



**President**  
Ms. Liz Cottrell  
City of Anderson

**Vice President**  
Ms. Rachel Ancheta  
City of Dixon

**Treasurer**  
Ms. Jen Lee  
City of Rio Vista

**Secretary**  
Ms. Jennifer Styczynski  
City of Marysville

## **NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND POLICE RISK MANAGEMENT COMMITTEE MEETING AGENDA**

**DATE/TIME:** Thursday, November 3, 2022  
Meeting at 10:00 a.m. – 11:00 a.m.  
Lunch: 11:00 a.m.  
Training Session at 11:30 a.m.- 1:00 p.m.

**LOCATION:** Rocklin Community Center – Springview Hall  
5480 5<sup>th</sup> Street  
Rocklin, CA 95677

**A - Action**  
**I - Information**

**1 - Attached**  
**2 - Hand Out**  
**3 - Separate Cover**  
**4 - Verbal**

### **MISSION STATEMENT**

*The Northern California Cities Self Insurance Fund, or NCCSIF, is an association of municipalities joined to protect member resources by stabilizing risk costs in a reliable, economical and beneficial manner while providing members with broad coverage and quality services in risk management and claims management.*

**A. CALL TO ORDER**

**B. ROLL CALL**

**C. PUBLIC COMMENTS**

*This time is reserved for members of the public to address the Police Risk Management Committee on NCCSIF matters that are of interest to them.*

pg. 3 **D. CONSENT CALENDAR**

**A 1**

*All matters listed under the consent calendar are considered routine with no separate discussion necessary. Any member of the public or the Police Risk Management Committee may request any item to be considered separately.*

- pg. 4 1. Police Risk Management Committee Meeting Minutes – May 5, 2022  
pg. 8 2. Police Risk Management Committee Meeting Minutes- August 4, 2022

**E. RISK MANAGEMENT**

pg. 12 1. **Police Risk Management Grant Funds**

**I 1**

*Jenna Wirkner will provide an update on the Police Risk Management Grant funds. Jenna will review current and planned uses for the grants.*



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pg. 16	<b>2. Legislative Update</b> <i>The Committee members will receive an update on some bills introduced in the California Legislature of interest to police agencies.</i>	<b>I</b>	<b>1</b>
pg. 21	<b>3. Technology Discussion</b> <i>The Committee members will be asked to discuss their experiences with body cameras, robots, drones, vehicle, artificial intelligence and other similar technologies. The LEFTA Systems Shield Suite and the Live 911 system from Higher Ground will also be discussed.</i>	<b>I</b>	<b>1</b>
pg. 23	<b>4. Lexipol Grant Finder</b> <i>Members will receive information about a service provided by Lexipol to identify, apply for, and manage grant opportunities.</i>	<b>I</b>	<b>1</b>
pg. 35	<b>5. Law Enforcement Liability &amp; Wellness Initiatives</b> <i>Sample initiatives and services from other risk pools will be shared for discussion and potential application to members.</i>	<b>I</b>	<b>1</b>
pg. 46	<b>6. Round Table Discussion</b> <i>The floor will be open to Police Risk Management Committee members for any topics or ideas that members would like to address.</i>	<b>I</b>	<b>4</b>
	<b>F INFORMATION ITEMS</b>	<b>I</b>	<b>1</b>
pg. 52	1. NorCal Cities FY 22/23 Organizational Chart		
pg. 53	2. NorCal Cities FY 22/23 Meeting Calendar		

## **G. ADJOURNMENT**

### **UPCOMING MEETING**

Police Risk Management Committee Meeting - Thursday, February 2, 2023

pg. 54	<b>TRAINING SESSION at 11:30 a.m.</b> <i>The topic for the training will be <b>Leading and Thriving During Unprecedented Times: Fortifying personal Wellness and Strengthening Organizational Resilience</b> with retired Chief Carli.</i>
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*Per Government Code 54954.2, persons requesting disability related modifications or accommodations, including auxiliary aids or services in order to participate in the meeting, are requested to contact Jenna Wirkner at Alliant Insurance Services at (916) 643-2741.*

*The Agenda packet will be posted on the NCCSIF website at [www.nccsif.org](http://www.nccsif.org). Documents and materials relating to an open session agenda item that are provided to the NCCSIF Police Risk Management Committee less than 72 hours prior to a regular meeting will be available for public inspection and copying at 2180 Harvard Street, Suite 460, Sacramento, CA 95815.*

*Access to some buildings and offices may require routine provisions of identification to building security. However, NCCSIF does not require any member of the public to register his or her name, or to provide other information, as a condition to attendance at any public meeting and will not inquire of building security concerning information so provided. See Government Code section 54953.3.*



BACK TO AGENDA

**Northern California Cities Self Insurance Fund  
Police Risk Management Committee Meeting  
November 3, 2022**

**Agenda Item D.**

**CONSENT CALENDAR**

**ACTION ITEM**

**ISSUE:** The Police Risk Management Committee (PRMC) reviews items on the Consent Calendar, and if any item requires clarification or discussion a member should ask that it be removed for separate action. The PRMC should then consider action to approve the Consent Calendar excluding those items removed. Any items removed from the Consent Calendar will be placed on the agenda later in the meeting in an order determined by the Chair.

**RECOMMENDATION:** Adoption of the Consent Calendar after review by the PRMC.

**FISCAL IMPACT:** None.

**BACKGROUND:** The following items are placed on the Consent Calendar for approval. The PRMC may approve the Consent Calendar items as presented, or any individual may request that an item be removed for discussion and separate action may be taken during the meeting.

**ATTACHMENT(S):**

1. Police Risk Management Committee Meeting Minutes – May 5, 2022
2. Police Risk Management Committee Meeting Minutes – August 4, 2022



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND  
POLICE RISK MANAGEMENT COMMITTEE MINUTES  
MAY 5, 2022**

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**MEMBERS PRESENT**

Chief Robert Thompson, City of Dixon  
Chief Brian Kalinowski, City of Galt  
Chief Matt Alves, City of Lincoln  
Chief Eric Reinbold, Town of Paradise  
Captain Quintain Ortega, City of Red Bluff  
Sergeant Greg Jensen, City of Rocklin

Lt. Andrew Bates, City of Folsom  
Chief Rodney Harr, City of Gridley  
Lt. Gil Zarate, City of Oroville  
Chief Joseph Wren, City of Placerville  
Chief Jon Mazer, City of Rio Vista

**GUESTS & CONSULTANTS**

Marcus Beverly, Alliant Insurance Services  
Tom Kline, Sedgwick  
Jim Ramsey, City of Elk Grove  
Jill Petrarca, Sedgwick

Jenna Wirkner, Alliant Insurance Services  
Amanda Tonks, City of Rocklin  
Shawn Millar, Sedgwick  
Ed Obayashi

**A. CALL TO ORDER**

Captain Ortega called the meeting to order at 10:01a.m.

**B. ROLL CALL**

The above members listed were present.

**C. PUBLIC COMMENTS**

There were no public comments.

**D. CONSENT CALENDAR**

1. Police Risk Management Committee Meeting Minutes – August 5, 2021
2. Police Risk Management Committee Meeting Minutes – November 4, 2021
3. Police Risk Management Committee Meeting Minutes - February 3, 2022

**A motion was made to approve the Consent Calendar as presented.**

**MOTION:** Quintan Ortega  
Nays: None

**SECOND:** Robert Thompson

**MOTION CARRIED**

**E. RISK MANAGEMENT**



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND  
POLICE RISK MANAGEMENT COMMITTEE MINUTES  
MAY 5, 2022**

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**E.1. Police Risk Management Grant Funds**

Mr. Beverly gave an overview of the Police Risk Management Grant Funds. We will include the grant funds in the 22/23 FY Budget. Members are encouraged to use the Grant Funds. If members have current Body Worn Camera programs, they can use the funds for other risk management resources. Anderson is the only member without a camera program.

**E.2 Legislative Spotlight**

Mr. Tom Kline provided an overview of bills introduced in the California Legislature in the 2022-2023 Legislative Session that if signed into law will affect police agencies.

AB 655- California Law Enforcement Accountability Reform Act

AB 1597- Shoplifting: increased penalties for prior crimes

AB 1603- Theft: shoplifting: amount

AB 1604- The Upward Mobility Act of 2022: boards and commissions: civil service: examinations: classifications

AB 1608- County officers: consolidation of offices

AB 1653- Property crimes: regional property crimes task force

AB 1673: California Fentanyl Abuse Task Force

AB 1836: Peace officers: mental health

AB 1946: Electric bicycles: safety and training program

AB 1947: Hate crimes: law enforcement policies

AB 2043: Bail Bonds

AB 2062: Local law enforcement hiring grants

AB 2229: Peace officers: minimum standards: bias evaluation

AB 2429: Commission on Peace Officers Standards and Training: assessment of training requirements

AB 2537: Vehicles: driver education

AB 2557: Peace officers: records

AB 2583: Peace officers: training

AB 2773: Traffic or pedestrian stops: notification by peace officers

SB 882: Advisory Council on improving Interactions between people with intellectual and Developmental Disabilities and Law Enforcement

SB 960: Public employment: peace officers: citizenship

SB 1088: Public employment: law enforcement labor relations

SB 1129: Felony murder: resentencing: peace officer victims

SB 1389: Vehicles: traffic stops

SB 1416: Mental health services: gravely disabled persons

SB 1464: Law enforcement: public health orders



## NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND POLICE RISK MANAGEMENT COMMITTEE MINUTES MAY 5, 2022

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The City of Dixon discussed using CueHit. CueHit sends a text survey to the caller after they have an interaction with an officer.

The Town of Paradise purchased new Body Worn Cameras from Utility.

### **E.3. Technology discussion**

Mr. Kline gave an overview on TurnSignl, which provides real time 24/7 legal advice for drivers stopped by law enforcement or involved in an accident.

### **E4. Firing Range- Coverage Discussion**

Mr. Beverly discussed the firing range exclusion in the MOU. Members are encouraged to review practices and use of firing ranges for other agencies or private parties and be aware of the coverage restrictions.

