



**STAFF REPORT
HOLLISTER CITY COUNCIL
MEETING DATE: April 21, 2025
REPORT # Police-2025-04**

AGENDA ITEM: A RESOLUTION ACCEPTING A GRANT FROM THE CALIFORNIA COMMISSION OF PEACE OFFICER STANDARDS AND TRAINING FOR A TEAM BUILDING WORKSHOP FOR THE SUPERVISORY STAFF OF THE HOLLISTER POLICE DEPARTMENT

DEPARTMENT: Police

DEPARTMENT HEAD: Carlos Reynoso, Police Chief

STAFF CONTACT: Carlos Reynoso, Police Chief

RECOMMENDED ACTION: Adopt a resolution accepting the reimbursement grant from the California Commission of Peace Officer Standards and Training for the supervisory staff at the police department to attend a Team Building Workshop.

DISCUSSION: The California Commission of Peace Officer Standards and Training (POST) offers a reimbursement of up to \$5,000 of expenses for police department supervisory personnel to attend a Team Building Workshop. The Team Building Workshop (TBW) Program pairs independent specialized consultant services with the management team of a local agency to assist with problem solving, developing organizational goals and objectives, and/or team building within the agency. POST has an approved list of over 20 presenters to present/facilitate the workshop. The facilitation of the workshop by a POST-approved, impartial, non-client agency employee is crucial to the success of each workshop. Only POST-approved presenters on the provided list may be selected to conduct the workshop.

Upon approval, the client agency is responsible for selecting a presenter from the list. Once a presenter has been selected and agrees to present the TBW for the organization, the presenter typically starts an interactive three-phase process that includes:

Identification of Need: The POST-certified presenter will survey the agency to develop preliminary information about the problem(s) and/or issue(s) to be addressed in the workshop and agree with the client agency on how long the workshop will be (16 or 24 hours).

Workshop Session: Sixteen (16) to twenty-four (24) hours are set aside for group work at a location selected by the client agency. During the workshop, an action plan is developed to solve identified problems, set goals or objectives, and/or team build. The agency will return the completed TBW Action Plan to POST within 90 days.

Follow-up Evaluation: The presenter is required to contact the agency following the workshop to aid in the implementation of action items identified in the Action Plan.

The presenter will work with the agency to complete all three phases and assist in the implementation of the action items described in the completed TBW Action Plan. The agency is required to submit the completed TBW Action Plan to POST within 90 days.

Every year, POST selects 70 departments from across the state that have applied for the workshop. This year, the Hollister Police Department has been selected.

The presenter is paid directly by POST. The Team Building Workshop expenses such as accommodation, per diem for staff, and conference room rental is reimbursed up to \$5,000 per event.

FISCAL IMPACT: The department has budgeted up to \$10,000 from the current training budget for the workshop, and the POST reimbursement historically can take several months to be paid back to the city.

PREVIOUS COUNCIL OR COMMISSION ACTION: NONE.

CEQA: N/A