



Administrative Report

H.13., File # 25-1033

Meeting Date: 8/19/2025

To: MAYOR AND CITY COUNCIL
From: JOE HOFFMAN, CHIEF OF POLICE

TITLE

APPROVE AN AMENDMENT TO THE AGREEMENT WITH SHARP PERFORMANCE INC. FOR THE CONTINUED PROVISION OF PROFESSIONAL SERVICES FOR PUBLIC SAFETY EMPLOYEES FOR A NEW NOT TO EXCEED TOTAL OF \$151,200 AND AN EXTENDED TERM THROUGH NOVEMBER 30, 2026

EXECUTIVE SUMMARY

Approval of the proposed amendment would authorize the Police and Fire Departments to continue use of the Sharp Performance, Inc. (Sharp Performance) cognitive performance coaching platform designed specifically for high-risk professionals, including first responders. Sharp Performance's cognitive performance coaching platform is the only commercially available tool specifically tailored to the needs of first responders and other high-risk professionals. Both the Police and Fire Departments have fully implemented the platform and are experiencing engagement and employee utilization rates that are well above the industry standard. The proprietary application aligns closely with the wellness goals and operational demands of both the City's Police and Fire Departments by addressing critical mental health needs and supporting the resilience and readiness of all team members in these Departments.

BACKGROUND

Maintaining a robust and effective wellness program is critical to supporting the mental and physical health of public safety professionals who regularly operate under high-stress and high-risk conditions. The demands of law enforcement and fire service necessitate access to specialized wellness resources that can enhance focus, manage stress, and promote long-term resilience of individuals serving the City in these key roles.

The Sharp Performance platform is a unique and comprehensive solution designed specifically for high-risk professionals. It is the only commercially available cognitive performance tool that integrates coaching, training, and resource management tailored exclusively for public safety personnel. The platform's methodologies are rooted in evidence-based practices developed in coordination with U.S. Military Special Operations teams and have been specifically adapted for first responders. These protocols emphasize psychological flexibility, sustained attention, and stress endurance-attributes essential for peak performance in public safety roles.

Unlike other wellness tools, Sharp Performance employs coaches with direct experience in elite, high-stress environments. Their team includes former wellness and resilience leads from Joint Special

Operations Command and U.S. Army Special Forces, bringing a proven track record of fostering cultural change and reducing stigma around mental health support. This experience has proven invaluable in assisting the Redondo Beach Police and Fire Departments in building a proactive and resilient wellness culture.

City Council approved the original Agreement with Sharp Performance on December 3, 2024. The platform has since been fully implemented by the Police and Fire Departments and is having a sustained, positive impact. Since the implementation of the Sharp Performance platform:

- 60% of Police Department and 73% of Fire Department personnel have been successfully onboarded
- 32.2% of Police Department and 50% of Fire Department users have participated in at least one coaching session
- On average, each participating Police Department member has completed 6.31 coaching sessions and each participating Fire Department member has completed 5.5 sessions
- Over the last quarter, an average of eight Police Department and 15 Fire Department members per month have actively engaged with a coach

The level of engagement for both Departments exceeds industry standards and surpasses the platform's own benchmarks in onboarding and coaching adoption. Given the effectiveness of the Sharp Performance program in supporting the wellness and resilience of our personnel, staff recommends increasing the total not to exceed amount of the agreement with Sharp to \$151,200 and extending the term through November 30, 2026. The amendment will ensure staff's continued access to the cognitive performance coaching platform in order to maintain the positive impact on the mental wellness and resilience of the City's Police and Fire Department staff.

COORDINATION

The Police Department coordinated this item with the Fire Department. The City Attorney's Office approved the amendment as to form.

FISCAL IMPACT

No additional appropriation is needed for approval of the agreement. The total annual cost of the agreement is \$75,600. \$50,000 of funding was approved for the agreement as part of the Police Department's 2025-26 Fiscal Year Budget. The remaining \$25,600 of funding is included in the Fire Department's annual operating budget.

APPROVED BY:

Mike Witzansky, City Manager

ATTACHMENTS

- Agmt - First Amendment to the Agreement with Sharp Performance
- Agmt - Original Agreement with Sharp Performance, December 3, 2024
- Insurance - Sharp Performance