#### **18) Firing Ranges**

**Claims arising out of the private use of a firing range** owned, operated, or maintained by a *covered party* where such private use is sanctioned by the *covered party*, except where such use is by

a covered individual as defined in definition (8)(d). This exclusion does not apply to such private use

where all of the following conditions are met:

(a) **A qualified range master is present at all times** while the firing range is being utilized

(b) **The firing range is only provided for the additional use of law enforcement divisions of other public agencies, and police academies**, herein defined as California P.O.S.T. (Peace Officers Standards & Training) Certified Basic Academies

(c) **Any agency using the firing range has provided an indemnification agreement** which assumes full responsibility by the user agency for all liability arising out of their activities; and

(d) **The user agency has provided liability coverage in an amount of not less than \$1,000,000** and has also provided a certificate of coverage which names the CJPRMA member as an additional covered party.

### **E.5. ROUND TABLE DISCUSSION**

Mr. Kline discussed the August 4, 2022, Training. The topic for the training will be Social Worker, Therapist, Cop: Managing Today's Police Risk.

Lexipol has offered to conduct training and have announced an extended menu of POST certified training as well as a service to provide and track training.



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND  
POLICE RISK MANAGEMENT COMMITTEE MINUTES  
MAY 5, 2022**

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**F. INFORMATION ITEMS**

1. NCCSIF 2021-22 ORGANIZATIONAL CHART
2. NCCSIF 2021-22 MEETING CALENDAR

**G. ADJOURNMENT**

The meeting was adjourned at 11:10a.m.

**Next Meeting Date: August 5, 2022**

Respectfully Submitted,

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Jennifer Styczynski, Secretary

Date: \_\_\_\_\_



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND  
POLICE RISK MANAGEMENT COMMITTEE MINUTES  
ROCKLIN EVENT CENTER – GARDEN ROOM  
AUGUST 4, 2022**

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**MEMBERS PRESENT**

Chief Ryan Kinnan, City of Auburn  
Chief Brian Kalinowski, City of Galt  
Chief John Alfred, City of Ione  
Chief Kyle Sanders, City of Red Bluff  
Chief Rustin Banks, City of Rocklin

Captain Tom Cordova, City of Dixon  
Chief Rodney Harr, City of Gridley  
Chief Eric Reinbold, Town of Paradise  
Chief Jon Mazer, City of Rio Vista  
Chief Brian Baker, City of Yuba City

**OTHER MEMBERS PRESENT**

Lt. Cameron Kovacs, Town of Paradise

**GUESTS & CONSULTANTS**

Jenna Wirkner, Alliant Insurance Services  
Tom Kline, Sedgwick

Marcus Beverly, Alliant Insurance Services  
Jill Petrarca, Sedgwick

**A. CALL TO ORDER**

Chief Sanders called the meeting to order at 10:03 a.m.

**B. ROLL CALL**

The above members listed were present.

**C. PUBLIC COMMENTS**

There were no public comments.

**D. CONSENT CALENDAR**

1. Police Risk Management Committee Meeting Minutes – May 5, 2022

No quorum. Minutes will be move to the November 3, 2022, Meeting Agenda.

**E. RISK MANAGEMENT**

**E.1. Police Risk Management Grant Funds**

Mr. Beverly discussed the Police Risk Management Grants for members. Members are encouraged to use funds for Body Worn Cameras. If members have cameras, they can use the funds for other Risk Management items.





**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND  
POLICE RISK MANAGEMENT COMMITTEE MINUTES  
ROCKLIN EVENT CENTER – GARDEN ROOM  
AUGUST 4, 2022**

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**E.2. General Liability Claims Analysis for Police**

Jill Petrarca gave an overview on the General Liability Claims Analysis for Police. Police Liability claims are the highest in severity. Policy Liability is the 3<sup>rd</sup> in Frequency and Severity by claim. We use this report to trend and see if we continue the same type of claims in certain areas.

**E.3. Legislative Update**

Mr. Kline from Sedgwick gave a Legislative Update on laws pertaining to Law Enforcement.

AB 655 – California Law Enforcement Accountability Reform Act  
AB 988- Mental health: 988 crisis hotline  
AB 1653- Property crimes: regional property crimes task force  
AB 1836-Peace officers: mental health  
AB 1947- Hate crimes: law enforcement policies  
AB 2229-Peace officers: minimum standards: bias evaluation  
AB 2429- Commission on Peace Officers Standard  
AB 2537- Vehicles: driver education  
AB 2547- Peace officers: determination of bias  
AB 2644- Custodial interrogation  
AB 2733 – Stops: notification by police officers  
SB 960 – Public employment: peace officers: citizenship  
SB 1000 – Law enforcement agencies: radio communications – bill might go away.  
SB 1359- Vehicles: registration  
SB 1418- Public safety collaborative

**E.4 TECHNOLOGY DISCUSSION**

Mr. Kline gave an overview on new Technology.

Red Bluff is using Lefta. Town of Paradise has been using it for about a year. Members are using LEFTA for FTO.

Frontline software - Members use Frontline to monitor citizens vacation watch requests and to provide extra patrol for events.

Chief Kinnan discussed the Live911 app. This allows law enforcement to listen to the call coming in.

Members requested LEFTA and Live911 demos.



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND  
POLICE RISK MANAGEMENT COMMITTEE MINUTES  
ROCKLIN EVENT CENTER – GARDEN ROOM  
AUGUST 4, 2022**

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**E.5 Lexipol Grant Finder**

Mr. Beverly discussed the Lexipol Grant Finder for members. Mr. Beverly is discussing having them push out grants every few weeks. They can also apply for the Grant for you.

**E.6 Firing Range Requirements and Sample MOU**

Members are provided a reminder of the limitations of coverage under the Liability Program and are encouraged to use the sample MOU provided and/or consult with the Program Manager to confirm compliance with the requirements. If any members are allowing use of their firing ranges that do not comply with the conditions, please contact the Program Manager to discuss.

Mr. Beverly discussed the Firing Range Requirements and Sample MOU for Firing Ranges.

Members are encouraged to ask questions relating to Firing Range Requirements.

Members discussed use of Firing Range Requirements.

**E.7 Recent Police Liability Updates**

Mr. Beverly discussed recent Police Liability claims.

- Fremont Jury Award of \$20M and related KTVU articles regarding police claims
- Police Liability Market Still Tough For Buyers
- Motion for Summary Judgement Granted and video of incident

**E.8 Round Table Discussion**

Tom Kline discussed potential trainings for upcoming meetings.

**Item #1 – 30x30 Initiative**

The 30×30 Initiative is a coalition of police leaders, researchers, and professional organizations who have joined together to advance the representation and experiences of women in policing agencies across the United States. The link is <https://30x30initiative.org/about-30x30/>

Currently, women make up only 12% of sworn officers and 3% of police leadership in the U.S.

This under-representation of women in policing undermines public safety. Research shows women officers use less force and less excessive force; are named in fewer complaints and lawsuits; are perceived by communities as being more honest and compassionate; see better



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND  
POLICE RISK MANAGEMENT COMMITTEE MINUTES  
ROCKLIN EVENT CENTER – GARDEN ROOM  
AUGUST 4, 2022**

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outcomes for crime victims, especially in sexual assault cases; and make fewer discretionary arrests.

**Item #2 – Wellness Training – Chief Carli**

**Wellness:**

- The Future of Officer Wellness: Tools, Strategies, and Innovative Solutions
- Implementing an effective wellness program: *Taking it to the next level*
- Officer Safety and Wellness: *A national priority*
- Pandemic, Protests and Policing: *Strategies for Mental and Physical Well-Being*
- Officer wellness in the 21st Century: *Using technology to improve resilience*
- Resilience: *The keys to thriving as first responders - Personal Toughness and Emotional Wellness*

**F. INFORMATION ITEMS**

1. NCCSIF 2022-23 ORGANIZATIONAL CHART
2. NCCSIF 2022-23 MEETING CALENDAR

**G. ADJOURNMENT**

The meeting was adjourned at 11:05a.m.

**Next Meeting Date:** November 5, 2022

Respectfully Submitted,

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Jennifer Styczynski, Secretary

Date: \_\_\_\_\_



BACK TO AGENDA

**Northern California Cities Self Insurance Fund  
Police Risk Management Committee Meeting  
November 3, 2022**

**Agenda Item E.1.**

**POLICE RISK MANAGEMENT GRANT FUNDS  
INFORMATION ITEM**

**ISSUE:** Over the last nine years the Board has approved a total of \$450,000 in grant funds for Police Risk Management. The Grant Funds Historic Usage Report is included to ensure members are aware of the available grants for their agencies.

**RECOMMENDATION:** Review grant funding and uses – information only.

**FISCAL IMPACT:** None expected from this item.

**BACKGROUND:** The Board approved a FY 14/15 budget of \$50,000 for the purchase of body cameras for NCCSIF's police agencies. The funds were initially used to purchase a total of 58 cameras directly from VieVu at a quantity discount. The FY 15/16 and FY 16/17 budgets of \$50,000 were allocated to the members to fund their body camera programs. In FY 17/18 members with a body camera program in place were first able to use the funds for other safety and risk management uses such as data storage, protective equipment, load-bearing vests, and wellness services. Each year since then \$50,000 has been allocated to member police agencies for safety and risk management uses.

