



Memorandum

Date: 11/6/2023
Meeting of: City Council

File No. AM No. 23-165
Type: New Business

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

Finance	Kelley Cochran	425-556-2748
Executive	Lisa Maher	425-556-2427
Fire	Adrian Sheppard	425-556-2201
Planning and Community Development	Carol Helland	425-556-2107
Police	Darrell Lowe	425-556-2529
Executive	Malisa Files	425-556-2166

DEPARTMENT STAFF:

Finance	Haritha Narra	Finance Manager
Finance	Marissa Flynn	Senior Financial Analyst
Fire	Jim Whitney	Medical Services Administrator
Planning and Community Development	Seraphie Allen	Deputy Director
Police	Brian Coats	Captain
Fire	Liz Tusing	MIH Captain
Planning and Community Development	Tisza Rutherford	Homeless Program Administrator

TITLE:

Approval of the Community Health Through THRIVE Staffing Authorization

OVERVIEW STATEMENT:

Per Council's discussion on September 12, 2023, the THRIVE Team is requesting an additional 1.00 Full-Time Equivalent (FTE) Community Care Coordinator/Navigator position (changes to staffing authorization is contained in Attachment A). The 2023-2024 Adopted Budget already contains 2.00 FTE Community Care Coordinators. In addition, Attachment B contains the next steps and timeline to build out Redmond's Alternative Crisis Response model.

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

REQUESTED ACTION:

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

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
Community Strategic Plan, Police and Fire Strategic Plans, Human Services Strategic Plan, and 2023-2024

Adopted Budget.

- **Required:**
N/A
- **Council Request:**
In September, Council requested a timeline and next steps for the build out of Redmond's Alternative Crisis Response model which is contained in Attachment B.
- **Other Key Facts:**
N/A

OUTCOMES:

At the heart of Redmond's Community Health Program is a commitment to promoting the physical, mental, and overall wellbeing of individuals residing in our community. By supporting connections to resources that provide wraparound services to clients in need, we strive to break down barriers and provide accessibility to long-term resolution. Through analysis of other jurisdictions and Redmond call data, staff is recommending providing additional support to the THRIVE program, including:

- Hiring 3.0 FTE Community Care Coordinators
- Co-locating THRIVE program employees
- Analyze integration of technology
- Use contracted services where City expertise is not available

In September, Council approved the use of Community Care Coordinators/Navigators to provide a foundation to Redmond's Alternative Crisis Response model and requested next steps and a timeline be developed for build out of the program. The timeline is contained in Exhibit B. Staff will continue to work towards the goals contained in the mission, vision, and values statement in Attachment C.

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**
Per the timeline contained in Attachment B, community outreach will occur between March and October in preparation for the next biennial budget. Staff will keep Council updated on the results of the community outreach efforts.
- **Outreach Methods and Results:**
N/A
- **Feedback Summary:**
N/A

BUDGET IMPACT:

The addition of the 1.0 FTE Community Care Coordinator will not financially affect the 2023-2024 budget as Council set aside funds in a public safety reserve to cover the cost of the additional person.

Total Cost:

\$157,620 includes the fully loaded cost of the new position.

Approved in current biennial budget: ☐ Yes ☒ No ☐ N/A

Budget Offer Number:

0000017

Budget Priority:
Safe and Resilient

Other budget impacts or additional costs: ☒ **Yes** ☐ **No** ☐ **N/A**

If yes, explain:

The new position will be funded through the public safety reserve set aside by Council in the 2023-2024 Adopted Budget.

Funding source(s):
General Fund Public Safety Reserve

Budget/Funding Constraints:
N/A
☐ **Additional budget details attached**

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
11/17/2022	Study Session	Provide Direction
12/6/2022	Business Meeting	Approved
7/18/2023	Committee of the Whole Public Safety and Human Services	Provide Direction
9/12/2023	Study Session	Provide Direction

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
N/A	None proposed at this time	N/A

Time Constraints:
Any delay in the approval of the positions will extend the timeline contained in Attachment B.

ANTICIPATED RESULT IF NOT APPROVED:

If not approved, the THRIVE Team would return to Council with other options for building out the Community Health Program.

ATTACHMENTS:

Attachment A: 2023-2024 Staffing Authorization - REVISED
Attachment B: Community Health Program Timeline and Next Steps
Attachment C: Mission, Vision, Values and Goals of Redmond's Community Health Program