



Memorandum

Date: 2/7/2023
Meeting of: City Council

File No. AM No. 23-012
Type: Consent Item

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

Fire	Adrian Sheppard-Fire Chief	425-556-2201
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DEPARTMENT STAFF:

Fire	Jim Whitney	Battalion Chief EMS Division
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TITLE:

Approval of Extension and Amendment of Consulting Services Agreement with inLife Clinic, with a Maximum Amount of \$100,000 per Year, for Internal Mental Health Professional (MHP)

OVERVIEW STATEMENT:

This is an extension and amendment to a current service agreement with inLife Clinic. This is a service that was established in 2019 then memorialized in 2022 and has proven to be beneficial to fire/EMS service personnel and their families. This will expand the services provided by internal Mental Health Professional that supports firefighter health and safety. This individual provides PEER Support Team training, critical incident debriefing for individuals and crews, resources guidance to fire department staff when needed, and mental health awareness training.

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

REQUESTED ACTION:

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

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
Redmond Fire Department Strategic Plan and King County EMS Strategic Plan
- **Required:**
Council approval is needed for contracts over \$50,000.
- **Council Request:**
N/A
- **Other Key Facts:**
N/A

OUTCOMES:

This program benefits the city and employees by maintaining the mental health of workforce within the fire department as well as across other departments within the city when the need arises. It has been proven to be a beneficial in supporting employees navigate emotional impacts associated with critical incident debriefing, workplace tragedy, and individual needs. This individual provides education for our PEER Support Team members, critical incident stress debriefings, leads employee support response during tragic loss, and provides access to supportive resources during times of need.

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:

Up to \$100,000 annually in 2023/24

Approved in current biennial budget:

☒ Yes

☐ No

☐ N/A

Budget Offer Number:

0000016

Budget Priority:

Safe and Resilient

Other budget impacts or additional costs:

☐ Yes

☒ No

☐ N/A

If yes, explain:

N/A

Funding source(s):

General Fund, Fire District 34 Contract, and King County Medic One

Budget/Funding Constraints:

N/A

☐ Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
1/17/2023	Committee of the Whole - Public Safety and Human Services	Provide Direction

Proposed Upcoming Contact(s)

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

Time Constraints:

Budget Biennium 2023/24

ANTICIPATED RESULT IF NOT APPROVED:

Removal of this important program that has proven its benefit to many employees would negatively affect the health and safety of fire/EMS personnel as well as other employees throughout the city.

ATTACHMENTS:

Attachment A: 2022 Consulting Services Agreement

Attachment B: Extension and Amendment of Consulting Services Agreement with inLife Clinic for 2023/24