**ATTACHMENT(S):**

1. Risk Management Grant Funds Historic Usage Report
2. Police Risk Management Grant Request Form

**NCCSIF POLICE RISK MANAGEMENT GRANT FUNDS HISTORIC USAGE REPORT**

		FY 14/15 \$50,000 Grant Camera Allocation	FY 15/16 \$50,000 Grant Fund Allocation	FY 16/17 \$50,000 Grant Fund Allocation	FY 17/18 \$50,000 Grant Fund Allocation	FY 18/19 \$50,000 Grant Fund Allocation	FY 19/20 \$50,000 Grant Fund Allocation	FY 20/21 \$50,000 Grant Fund Allocation	FY 21/22 \$50,000 Grant Fund Allocation	FY 22/23 \$50,000 Grant Fund Allocation	FY 21/22 Member Specific Police Fund	TOTAL GRANTS	YTD Reimbursements Made	REMAINING FUNDS 10/26/22	Reimbursement Notes/Plan Usage
1	Anderson	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$9,090		\$12,120	
2	Auburn	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030		\$18,180	\$20,689	\$3,551	4/25/17 \$6,280.56 (12 VieVu LE4 mini body worn cameras) 9/8/17 \$3,029.18 (4 VieVu LE4mini & 1 multi-dock LE4) 2/5/19 \$2,810.26 portion of invoice (16 VieVu LE5 body worn cameras) 3/24/21 \$5,998.49 Body Cameras 9/29/22 VIEVU Bodyworn Camears
3	Colusa	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$9,090	\$3,030	\$9,090	7/27/17 \$3,030 (concealable vests with load bearing carriers)
4	Corning	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$9,090	\$5,592	\$6,528	9/6/16 \$3,291.26 (4 VieVu LE4 body cameras) 2/15/19 \$2,301.12 firewall
5	Dixon	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$5,000	\$18,180	\$15,926	\$13,314	4/20/17 \$6,060 (30 Wolfcom Vision 1080p body camera with rotatable camera head and 32GB memory) 6/1/18 \$2,934.38 (3 Wolfcom Vision 1080p body camera + training cost for force options simulator) 3/6/20 \$2,631.63 ( 5 Wolfcom Body Camera + 1 docking port) 8/26/20 IA PRO Program
6	Elk Grove*	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030		\$18,180	\$21,210	\$3,030	1/11/18 \$9,090 (WatchGuard Vista HD body cameras) 3/20/19 \$3,030 (portion of Cordico Wellness Program) 11/4/19 \$3,030 (portion of 2019 BWC purchase/Vista HD) 5/6/22 \$6,060 (portion of Cordico Wellness Program)
7	Folsom	5	\$3,788	\$3,788	\$3,788	\$3,788	\$3,788	\$3,788	\$3,788	\$3,788	\$400,000	\$22,725	\$22,725	\$407,575	10/5/16 \$7,576 (8 VieVu LE4 body camera and 1 multi-dock network station) 12/16/20 \$15,150 Iapro software
8	Galt	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030		\$18,180	\$21,210	\$3,030	1/25/18 Plan to use fund /BWC program under consideration 2/28/22 AXON Body Worn Cameras
9	Gridley	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$9,090	\$4,543	\$7,577	9/6/16 \$3,291.26 (4 VieVu LE4 body camerass) 3/28/18 \$1,252 (one VieVu LE5 camera and seven Public Safety Vests) 8/7/20 \$2,700.41 (load bearing vests and flashlights)
10	Ione	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$9,090	\$10,605	\$1,515	11/2/16 \$1,655.23 (2 VieVu LE4 body camera) 9/8/17 \$1,736.24 balance (2 VieVu LE4 body cameras and 2 LE4 Cradle) 5/21/18 \$1,234.14 (2 VieVu LE5 body camera and license for Veripatrol Software) 5/28/21 Lava Dog Fire and Police Supply ( Riot helmets, batons, gas masks and filters) 3/7/22 LENSLOCK Cameras
11	Jackson	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$9,090	\$9,090	\$3,030	4/20/20 Jackson PD in process of acquiring new body cams. 1/7/2021 \$9,090 Vista HD Wearable Camera User Guide
12	Lincoln	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030		\$18,180	\$18,181	\$6,060	10/5/16 \$6,060 (8 VieVu LE4 body cameras) 2/25/21 \$11,632 (14 Watchguard body worn cameras)
13	Marysville	3	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273		\$13,635	\$4,920	\$13,260	8/18/17 \$4,919.87 (6 VieVu LE4 body cameras)
14	Nevada City	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$9,090	\$7,575	\$4,545	2/6/18 \$4,545 (Body Camera Storage and Equipment cost for 2015-2017) 7/15/19 \$1,515 (Axon Body Camera Storage) 4/17/20 \$1,515.00 (Body Camera Storage Fees) 3/31/21 \$1,515.00 (Body Camera Storage Fees)
15	Oroville	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030		\$18,180	\$12,120	\$12,120	9/23/16 \$3,010 (Video Storage Buffalo Terastation) 10/5/16 \$3,050 (5 VieVu LE4 body cameras) 11/20/17 \$1,174.00 (1 Tactical Armor-Ballistic Vest) 9/4/18 \$4,886 (20 Vievu LE5s body cameras)
16	Paradise	3	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273		\$13,635	\$18,180	\$0	dock station) 3/14/17 \$2,305.58 (Ballistic Vests) 5/3/19 \$1,895.50 (five load bearing vests) 8/7/20 \$2,700.41 (load bearing vests and flashlights) 7/27/22 \$9.039 Body Worn Cameras

**NCCSIF POLICE RISK MANAGEMENT GRANT FUNDS HISTORIC USAGE REPORT**

		FY 14/15 \$50,000 Grant Camera Allocation	FY 15/16 \$50,000 Grant Fund Allocation	FY 16/17 \$50,000 Grant Fund Allocation	FY 17/18 \$50,000 Grant Fund Allocation	FY 18/19 \$50,000 Grant Fund Allocation	FY 19/20 \$50,000 Grant Fund Allocation	FY 20/21 \$50,000 Grant Fund Allocation	FY 21/22 \$50,000 Grant Fund Allocation	FY 22/23 \$50,000 Grant Fund Allocation	FY 21/22 Member Specific Police Fund	TOTAL GRANTS	YTD Reimbursements Made	REMAINING FUNDS 10/26/22	Reimbursement Notes/Plan Usage
17	Placerville*	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$9,090	\$10,105	\$2,015	12/28/17 \$3,970.32 (4 Tactical Armor-Ballistic Vests) 10/3/19 \$3,674.75 (Fitness Equipment) 11/18/20 \$1,077.49 (Treadmill) 9/29/21 \$1,382.87 (Kettlebell, Resistance bands, under desk bike pedal, weight bench, battle rope)
18	Red Bluff	3	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273		\$13,635	\$14,052	\$4,128	2/17/17 \$1,473.74 (Apex Body cam storage remediation) 10/18/17 \$3,071.26 (5 VieVu LE4 body cameras) 1/25/18 Plan to use to purchase more BWC & future funds to replace old cameras. 3/27/20 Red Bluff PD BWC is fully funded; plan to use funds for fitness equipment. 5/26/20 \$6,814.17 (Fitness Slam Balls, ball rack, cable machine, dumbbell rack, kettlebell racks, kettlebells and bumper rack) 10/29/21 \$2,692.86 (3 Body Cameras, 12 Clip Lock Metal Clips)
19	Rio Vista	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$9,090	\$4,241	\$7,879	11/16/17 \$4,241.15 (9 VieVu LE5 body cameras)
20	Rocklin	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030		\$18,180	\$18,180	\$6,060	10/5/16 \$6,516.24 (4 VieVu LE4 body cameras, 1 LE4 multi-dock, 1 LE3 multi-dock) 1/3/19 \$5,603.76 (58 Lenslock bwc cameras and 25 in car dash cameras) 11/9/20 \$6,060 (Lenslock software)
21	Willows	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$9,090	\$10,605	\$1,515	6/18/18 \$2,130 for 18/19 Lexipol-Fire Policy Service annual fee 7/2/19 \$2,130 for 19/20 Lexipol-Fire Policy Service annual fee 7/1/20 \$2,157 for 20/21 Lexipol- Fire Policy Service annual fee 6/15/21 \$2,178 21/22 Lexipol- Fire Policy Service annual fee 6/15/21 \$2,010 Lexipol Fire Policy Service
22	Yuba City	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030		\$18,180	\$9,759	\$14,481	5/5/17 \$6,060 (Data911 body-worn cameras) 7/12/21 \$3,699.05 (Treadmill)
	<b>TOTAL</b>	<b>58</b>	<b>\$49,995</b>	<b>\$49,995</b>	<b>\$49,995</b>	<b>\$49,995</b>	<b>\$49,995</b>	<b>\$49,995</b>	<b>\$49,995</b>	<b>\$49,995</b>	<b>\$405,000</b>	<b>\$299,970</b>	<b>\$262,539</b>	<b>\$542,421</b>	

\*Opted for Cash Allocation to purchase other than VieVu Camera  
Fund Allocation is based on cost of camera at \$757.50 each



## POLICE RISK MANAGEMENT GRANT REQUEST FORM

Member Entity Name: \_\_\_\_\_

Submitted by: \_\_\_\_\_ Submission Date: \_\_\_\_\_

Available Funds: \_\_\_\_\_ Requested Funds: \_\_\_\_\_

Please use the following lines to describe the proposed use for your funds, and be sure to attach any applicable backup data such as purchase order, receipts, etc.

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(If additional room is needed, please attach separate sheet.)

Check Payable to: \_\_\_\_\_

Mail Check to: \_\_\_\_\_

\_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Please e-mail the completed form to: Jenna Wirkner at [Jenna.Wirkner@alliant.com](mailto:Jenna.Wirkner@alliant.com)

\*\*\*\*\*

### STAFF USE ONLY

Program Administrator Approval: \_\_\_\_\_

Total Amount Subject to Reimbursement: \$ \_\_\_\_\_

**Northern California Cities Self Insurance Fund  
Police Risk Management Committee Meeting  
November 3, 2022**

## Agenda Item E.2.

## LEGISLATIVE UPDATE

## INFORMATION ITEM

**ISSUE:** There are many bills from the 2021-22 Legislative Session that directly or indirectly impact law enforcement.

**RECOMMENDATION:** Information only.

**FISCAL IMPACT:** None

**BACKGROUND:** The Program Administrators continue to monitor and report on the new bills affecting law enforcement that were recently signed into law by the Governor.

There is a link titled [Status of Current Legislation \(ca.gov\)](#).

