36. What type of training courses does POST offer for officer wellness?

POST offers a variety of training courses for law enforcement professionals. Available training courses are listed on the POST Organizational Wellness and Resilience webpage: <https://post.ca.gov/Wellness>. Available courses can also be found in the POST course catalog: <https://catalog.post.ca.gov/Default.aspx>.

Reporting Requirements

37. If my agency receives these funds, what are our reporting responsibilities?

Grant recipients are required to submit annual reports and a final report. The BSCC will host webinars in early 2023 to provide detailed instructions on the reporting requirements.