



## Memorandum

**Date:** 6/3/2025  
**Meeting of:** City Council

**File No.** AM No. 25-088  
**Type:** Consent Item

**TO:** Members of the City Council  
**FROM:** Mayor Angela Birney  
**DEPARTMENT DIRECTOR CONTACT(S):**

Police	Chief Darrell Lowe	425-556-2521
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**DEPARTMENT STAFF:**

Police	Brian Coats	Deputy Chief
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**TITLE:**

Police Department Wellness Coordinator and Peer Support Program Administrator Contract with Public Safety Psychological Services

**OVERVIEW STATEMENT:**

The Police Department is seeking Council approval to enter into a contract with Public Safety Psychological Services (PSPS) in an amount not to exceed \$75,000 annually. PSPS was selected through a competitive Request for Proposal (RFP) process seeking mental health professionals with proven experience in law enforcement or similarly high-stress environments.

If approved, PSPS will serve as the police department's internal Wellness Coordinator and Peer Support Program Administrator, responsible for developing and managing proactive mental health and wellness programs tailored to the unique stressors of police work.

☐ **Additional Background Information/Description of Proposal Attached**

**REQUESTED ACTION:**

☐ **Receive Information**      ☐ **Provide Direction**      ☒ **Approve**

**REQUEST RATIONALE:**

- **Relevant Plans/Policies:**  
Redmond Police Policy 1033: Wellness Program
- **Required:**  
N/A
- **Council Request:**  
N/A
- **Other Key Facts:**  
N/A

**OUTCOMES:**

The implementation of a dedicated Wellness Coordinator and Peer Support Program Administrator will enhance the Redmond Police Department's capacity to support the mental health and overall well-being of its personnel. Expected outcomes include increased access to trusted, confidential mental health services; strengthened peer support networks; and the establishment of a sustainable, culturally competent wellness infrastructure.

By integrating trauma-informed care and culturally sensitive practices into daily operations, the program will foster a healthier, more resilient workforce equipped to manage the unique stressors of law enforcement. Additional anticipated outcomes include improved employee morale, reduced stigma surrounding mental health, earlier intervention in times of personal or professional crisis, and increased retention of staff.

**COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:**

- **Timeline (previous or planned):**  
N/A
- **Outreach Methods and Results:**  
N/A
- **Feedback Summary:**  
N/A

**BUDGET IMPACT:**

**Total Cost:**

\$75,000 annual maximum cost

**Approved in current biennial budget:**

☒ **Yes**

☐ **No**

☐ **N/A**

**Budget Offer Number:**

228 Criminal Justice

**Budget Priority:**

Safe and Resilient

**Other budget impacts or additional costs:**

☐ **Yes**

☒ **No**

☐ **N/A**

***If yes, explain:***

Examples: software with a yearly cost, revenue generating, match requirements, etc. - if none, enter N/A.

**Funding source(s):**

General Fund

**Budget/Funding Constraints:**  
N/A

☐ **Additional budget details attached**

**COUNCIL REVIEW:**

**Previous Contact(s)**

Date	Meeting	Requested Action
N/A	Item has not been presented to Council	N/A

**Proposed Upcoming Contact(s)**

Date	Meeting	Requested Action
5/20/2025	Committee of the Whole - Public Safety and Human Services	Approve

**Time Constraints:**  
N/A

**ANTICIPATED RESULT IF NOT APPROVED:**

The police department will explore alternative contracts.

**ATTACHMENTS:**

Attachment A: Public Safety Psychological Services Agreement  
Attachment B: RPD Wellness Program Policy