## **AB 485, Nguyen. Hate crimes: reporting**

Current law defines a "hate crime" as a criminal act committed, in whole or in part, because of actual or perceived characteristics of the victim, including, among other things, race, religion, disability, and sexual orientation. Current law requires the Attorney General to direct local law enforcement agencies to report information relating to hate crimes to the Department of Justice, as specified, and requires the department to post that information on a specified internet website on or before July 1 of each year. This bill would additionally require local law enforcement agencies to post the information sent to the department on their internet website monthly.

**AB 655, Kalra. California Law Enforcement Accountability Reform Act.**

Current law requires that a candidate for a peace officer position be of good moral character, as determined by a thorough background investigation. This bill would require that background investigation to include an inquiry into whether a candidate for specified peace officer positions has engaged in membership in a hate group, participation in any hate group activity, or advocacy of public expressions of hate, as specified, and as those terms are defined. The bill would provide that certain findings would disqualify a person from employment.

**AB 988, Bauer-Kahan. Mental health: 988 Suicide and Crisis Lifeline**

Current federal law, the National Suicide Hotline Designation Act, designates the 3-digit telephone number “988” as the universal number within the United States for the purpose of the national suicide prevention and mental health crisis hotline system operating through the National Suicide Prevention Lifeline maintained by the Assistant Secretary for Mental Health and Substance Abuse and the Veterans Crisis Line maintained by the Secretary of Veterans Affairs. This bill would enact





**Northern California Cities Self Insurance Fund  
Police Risk Management Committee Meeting  
November 3, 2022**

***Agenda Item E.2. continued***

the Miles Hall Lifeline and Suicide Prevention Act. The bill would require the Office of Emergency Services to ensure, no later than July 16, 2022, that designated 988 centers utilize technology that allows for transfers between 988 centers as well as between 988 centers and 911 public safety answering points. The bill would require, no later than 90 days after passage of the act, the office to appoint a 988-crisis hotline system director, among other things. The bill would require, no later than July 1, 2024, the office to ensure interoperability between and across crisis and emergency response systems used throughout the state, as described. The bill would require the office to consult with specified entities on any technology requirements for 988 centers.

**AB 1242, Bauer-Kahan. Reproductive rights.**

Would prohibit a state or local law enforcement agency or officer from knowingly arresting or knowingly participating in the arrest of any person for performing, supporting, or aiding in the performance of an abortion or for obtaining an abortion, if the abortion is lawful in this state. The bill would prohibit a state or local public agency from cooperating with or providing information to an individual or agency from another state or a federal law enforcement agency, as specified, regarding a lawful abortion. The bill would prohibit specified persons, including a judicial officer, court employee, an authorized attorney, among others, from issuing a subpoena in connection with a proceeding in another state regarding an individual performing, supporting, or aiding in the performance of an abortion in this state, or an individual obtaining an abortion in this state, if the abortion is lawful in this state. The bill would not prohibit the investigation of criminal activity that may involve an abortion, provided that no information relating to any medical procedure performed on a specific individual may be shared with an agency or individual from another state for the purpose of enforcing another state's abortion law.

**AB 1406, Lackey. Law enforcement agency policies: carrying of equipment.**

Current law requires law enforcement agencies to maintain a policy on the use of force, as specified. Current law places certain restrictions on the use of force by law enforcement agencies, including prohibiting the use of a choke hold or carotid restraint. This bill would require a law enforcement agency that authorizes peace officers to carry an electroshock device, such as a taser or stun gun that is held and operated in a manner similar to a pistol, to require that device to be holstered or otherwise carried on the lateral side of the body opposite to the side that that officer's firearm is holstered.

**AB 1653, Patterson. Property crimes: regional property crimes task force.**

Current law, until January 1, 2026, requires the Department of the California Highway Patrol to coordinate with the Department of Justice to convene a regional property crimes task force to identify geographic areas experiencing increased levels of property crimes and assist local law enforcement with resources, such as personnel and equipment. This bill would specify theft of vehicle parts and accessories as a property crime for consideration by the regional property crimes task force.



**Northern California Cities Self Insurance Fund  
Police Risk Management Committee Meeting  
November 3, 2022**

***Agenda Item E.2. continued***

**AB 1946, Boerner Horvath. Electric bicycles: safety and training program.**

Would require the Department of the California Highway Patrol to develop, on or before September 1, 2023, statewide safety and training programs based on evidence-based practices for users of electric bicycles, as defined, including, but not limited to, general electric bicycle riding safety, emergency maneuver skills, rules of the road, and laws pertaining to electric bicycles. The bill would require the safety and training programs to be developed in collaboration with relevant stakeholders and to be posted on the internet website of the department.

**AB 2043, Jones-Sawyer. Bail bonds.**

Would, commencing July 1, 2023, include bail fugitive recovery agent licenses in the list of bail licenses and would prohibit a person from performing the activities of a bail fugitive recovery agent unless the person holds a license, as specified. The bill would exempt an individual holding a bail agent's, bail permittee's, or bail solicitor's license from a bail fugitive recovery agent's licensing requirements. In relation to POST, this bill would require a bail agent or a bail fugitive recovery person who holds a license to complete a 40-hour power of arrest course certified by POST pursuant to Penal Code 832. Completion of the course is deemed as for educational purposes only.

**AB 2229, Luz Rivas. Peace officers: minimum standards: bias evaluation**

Current law requires peace officers in this state to meet specified minimum standards, including, among other requirements, that peace officers be evaluated by a physician and surgeon or psychologist and found to be free from any physical, emotional, or mental condition that might adversely affect the exercise of the powers of a peace officer. This bill would require that evaluation to include bias against race or ethnicity, gender, nationality, religion, disability, or sexual orientation.

**AB 2537, Gipson. Vehicles: driver education.**

Would require the Department of Justice, in conjunction with the department and the Commission on Peace Officer Standards and Training, to develop and create a video demonstrating the proper conduct by a peace officer and an individual during a traffic stop and to post the video on its internet website.

**AB 2644, Holden. Custodial interrogation.**

Would, commencing January 1, 2024, prohibit law enforcement officers from employing threats, physical harm, deception, or psychologically manipulative interrogation tactics, as specified, during a custodial interrogation of a person 17 years of age or younger.



**Northern California Cities Self Insurance Fund  
Police Risk Management Committee Meeting  
November 3, 2022**

***Agenda Item E.2. continued***

**AB 2773, Holden. Stops: notification by peace officers.**

Current law requires each state and local agency that employs peace officers to annually report to the Attorney General data on all stops conducted by the agency's peace officers, and requires that data to include specified information, including the time, date, and location of the stop, and the reason for the stop. This bill would, beginning on January 1, 2024, require each state and local agency to include in its annual report the reason given to the person stopped at the time of the stop.

**SB 882, Eggman. Advisory Council on Improving Interactions between People with Intellectual and Development Disabilities and Law Enforcement.**

Would, upon appropriation by the Legislature, create the Advisory Council on Improving Interactions between People with Intellectual and Development Disabilities and Law Enforcement, under the Department of Justice, to, among other things, evaluate existing training for peace officers specific to interactions between law enforcement and individuals with intellectual and developmental disabilities. The bill would require the council to be composed of 9 members, appointed by the Governor, Senate Committee on Rules, and Speaker of the Assembly, including an individual with an intellectual or developmental disability and a representative from a law enforcement organization. The bill would require the council to meet quarterly beginning July 1, 2023, and would require the council to submit a report including recommendations to the Legislature for improving outcomes of interactions with both individuals who have an intellectual or developmental disability and mental health conditions, as specified. The bill would repeal these provisions as of July 1, 2026.

**SB 960, Skinner. Public employment: peace officers: citizenship.**

Current law requires peace officers in this state to meet specified minimum standards, including, among other requirements, being at least 18 years of age, being of good moral character, as determined by a thorough background investigation, and being either a citizen of the United States or a permanent resident who is eligible for and has applied for citizenship, except as prescribed. This bill would provide that those standards shall be interpreted and applied consistent with federal law and regulations, as specified. The bill would remove the provision that requires peace officers to either be a citizen of the United States or be a permanent resident who is eligible for and has applied for citizenship, and would instead require peace officers be legally authorized to work in the United States, and make conforming changes.



BACK TO AGENDA

**Northern California Cities Self Insurance Fund  
Police Risk Management Committee Meeting  
November 3, 2022**

***Agenda Item E.2. continued***

**SB 1359, Hueso. Vehicles: registration.**

Current law prohibits a person from driving, moving, or leaving standing upon a highway, or in an off-street public parking facility, any motor vehicle, trailer, semitrailer, pole or pipe dolly, or logging dolly, unless it is registered and the appropriate fees have been paid, except as specified. Current law requires current month and year tabs indicating the month and year expiration of a vehicle's registration to be attached to the rear license plate assigned to the vehicle for the last preceding registration year in which the licensed plates were issued. This bill would require a law enforcement officer to verify, using available Department of Motor Vehicles' records, that no current registration exists for a vehicle before issuing a citation for a violation of the requirement to attach the appropriate tabs. The bill would prohibit the issuance of a citation against a vehicle in violation of that requirement that has a current registration on file with the department.

**ATTACHMENTS:** None



Northern California Cities Self Insurance Fund  
Police Risk Management Committee Meeting  
November 3, 2022

Agenda Item E.3.

**TECHNOLOGY DISCUSSION**

**INFORMATION ITEM**

**ISSUE:** New technologies continue to affect police operations in many areas. It is important for law enforcement agencies to be aware of the latest available technologies which may improve their operations.

**RECOMMENDATION:** Discussion by the committee as to which technology items the committee would like to focus on next.

**FISCAL IMPACT:** None expected from this item.

**BACKGROUND:** Law Enforcement Agencies need to properly document training in many areas such as academy training, field training, in-service training, internal affairs investigations, social media use, vehicle pursuits, and use of force.

