



Administrative Report

H.11., File # 24-1789

Meeting Date: 12/3/2024

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

TITLE

APPROVE AN AGREEMENT WITH SHARP PERFORMANCE, INC. FOR A COGNITIVE PERFORMANCE COACHING PLATFORM FOR THE POLICE AND FIRE DEPARTMENTS FOR AN AMOUNT NOT TO EXCEED \$75,600 AND THE TERM DECEMBER 3, 2024 TO DECEMBER 3, 2025

EXECUTIVE SUMMARY

Approval of this item would authorize the Police and Fire Departments to enter into an agreement with Sharp Performance, Inc. (Sharp Performance) to implement a 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. The platform provides an essential mental wellness solution that combines preventative coaching with reactive resources in a single platform. Their 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 an effective wellness program is integral to supporting the mental and physical health of public safety professionals, who frequently operate under high-stress conditions. The nature of police and fire service requires access to specialized resources that can help personnel manage stress, enhance focus, and sustain long-term resilience. The Sharp Performance platform is the only commercially available cognitive performance tool that consolidates coaching, training, and customized resource management exclusively for high-risk professionals.

The platform's content and methodologies are rooted in evidence-based practices developed with the U.S. Military's Special Operations teams and are uniquely adapted to meet the needs of first responders. These protocols emphasize stress endurance, focus, and psychological flexibility-critical attributes for law enforcement and fire service professionals. No other product replicates the training protocols or adaptive regimens tailored specifically for public safety teams. Sharp Performance employs coaches with direct experience supporting high-risk professionals. The team's performance coaches previously led wellness and resilience programs within the Joint Special Operations Command and U.S. Army Special Forces, where they successfully facilitated cultural change to destigmatize mental health support. This experience uniquely positions them to assist our Police and

Fire Departments in encouraging a proactive approach to wellness. This particular approach is proven to resonate with public safety personnel, and seeks to build a supportive culture that encourages individuals to seek help without fear of stigma. This preventative model proactively supports mental health, which can help decrease stress-related ailments, reduce burnout, and improve the overall resilience of the City's first responders. In addition to the coaching services, the platform features an application that offers a centralized resource directory that includes both internal wellness resources and external support services. The directory for the Redondo Beach Police and Fire Departments will be fully customized, consolidating tools like mental health services, health incentives, and available hotlines. This comprehensive directory streamlines access to resources, making it easier for personnel to locate the help they need quickly.

With Mental Performance Coaching, users connect with a roster of highly-trained performance coaches, each experienced in working with individuals operating in high-stress environments. Coaching sessions emphasize goal-setting, accountability, and personal growth, with unlimited access to support professional and personal development. The Self-Paced Training Modules offer a vast library of mobile-based exercises adapted for high-risk professions. These brief two-to-ten-minute exercises are accessible anytime, fostering improvements in focus, stress endurance, and psychological flexibility. Sharp Performance also provides a Resource Directory of health and wellness resources designed specifically in collaboration with each agency. This directory includes internal mental health resources, chaplains, health incentives, national hotlines, and exclusive commercial partnerships. For a smooth rollout, Sharp Performance provides in-person onboarding where their staff will visit the Police and Fire Departments to introduce the platform, provide personalized performance strategies, and offer direct consultations. Additionally, anonymized Utilization Reports are shared quarterly with Department leadership, offering insights on user engagement and satisfaction. Sharp Performance also guarantees On-Demand Technical Support to ensure seamless access to all platform services.

Over a period of several months in 2024, members of the Police and Fire Departments participated in a pilot program utilizing Sharp Performance coaching services in order to evaluate the platform. The feedback from the pilot sessions revealed a high level of support for Department-wide implementation based on the positive interactions between our first responders and the coaches.

The platform's proprietary methodologies and industry-leading, destigmatized approach make Sharp Performance uniquely qualified to address the wellness needs of our Police and Fire Departments. Several other wellness programs were evaluated including Cordico and Valor; however, none provided the same level of specialized, integrated cognitive performance coaching tailored specifically for high-risk law enforcement and fire personnel. Sharp Performance stands as a sole source option due to its unique combination of preventative and reactive resources, proprietary training methodologies, and customized resource directory, which no other platform could match. Their product provides a comprehensive and well-suited solution for supporting the wellness of our public safety personnel. By providing preventative mental health support through a unique and specialized coaching platform, Sharp Performance offers an invaluable resource that aligns with organizational wellness objectives and supports the mental health and operational readiness of our Police and Fire Departments.

COORDINATION

The Police Department coordinated this item with the Fire Department. The City Attorney's Office

prepared the Agreement as to form.

FISCAL IMPACT

The total cost of the one-year Agreement is \$75,600. Funding for the Police Department portion of \$50,000 is available using existing Wellness Grant and Supplemental Law Enforcement Services funds. Funding for the Fire Department portion of \$25,600 is available in the Fire Department's annual operating budget. No additional appropriation is needed for approval of this Agreement.

APPROVED BY:

Mike Witzansky, City Manager

ATTACHMENTS

- Agmt - Sharp Performance, Inc.
- Insurance - Sharp Performance, Inc.