



CITY COUNCIL WORK SESSION
City Hall—Shared Vision Room, 3989 Central Ave NE
Monday, October 07, 2024
6:30 PM (or Immediate Following Special Assessments)

Mayor
Amáda Márquez Simula
Councilmembers
Connie Buesgens
Kt Jacobs
Rachel James
Justice Spriggs
City Manager
Aaron Chirpich

AGENDA

ATTENDANCE INFORMATION FOR THE PUBLIC

*Members of the public who wish to attend may do so in-person, or by using Microsoft Teams Meeting at columbiaheightsmn.gov/joinameeting: ID 278 254 427 462, Passcode **pfepBS**. For questions, please contact Administration at 763-706-3610.*

Auxiliary aids or other accommodations for individuals with disabilities are available upon request when the request is made at least 72 hours in advance. Please contact Administration at 763-706-3610 to make arrangements.

CALL TO ORDER/ROLL CALL

WORK SESSION ITEMS

- 1. 2025 Budget Presentations by Division. (estimated time 2 hours)**
 - Recreation
 - Police
 - Information Technology
 - Library
 - Fire
- 2. Discuss Emotional Resilience Program Training Quote for Public Safety Employees. (5 Minutes)**
- 3. Council Corner. (15 Minutes)**

Updates from council regarding schedules, information sharing and priorities for continued education.
- 4. Old Business.**

ADJOURNMENT



CITY COUNCIL WORK SESSION MEETING

AGENDA SECTION	WORK SESSION ITEM
MEETING DATE	OCTOBER 7, 2024

ITEM:	2025 Budget Presentations by Division (estimated time 2 hours)		
DEPARTMENT:	Multiple	BY/DATE:	Joseph Kloiber, Fin Dir/Sept 30, 2024
CORE CITY STRATEGIES: <i>(please indicate areas that apply by adding an "X" in front of the selected text below)</i>			
<input checked="" type="checkbox"/> Healthy and Safe Community		<input checked="" type="checkbox"/> Thriving and Vibrant Destination Community	
<input checked="" type="checkbox"/> Equitable, Diverse, Inclusive, and Friendly		<input checked="" type="checkbox"/> Strong Infrastructure and Public Services	
<input checked="" type="checkbox"/> Trusted and Engaged Leadership		<input checked="" type="checkbox"/> Sustainable	

BACKGROUND:

For the October work session, highlights of the departmental level budget information included within the City Manager’s 2025 Proposed Budget (available on the City website) by each of the divisions listed below. The format will be a mix of oral and PowerPoint presentations which are approximately 20 minutes each, including ample opportunity throughout for council questions and comments.

SUMMARY OF CURRENT STATUS:

The planned order of these presentations is:

1. Recreation
2. Police
3. Information Technology
4. Library
5. Fire

The City divisions not listed above will provide budget presentations at the November work session.

ATTACHMENT(S):

None.



CITY COUNCIL WORK SESSION MEETING

AGENDA SECTION	WORK SESSION ITEM
MEETING DATE	OCTOBER 7, 2024

ITEM:	Discuss Emotional Resilience Program Training Quote for Public Safety Employees.		
DEPARTMENT:	Police Department	BY/DATE:	Chief Matt Markham, October 2, 2024
CORE CITY STRATEGIES: <i>(please indicate areas that apply by adding an "X" in front of the selected text below)</i>			
X_ Healthy and Safe Community		_ Thriving and Vibrant Destination Community	
_ Equitable, Diverse, Inclusive, and Friendly		_ Strong Infrastructure and Public Services	
_ Trusted and Engaged Leadership		_ Sustainable	

BACKGROUND:

Chief Markham has been working on bringing resiliency training to all public safety staff in 2025. Instructors Hassan Kamel and Ryan Munsey train federal employees and other law enforcement agencies on emotional resilience. Each public safety employee would attend a three-day course with assessments. The course has been approved by the MN Peace Officer and Standards Training Board for wellness training credits. This training would benefit all Columbia Heights first responder staff to include office staff.