**Some Available Law Enforcement Technologies**

1. Artificial Intelligence (AI) – *flock safety*
2. Automatic License Plate Recognition (ALPR)
3. Biometrics
4. Body-Worn Cameras and In-Car Video Systems
5. Body Worn Camera Auditing – *Frontline Public Safety Services*
6. Communication – *Tango Tango*
7. Drones - Unmanned Aircraft Systems (UAS)
8. Gunshot Detection Systems (GDS)
9. Handheld Lasers
10. Robots
11. Robotic Cameras
12. Smarter Police Cars
13. Tablets
14. Thermal Imaging
15. Vehicle Pursuit Dart – *Starchaser demonstration*
16. Video Doorbells
17. Video Redaction Software – *Veritone*



BACK TO AGENDA

**Northern California Cities Self Insurance Fund  
Police Risk Management Committee Meeting  
November 3, 2022**

***Agenda Item E.3. continued***

Listed below are some recent technology items discussed at recent PRMC meetings.

August 4, 2022

- LEFTA Systems Shield Suite – Webinar conducted on 8/23/22
- Live 911 from Higher Ground

May 5, 2022

911 Ease International - free & confidential trauma informed counseling resource

Rippleworx – Jeff Kingsfield - help advance the skills and knowledge of officers by working on training plans and keep officers informed and engaged. Gives an overview of officer performance.

**ATTACHMENT(S):** None



**Northern California Cities Self Insurance Fund  
Police Risk Management Committee Meeting  
November 3, 2022**

**Agenda Item E.4.**

**LEXIPOL GRANT FINDER**

**INFORMATION ITEM**

**ISSUE:** Members have expressed interest in assistance with identifying, applying for, and in some cases managing grants for them. Lexipol is offering a service they call [Grant Finder](#) and will be hosting a webinar for the general membership soon.

Their services range from a license to use their customized search engine to writing grant applications, consulting, and managing the grants themselves. Attached is a brief overview of their services.

Given the interest to date there's a good chance we will work with Lexipol to provide a group discount to members where available and we are seeking feedback from the committee regarding their interest.

**RECOMMENDATION:** Information only

**FISCAL IMPACT:** None

**BACKGROUND:** Sorting through the wide variety of grants available to public agencies, applying for and managing them takes resources that many NCC members don't have. Providing a service to assist members as needed to identify and obtain grants is consistent with NCC's mission, particularly in areas where grants will address risk exposures.

**ATTACHMENT(S):** Lexipol Grant Finder Overview.





# Trends & Programs for Grant Funding

Presented By:  
Carrie Schneider





# Who We Are

Lexipol is the leading content, policy, training, and grants platform for public safety and local government, enabling first responders and leaders to better protect their communities and reduce risk.

We offer our customers, partners and members, including nearly two million public safety professionals and local government leaders, the most comprehensive resource for policies, online training and grant assistance and most up-to-date news and mission – critical information.

# What We Will Cover Today



Grant Program  
History and Team



Trends



2022 Grant Funding  
Opportunities



Grant Services



Q & A

# History of Grant Services

- Lexipol's pre-award grant services provide customized solutions enabling applicants to tap into federal, state and private grants. We have been assisting local government since 2009 with grant research, writing and consultation.
- To date, our team has secured more than \$350M in grant awards for numerous deserving municipalities across the nation.



# Our Experts

All our grant writers/consultants are all active or former members of their local government community. Our success rate for grant approval is 60% higher than the national average of just 17%.

With collectively over 500 years' experience as a grant team, we are your partner in expert guidance and pre-award services.

# What We Do



Our team of experts will assist with crafting the best individually tailored grant applications possible; securing you the funds you need for essential programs, personnel, technology, and much more.



We promise a smooth and engaging start to finish experience. Our goal is to create a lasting relationship while serving your community to achieve your ultimate goals.

# Let Us Help You Get Funded



# Grant Services

## GrantFinder: Grant Research Made Easy

GrantFinder provides a real-time, online database of more than 10,000 federal, state, corporate and foundation grants. More than 5,000 municipalities trust GrantFinder to locate grants relevant to them.

Powerful features include:

- Tracking over 10k grants representing \$600 billion in funding
- Customized grant alerts for your preferred grant categories
- Dynamic environment with new grants updated and added daily
- <https://grantfinder.com/>

*Pricing starts at \$1,195 per year for a single license*

# Grant Services

## **Custom Grant Writing Service: Submit Successfully With Our Experts**

Lexipol provides customized grant writing services enabling applicants to tap into federal, state and private grants. With our team of expert grants writers and project managers, we'll craft the best grant application possible, helping you obtain the essential funding you need.

- Custom Grant Research & Consult (\$1,250 flat rate)
- Advanced Grant Application Services (\$6,000 flat rate)
  - Narrative Development & Review \*
  - Application Assembly \*

*\*Can be purchased as a standalone grant writing product*



# Grant Services

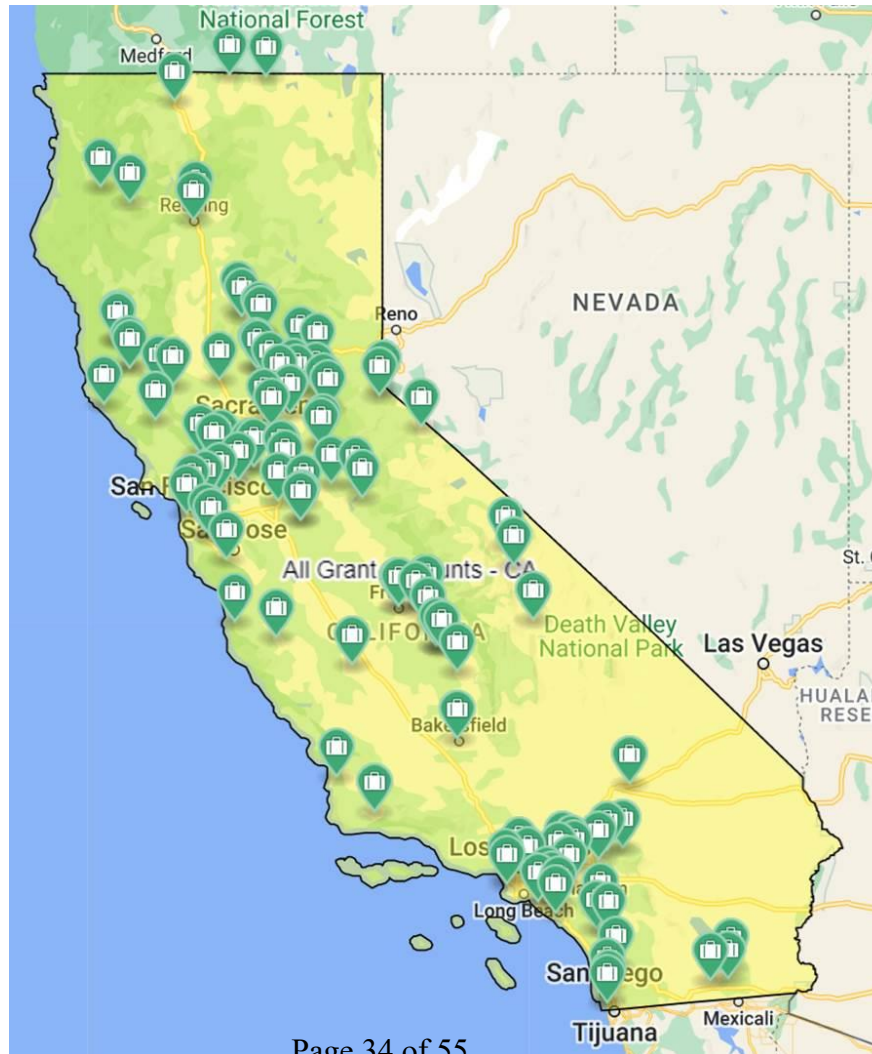
## **Grant Assistance Platform: Your Strategic Retained Partner**

If your department is pursuing multiple grant projects—large or small—consider our Grant Assistance Platform. This retainer service combines all our pre-award grant services, including grant research, alerts, consulting and review:

- GrantFinder subscription(s)
- Unlimited, personalized grant consulting
- Application and narrative reviews
- Dedicated account management support team
- 50% discount on grant writing services on a per-project, per-application basis
- 2-year commitment

# Our Grant Clients

Total funding: \$46M  
Total Grant Clients: 111





**Northern California Cities Self Insurance Fund  
Police Risk Management Committee Meeting  
November 3, 2022**

**Agenda Item E.5.**

**LAW ENFORCEMENT LIABILITY &  
WELLNESS INITIATIVES**

**INFORMATION ITEM**

**ISSUE:** The Program Administrators share the following information from a recent AGRiP conference presentation outlining the programs and services for reducing law enforcement liability and supporting officer wellness.

The attached pictographic outlines the “Bold Steps to Address Law Enforcement Liability Risks”, with challenges and opportunities listed and the following the major categories to address them:

- Training Programs
- Model Policies
- Assessments
- Consulting
- Grants & Scholarships
- Simulators

Each topic lists several initiatives for consideration, with much time and resources devoted to officer wellness. Members are asked to review and consider implementing one or more of the suggested strategies.

The speakers also host a quarterly call of police managers from across the country to discuss current issues and share information. The committee is asked to consider designating a contact to participate in those discussions. Send request to [tbullock@vrsa.us](mailto:tbullock@vrsa.us).

**RECOMMENDATION:** Review and provide feedback regarding the attached and suggest additional services for consideration at future meetings.

**FISCAL IMPACT:** None

**BACKGROUND:** AGRiP is a national group of risk pools that hosts training conferences and resources for its members.

**ATTACHMENT(S):** AGRiP Presentation Materials – Law Enforcement Liability & Wellness.

# Risk Management Resources for Law Enforcement Liability



AGRIp

**STAFF FORUM**  
OCTOBER 2-4  
SAN DIEGO, CA **2022**

ENERGIZING  
THE POWER  
OF POOL TEAMS

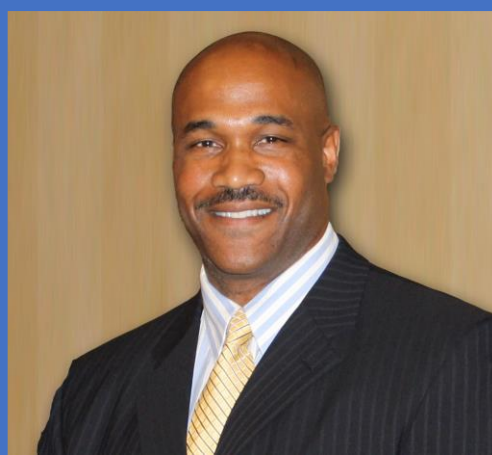
ASSOCIATION OF GOVERNMENTAL RISK POOLS

**LMC** LEAGUE of  
MINNESOTA  
CITIES

**VRSA**  
Virginia Risk Sharing Association



# Panelists



**Thomas Bullock**

Director of Education  
and Training

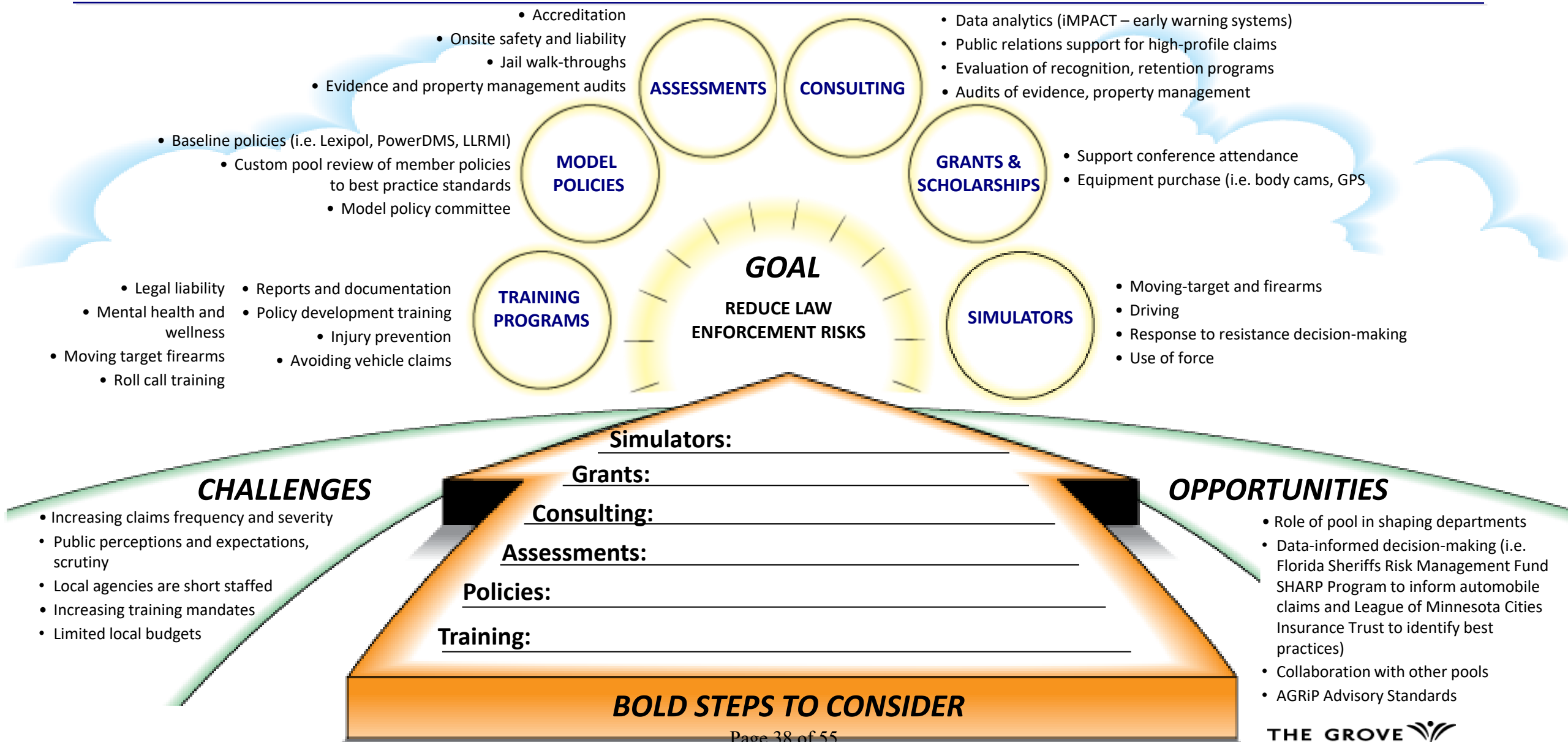
Virginia Risk  
Sharing Association



**Trace Stille**

Public Safety  
Project Coordinator  
League of Minnesota  
Cities Insurance Trust

# BOLD STEPS TO ADDRESS LAW ENFORCEMENT LIABILITY RISKS



# Risk is Predictable and Actionable

## Key Takeaways:

- A majority of Law Enforcement risk is predictable and preventable.
- Public Safety expertise is foundational to build effective loss control risk management programs.
- Data capture and analysis play an essential role in the innovation process and evidence-based risk management can enable a new narrative.
- The collaboration and sharing of successful resources is vital to the success of our risk management efforts.



# Public Safety Mental Health: An Action Guide for City Leaders



## Introduction

Because of the nature of their job duties, public safety employees are exposed to traumas that can create opportunities for mental injuries. But there are strategies every city can put in place to help mitigate this risk. This guide will walk you through steps and considerations for addressing public safety mental health.

Creating a public safety mental health program is an organization's responsibility. It can build a culture of wellness that will give employees permission to talk openly about mental health injuries and seek treatment for them before they become chronic conditions. The entire organization is responsible for creating this supportive work environment where employees feel "it's OK to not be OK." Providing a wellness program can also support morale, resiliency, retention, and job satisfaction.

**REMEMBER: One in five adults will suffer from a mental illness, according to the National Alliance on Mental Illness.**



## 24-HOUR SUPPORT LINES

**Bulletproof** | [bulletproof.org](mailto:bulletproof.org) | (800) 273-8255  
Anonymous and confidential access to health and wellness initiatives, support, information, and resources.  
**Copline** | [copline.org](mailto:copline.org) | 800-COP-LINE (267-5463)  
Trained peer support and referrals for continued assistance.  
**Safe Call Now** | [safecallnowusa.org](mailto:safecallnowusa.org) | (206) 459-3020  
Confidential crisis referral service for public safety and emergency services personnel.

## WAYS TO MANAGE STRESS

- Get enough sleep, eat a healthy diet, exercise, and find time to relax.
- Have a trusted person that you can talk to: peer, mentor, friend, family member, spiritual advisor.
- Take intentional breaks from work and stress to unwind and recharge.
- Find things to be thankful for every day.
- Take breaks from digital media.
- Focus on what you can control.
- Practice positive self-talk and self-compassion.
- Find time to laugh and enjoy life.
- Take time to ask a colleague how they're feeling today.

## STRESS CHECK-IN

- Talk with family about how you are feeling.
- Listen to family about how they're feeling.
- Take time to be fully present with your family.
- Participate in, encourage, or plan family activities such as a movie night, game night, or other leisure event.

## FAMILY CARE HELPFUL TIPS

AM I ... In touch with how I'm feeling?

Used to enjoy?  
Feeling cynical, angry, short-tempered, etc.?  
Drinking, smoking, or eating too much?  
On edge and having trouble unwinding or relaxing?  
Behaving in a way that is concerning to my family and friends?  
Excessively worried, sad, or feeling low?  
Having vague and ongoing aches and pains (stomachaches, headaches) without obvious causes?

## DAILY REFLECTIONS

How am I feeling today?  
What was the hardest thing I did today?  
Did I bring my best self to my work?  
What did I learn about myself today?  
If I could do today over, what would I do different?  
What gave me hope today?  
What calls me to this work?  
Am I committed to the purpose of the work I do?  
When I leave this work, how do I want to be remembered?  
Do I need to talk to someone about how I'm feeling?



145 University Ave. W  
St. Paul, MN 55103  
Phone: (651) 281-1200  
Toll-Free: (800) 925-1122

Public Safety Mental Health Toolkit  
[www.lmc.org/mhtoolkit](http://www.lmc.org/mhtoolkit)



## DAILY PERSONAL CARE CHECKLIST

### STARTING YOUR DAY RIGHT:

- Sleep at least seven hours.
- Take prescribed medications as directed.
- Think about three things you're grateful for.

### DAILY ACTIVITIES:

- Do at least 30 minutes of physical activity.
- Eat healthy, balanced meals.
- Practice mindfulness.



## Step 1: It starts with leadership!

Creating a successful public safety mental health culture starts with city leadership and public safety leadership working together to normalize the conversation regarding mental illness.

Start by considering your personal feelings about mental illness. It may help to think about mental illness as a mental injury. People heal from injuries, and mental injuries are treatable.

### Consider asking some or all of the following questions:

- Why is mental illness tough to talk about? How do you feel about mental illness?
- How can we as leaders normalize the conversation about mental illness? Do we model and support wellness practices?
- Do we have an environment where people with mental illness will seek the internal and external help they need? If not, how can we create it?
- Do our public safety employees feel like valued members of our city government and community?
- What wellness strategies are currently in place? Do we know what mental health resources are available for our public safety team? Do we encourage use of them? How do we know they are working?
- Do we promote “positive gossip” about achievements and remind public safety personnel about their important purpose?

**REMEMBER: Organizational wellness is not a program; it’s a philosophy.**

### PTSD AND MENTAL HEALTH TOOLKIT:

Prior to the meeting have all group members review the League of Minnesota Cities PTSD and Mental Health Toolkit for public safety, focusing on the Leadership Philosophy section.



## Step 2: Form a team

Form a public safety wellness team that can help inform, design, or evaluate your organizational wellness strategy.

It’s important to think about creating a culture that supports wellness from the bottom up, with strong support from leaders. Consider including team members who will champion your work: line-level officers, firefighters, civilian staff, union rep(s), training officers, supervisors, informal organizational leaders, and members of your human resource team.

1. Begin by discussing these questions:
2. Create a mental health survey for public safety employees. Questions should allow for employees to reflect on their perception of their own mental health, as well as their perception of the organization’s wellness culture.

- Why do we want to start a program to support mental health?
- How will we know if our efforts are successful?
- Who will be offered our program?