SUMMARY OF CURRENT STATUS:

Both police and fire administrations approve this training, and this is to inform council and answer any questions at a work session before setting it as a consent agenda item. The goal is for the training to be paid for with the one-time public safety funding received from the state.

STAFF RECOMMENDATION:

Set approval of the training at the next Council meeting for consent agenda using the one-time public safety funds to pay for the training in 2025.

ATTACHMENT(S):

Emotional Resilience Program Quote
Sole Source Letter

Emotional Resilience Program

This program is designed to offer First Responders to evaluate their level of resilience affording them the opportunity to develop a personal action plan/road map to enhance their resilience in tactical ways.

The program will be conducted on three consecutive eight-hour days, and run twice, to accommodate all full-time and part time CHFD and any supporting personnel for the department. The program is a tactical cognitive and behavioral fitness training that will focus on the following areas:

- Understanding the components of resilience and hardiness/grit
- Learn how to return to pre-crisis/event levels by enhancing bandwidth or capacity
- Learn about the capacity for Post-Traumatic Growth – a step beyond returning to baseline – benefit from adversity or develop anti-fragility
- Gain understanding of what role cognition and emotion play in decision making and the power of awareness creates choice and a sense of agency
- Explore the power of emotions on decision making, under pressure
- Gain understanding of the Human Operating System & understand the connection between emotions and resilience
- Assess and get a report on their emotional intelligence and hardiness, with tactical action items on how to improve each building block of their emotional intelligence
- Develop a tactical action plan for enhancing their emotional and social intelligence in areas that impact their resilience
- Participate in exercises to develop ways to manage their emotional and cognitive states under extreme and stressful conditions
- Learn how to alter their physiology, which in turn alters their emotional states, leading to better and more strategic decision making

TOTAL COST: \$38,876

Cost Breakdown: *(Based on maximum attendance of 71)*

- Instruction = **\$24,000** (\$4,000/day x 6 days = \$24,000)*
- Assessments and Materials = **\$11,076** (\$156/person x 71 attendees)**
- Travel & Accommodations = **\$3,800**. (\$1500 for 2 round trip flights; \$1800 for shared housing for 8 nights; \$500 Ubers and food for 8 days)

*Our GSA rate is \$4,000/day. We cannot go below this number without facing fines, penalties and government hassles.

** Materials cost breakdown: *(The cost is a direct pass through)*

- \$76 for EQ Assessment & Workplace profile
- \$34 EQ workbook
- \$39 HRG Assessment & Profile

- \$7 *The Resilience* *handout*

Sole Source Letter: [Sole-Source Justification for Emotional Resilience Training Program](#)

Points of Contact:

- Hassan Kamel = 703-628-5910 // hkamel@oka-online.com
- Ryan Munsey = 540-529-6510 // munseyryan@gmail.com

Tuesday August 27, 2024

To whom it may concern,

This letter is to document that OKA and Ryan Munsey are the sole providers of OKA's Emotional Resilience Training Program.

In 2022, Hassan Kamel and Ryan Munsey began the creation of this unique program specifically to fill a void in the Learning & Development + Organizational Development offerings available to first responders and other high performing organizations.

Hassan (OKA) and Ryan Munsey (House of Strength) have co-created this Emotional Resilience program by combining synergistic aspects of their respective work in the fields of Emotional Intelligence, Leadership and Organizational Development, and High Performance.

The result of this collaborative effort is exclusive content and insight that only these two highly experienced facilitators can provide. In fact, at the time of this letter, no other facilitators at OKA are certified to deliver this material.

This distinct content includes, but is not limited to, Munsey's two decades of work as a performance coach, concepts forming the basis of his best-selling book *F*ck Your Feelings*, research and interviews conducted over 10 years in the field of resilience and high performance, as well as Kamel's 30 years of facilitation experience in Emotional Intelligence, leadership and organizational development with both corporate and military clientele.

On their own, both Kamel and Munsey are among the best in the world at what they do. Together, they have created, and are delivering a truly unique offering that has no peer or alternative provider.

The information presented is their collective IP and cannot be replicated by other facilitators.

Sincerely,

Ryan Munsey & Hassan Kamel