- Do we have strong leadership support to start this?
- Do we want to use in-house resources or a vendor?
- What is our budget?

- Do we want participation to be required or voluntary?
- Are we willing to change our department culture?
- Can we live with the consequences if we don’t establish a program?

**REMEMBER: Be mindful of language about mental health; avoid using words like “crazy” or “insane.”**

### PTSD AND MENTAL HEALTH TOOLKIT:

Encourage team members to review the toolkit wellness materials.





## Step 3: Draft a plan

Using information from your employee mental health survey, your wellness team can now design a plan to create or enhance a culture that supports the mental health of public safety employees.

Define the vision, goals, objectives, and action steps

### Here are some things to do when creating your plan:

- Review policies and practices surrounding mental health treatment and recovery, such as leave policies, medication policies, and fitness for duty practices, with a goal to remove treatment barriers whenever possible.
- Review scheduling of shift workers to ensure there is adequate opportunity for rest and sleep.
- Include opportunities for family members to learn about trauma-related mental health issues and how to support their public safety professionals.
- Incorporate training of supervisors on how to provide emotional support, and how to speak with employees experiencing mental health issues.

**Think about framing the wellness plan as a way to care for the whole employee by including the following components into your program.** *Adapted from Dr. Daniel G. Amen, "The End of Mental Illness"*



**Purpose:** Find ways to help keep employees focused on their mission. Having a strong sense of purpose builds resilience.



**Physical:** Provide information and scheduling that allows employees to get adequate sleep, nutrition, and exercise.



**Emotional:** Establish peer support programs, yearly mental health check-ins, mental health counseling sessions, trauma debriefs, etc.



**Social:** Promote connection through involvement in civic clubs, organizations, sports teams, hobbies, creative endeavors, and other activities outside of work.



**Inner Self:** Remind people of the value of activities such as meditation, tai chi, and prayer that can restore a sense of calm, and support healing.



**Financial:** Offer financial wellness advice and education through webinars, workshops, department training and one-on-one financial counseling.

**REMEMBER: Remind people often that mental illness is treatable and doesn't have to define a life or end a career.**

### PTSD AND MENTAL HEALTH TOOLKIT:

Review more detail about program options such as peer support, mental health checkups, and family support.





## Step 4: Put your plan into action

Deliberate and consistent communication with all stakeholders will be important to the success of your program. Use roll calls, briefings, memos, emails, and other means of communication. Ensure everyone

understands the importance and the need for the mental health program. Provide opportunities for people to get their questions answered.

### Ideas to kick off your program include:

- Design department training specifically about mental health, and the process for how mental health injuries will be handled in the organization.
- Host a family event and invite a speaker to discuss the signs and symptoms of trauma-related mental injuries.
- Hold a wellness fair that includes things like health screenings, employee assistance program representatives, civic organizations, health clubs, yoga studios, nutrition information.

**REMEMBER: Leaders can support mental health by modeling healthy behaviors and creating a work culture that is both accountable and compassionate.**

#### PTSD AND MENTAL HEALTH TOOLKIT:

Review the Creating Supportive Work Environments section for tips on supporting your employees and communicating effectively.



## Step 5: Measure for success

Measuring the overall success of your wellness program should happen on a regular schedule and when your wellness team identifies a need to revisit an element of your plan. More frequent reviews can be a mix of

quick check-ins with supervisors as well as more formal reviews and surveys. These questions can help your team evaluate the success of your program.

### Short term

- Do employees use the program?
- Are employees interested in enhancing the program?
- Do employees recommend the program?

### Long term

- Has employee satisfaction improved overall?
- Have sick days and absenteeism decreased?
- Have health insurance and workers' compensation costs decreased?

**REMEMBER: Keep mental health information and help resources visible in your break rooms, locker rooms, and other areas of your department.**

#### PTSD AND MENTAL HEALTH TOOLKIT:

Pocket wellness guides for public safety are available to print and share.



[www.lmc.org/ActionGuide](http://www.lmc.org/ActionGuide)

#### For more information:

Contact Lora Setter, Public Safety Program Coordinator  
(651) 248-9551 • [lsetter@lmc.org](mailto:lsetter@lmc.org)

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# Risk Management Resources for Law Enforcement Liability



**Tracy Stille**  
**League of MN Cities Insurance Trust**  
[tstille@lmc.org](mailto:tstille@lmc.org) | 763-232-5328

**Thomas Bullock**  
**Virginia Risk Sharing Association**  
[tbullock@vrsa.us](mailto:tbullock@vrsa.us) | 804-237-7365



BACK TO AGENDA

**Northern California Cities Self Insurance Fund  
Police Risk Management Committee Meeting  
November 3, 2022**

**Agenda Item E.6.**

**ROUND TABLE DISCUSSION**

**INFORMATION ITEM**

**ISSUE:**

Trainings/future trainings:

- Members have access to Vector Solutions via the PRISM Website. Vector Solutions has a Law Enforcement section and POST Certified Trainings.
- Ed Obayashi – Social Media Training
- Legal Update with Bruce Kilday and Derick Konz

Fremont Police Department – Safe Exchange Zone

**RECOMMENDATION:** None.

**FISCAL IMPACT:** None.

**BACKGROUND:** Alliant and Sedgwick organize the NCCSIF Police Risk Management Committee meetings. These meetings are held on a quarterly basis and a Round Table Discussion Item is included in the agenda.

**ATTACHMENTS:**

1. Vector Solutions
2. Fremont Police Department – Safe Exchange Zone

## Resources

♡ Favorite

# Law Enforcement Resources

## Who is PRISM?

PRISM formed in 1979 to find cost effective insurance solutions and risk management services for California public agencies. Today's membership includes Counties, Cities, Educational Organizations, Special Districts, Housing Authorities, Fire Districts, and other Joint Powers Authorities—both in California and Nationally. PRISM offers a wide range of services, including risk control training programs and consultations, risk management tools, and claims administration.



## POST Certified Training

**Course:** Use of Force/De-escalation

1353-20007-22-001-365

**Course Description:** This 1-hour online, self-paced course is designed to provide law enforcement officers the knowledge and strategies to safely bring volatile situations with persons in crisis to a non-violent conclusion. This course provides assessment techniques allowing officers to recognize signs of crisis and potential underlying causes of crisis. Officers will gain an awareness of individual behaviors and traits that enhance or hinder de-escalation efforts, and develop the ability to implement verbal and non-verbal de-escalation strategies, including self-control, when encountering a person in crisis. Officers will be better equipped to evaluate how policing tactics impact the outcome of an interaction with a person in crisis.

[Start Course](#)[Course Flyer](#)

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## Additional POST Certified Learning Opportunities

*PRISM will bring no-cost training to you. Organizations interested in hosting in-person training should contact PRISM Risk Control at 916-850-7300.*

### **In-person Stress Management - Police Under Pressure - 22322**

The intent of the course is to improve the law enforcement officer's ability to recognize stress factors, to understand contributors of stress in an officer's life, to combat the negative impacts of stress on the officer's wellbeing, and to utilize resources to reduce the long-term effects of stress on an officer. Attendees will walk away with practical tools to deal with stress, the benefits of utilizing a Critical Incident Stress Management (CISM) program, and the benefits of utilizing a peer support program.

### **Strategic Communication/ De-escalation - 29560**

The intent of the course is to improve the ability to generate voluntary compliance through the art of persuasion and utilizing the tools of strategic communication. Peace officers will receive an overview of strategic communication concepts such as: listening and persuasion skills, dealing with difficult people, dealing with people that have disabilities, inappropriate communication, and other communication principles. Learning activities include video based case studies and scenario based discussion groups.

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## Other Learning Opportunities

**PRISMtv (for PRISM Members)** - Live training sessions, as well as 24/7 access to on-demand webcasts. Choose from a myriad of topics such as Employment Practices, Risk Control, Risk Management, Workers' Compensation, and more.

**Vector Solutions** - Along with our latest offering in coordination with POST, PRISM has partnered with Vector Solutions to deliver an online training and safety/risk management LMS that has over 200+ courses available for you and your public agency employees.



## Resources





## Address

75 Iron Point Circle, Suite 200  
Folsom, CA 95630

*Public Risk Innovation, Solutions, and Management (PRISM) is a member-directed insurance risk sharing pool. PRISM has developed effective risk management solutions to help public entities proactively control losses and prepare for different exposures.*

*[View our Disclaimer.](#)*

*[View our Privacy Policy.](#)*

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# SAFE EXCHANGE ZONE

**The Fremont Police Department is pleased to offer a new safe Exchange Zone.**

The Exchange Zone is a specific space in our public parking lot for community members to conduct private party transactions and safe custody exchanges at the Fremont Police Department. The Fremont Police Department is one of several law enforcement agencies now offering an Exchange Zone as a safer alternative to other meeting locations, such as a private residence or retail center parking lot. Our parking lot has been quietly used for years and we are now publicly inviting and encouraging online sellers and buyers to utilize our new safe Exchange Zone.



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## Location and Hours

Our Exchange Zone is located in two well-lit parking spaces in front of the Fremont Police Department and is recorded by video 24-hours a day. While video will record the area, the optimal transaction time of *Monday - Friday, between 6:00 a.m. – 6:00 p.m.* (Department business hours), is recommended.

Availability is on a first come, first serve basis. No reservations will be taken.

Police officers will not be present during transactions and video will not always be monitored in real time. Department employees will not get involved or actively monitor transactions and employees of the City of Fremont will not be able to act as official witness, provide legal advice or settle civil disputes.

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## Rules

The exchange of drugs, weapons, alcohol and other illegal items is not permitted.

All exchanges must be person-to-person. In the case of custody transfer, the Exchange Zone is not a drop-off where parents can leave children for a later pick-up time.

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## Safety Tips

- Only conduct transactions with local buyers/sellers.
- Insist on meeting in a public place.
- Do not invite strangers into your home, and do not go to theirs.
- Take your cell phone with you.
- If you are selling a large piece of furniture, move the piece to an open garage or front porch.
- Tell a friend or family member about your intentions. Tell them when and where and with whom meeting - if possible, bring them with you!

- Complete transactions during daylight hours.
- Be extra cautious in buying/selling valuable items.
- Only use cash or money orders.
- Trust your instincts and be cautious of scams.

# NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND

## 22/23 Organizational Chart

Updated as of 9/22/2022

MEMBER ENTITY	BOARD OF DIRECTORS	BOARD ALTERNATES	RISK MANAGEMENT COMMITTEE	POLICE RISK MANAGEMENT COMMITTEE
City of ANDERSON	<b>P/EC</b> <b>**Liz Cottrell (Chair)</b>	Jeff Kiser	Liz Cottrell	Chief Michael Johnson
City of AUBURN	<b>*EC</b> <b>*Nathan Bagwill</b>	April Hildalgo	April Hildalgo	Chief Ryan L. Kinnan <b>(Vice-Chair)</b>
City of COLUSA	Ishrat Aziz-Khan	Shelly Kittle	Ishrat Aziz-Khan	Chief Josh Fitch
City of CORNING	<b>EC / CC</b> <b>*Kristina Miller</b>	Tom Watson	Tom Watson	Chief Jeremiah Fears
City of DIXON	<b>VP/EC</b> <b>**Rachel Ancheta (Vice- Chair)</b>	Kate Zawadzki	Rachel Ancheta Kim Staile	Chief Robert Thompson
City of ELK GROVE	<b>*EC</b> <b>*Kara Reddig</b>	Jim Ramsey	Jim Ramsey Anjmin Mahil - Alternate	Assistant Chief Paul Soloman
City of FOLSOM	<i>Vacant</i>	Steven Wang	<i>Vacant</i>	Chief Rick Hillman
City of GALT	Stephanie Van Steyn	Lorenzo Hines	Stephanie Van Steyn	Chief Brian Kalinowski
City of GRIDLEY	<i>Vacant</i>	Elisa Arteaga	Elisa Arteaga	Chief Rodney Harr
City of IONE	<b>EC / CC</b> <b>*Michael Rock</b>	Chris Hancock	Michael Rock	Chief Jeff Arnold
City of JACKSON	<b>*Yvonne Kimball</b>	Dalacie Blankenship	Yvonne Kimball	Interim Chief Chris Mynderup
City of LINCOLN	Veronica Rodriguez	Ruthann Codina	Veronica Rodriguez	Chief Doug Lee
City of MARYSVILLE	<b>S / EC / CC</b> <b>*Jennifer Styczynski</b>	<i>Vacant</i>	Jennifer Styczynski	Chief Chris Sachs
City of NEVADA CITY	Sean Grayson	Gabrielle Christakes	Sean Grayson	Chief Chad Ellis
City of OROVILLE	Liz Ehrenstrom	<i>None Appointed</i>	Liz Ehrenstrom <b>(Chair)</b>	Lt. Gil Zarate
Town of PARADISE	Ross Gilb	Crystal Peters	Crystal Peters	Chief Eric Reinbold
City of PLACERVILLE	Dave Warren	Cleve Morris	Dave Warren	Chief Joseph Wren
City of RED BLUFF	<b>EC</b> Tom Westbrook	Anita Rice	Tom Westbrook	Chief Kyle Sanders <b>(Chair)</b>
City of RIO VISTA	<b>T/*EC/*CC</b> Jennifer Schultz	<b>**Jen Lee, CPA</b>	Jennifer Schultz	Chief Jon Mazer
City of ROCKLIN	<b>EC</b> Andrew Schiltz, CPA	Amanda Tonks	Andrew Schiltz, CPA	Chief Chad Butler
City of WILLOWS	Marti Brown	<i>None Appointed</i>	Marti Brown	N/A
City of YUBA CITY	<b>EC / CC</b> <b>**Spencer Morrison</b>	Natalie Springer	Sheleen Loza	Chief Brian Baker

OFFICERS		
		Term of Office
<b>President (P)</b>	Liz Cottrell	7/1/2022- 6/30/2024
<b>Vice President (VP)</b>	Rachel Ancehta	7/1/2022- 6/30/2024
<b>Treasurer (T)</b>	Jen lee	7/1/2022- 6/30/2024
<b>Secretary (S)</b>	Jennifer Styczynski	7/1/2022- 6/30/2024

**Executive Committee (EC)** - membership on the EC rotates annually based on a rotation schedule and each member serves for a two-year term, with the **President** serving as **Chair of the Committee**.

**Claims Committee (CC)** - members of the CC are annually selected by the EC. CC is traditionally made up of at least five members of the EC, with the **Vice President** serving as **Chair of the Committee**.

**CJPRMA Board Representative** Elizabeth Ehrenstrom appointed 6/17/2021

**CJPRMA Alternate Board Representative** Stephanie Van Steyn appointed 4/22/2022

PROGRAM ADMINISTRATORS (Alliant Insurance Services)	CLAIMS ADMINISTRATORS (Sedgwick formerly York)	RISK CONTROL CONSULTANTS (Sedgwick formerly York/Bickmore)	ADVISORS
Marcus Beverly      Conor Boughey	Bernie Gargain (WC)	Shane Baird	Byrne Conley (Board Counsel)
Jenna Wirkner	Dori Zumwalt (WC)	Tom Kline (Police RM)	James Marta, CPA (Accountant)
	Summer Simpson (Liability)		



## PROGRAM YEAR 22/23 MEETING CALENDAR

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Thursday, August 4, 2022,..... **Police Risk Management Committee** at 10:00 a.m.

Thursday, September 22, 2022\* ..... **Claims Committee** at 10:00 a.m.  
*Executive Committee* at 11:30 a.m.

Thursday, October 20, 2022\*\* ..... **Risk Management Committee** at 10:00 a.m.  
**Board of Directors** at 12 noon

Thursday, November 3, 2022,..... **Police Risk Management Committee** at 10:00 a.m.

Thursday, December 15, 2022\*\* ..... **Board of Directors** at 10:00 a.m.

Thursday, February 2, 2023,..... **Police Risk Management Committee** at 10:00 a.m.

Thursday, March 23, 2023\* ..... **Claims Committee** at 10:00 a.m.  
*Executive Committee* at 11:30 a.m.

Thursday, April 20, 2023,..... **Risk Management Committee** at 10:00 a.m.  
**Board of Directors** at 12 noon

Thursday, May 4, 2023,..... **Police Risk Management Committee** at 10:00 a.m.

Thursday, May 25, 2023\* ..... **Claims Committee** at 10:00 a.m.  
*Executive Committee* at 11:30 a.m.

Thursday, June 22, 2023\*\* ..... **Board of Directors** at 10:00 a.m.

Meeting Location: Rocklin Event Center - Garden Room  
2650 Sunset Blvd., Rocklin, CA 95677

Rocklin Event Center – Ballroom \*\*  
Zoom Teleconference\*

Note: Additional Claims Committee Meetings may be scheduled as needed for Claims Authority approval which will be held via teleconference.



**Northern California Cities Self Insurance Fund  
Police Risk Management Committee Meeting  
November 3, 2022**

**TRAINING SESSION AT 11:30 A.M.**

**INFORMATION ITEM**

**TOPIC:** *Leading and Thriving During Unprecedented Times: Fortifying personal Wellness and Strengthening Organizational Resilience with Retired Chief Carli.*

**Presentation Summary:**

There are no shortages of challenges facing leaders in today's volatile environments. Political pressures and community expectations frame strategic objectives which drive organizational agendas. Law enforcement leaders are exposed to very high levels of stress and trauma. Attendees will learn how these stressors affect police organizations and first responder families. This interactive presentation will assist you in becoming trauma-informed, preparing you for the impact that is inherent in the role of leadership, and help you serve as change agents to improve the health and wellness of officers, and lead the way to building organizational resilience.

**Topic/Audience:**

- Officer wellness: physical and mental resilience
- Police Executives
- Supervisors/Managers
- Future Leaders

**Presentation Format:**

- Workshop presentation, PowerPoint

**Learning Outcomes:**

- Identify the barriers to setting the wellness culture in the organization and be able to Implement strategies and programs to fortify organizational health and wellness
- Explain how trauma impacts leadership, organizational performance, quality of life, and life expectancy, and provide an overview of trauma-informed leadership strategies
- Discuss research-based tactics for proactively strengthening resilience, and recognize the role of leaders in being the wellness "change agent"

**ATTACHMENT:** Announcement - Leading and Thriving During Unprecedented Times: Fortifying personal Wellness and Strengthening Organizational Resilience

# **SAVE THE DATE - 11/3/22 - REGIONAL TRAINING**

## **Leading and Thriving During Unprecedented Times**

### **Fortifying Personal Wellness & Strengthening Organizational Resilience**

#### **Presented by: Chief Carli (Retired)**

There are no shortages of challenges facing leaders in today's volatile environments. Political pressures and community expectations frame strategic objectives which drive organizational agendas. Law enforcement leaders are exposed to very high levels of stress and trauma. Attendees will learn how these stressors affect police organizations and first responder families. This interactive presentation will assist you in becoming trauma-informed, preparing you for the impact that is inherent in the role of leadership, and help you serve as change agents to improve the health and wellness of officers, and lead the way to building organizational resilience.

#### **Date & Time:**

**Thursday, November 3, 2022**

**@ 11:30a.m.–1:00p.m.**

#### **Location:**

**Rocklin Community Center – Springview Hall**  
**5480 5<sup>th</sup> Street**  
**Rocklin, CA 95677**

#### **Who should attend:**

**Risk Managers, Police Executives,  
Supervisors/Managers, Future Leaders**

#### **RSVP:**

**[Jenna.Wirkner@alliant.com](mailto:Jenna.Wirkner@alliant.com) or (916) 643-2741**



#### **Presenters:**

##### **Chief John Carli (Retired):**

Police Chief John Carli (Ret.) has 32 years of experience and is internationally recognized as a progressive and innovative leader in law enforcement. In the summer of 2016, Chief Carli was summoned to the White House to meet with President Obama. In the wake of national high-profile events and civil unrest. Since then, he has dedicated his time and efforts to improve the profession and implement change, including the health and resiliency of first responders.



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