



## Memorandum

**Date:** 6/18/2024  
**Meeting of:** City Council

**File No.** AM No. 24-085  
**Type:** Consent Item

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

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

Fire	Jim Whitney	Deputy Fire Chief
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**TITLE:**

Extension and Amendment of Consulting Services Agreement for the Fire Department's Internal Mental Health and Wellness Professional

**OVERVIEW STATEMENT:**

Council approval is requested to extend and amend the current service agreement with First Responder Counseling and Consulting (PLLC), aimed at expanding and solidifying the services provided by Mental Health Professional (MHP) Brooke Lundquist. She has served as the Redmond Fire Department's internal MHP, supporting firefighter health and safety. These services were initiated in 2019 as a pilot project and have demonstrated to be a valuable resource for cross-departmental City of Redmond staff and their families.

☒ **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:**  
N/A
- **Council Request:**  
N/A
- **Other Key Facts:**  
N/A

**OUTCOMES:**

The program contributes to the well-being of the city and its employees by actively promoting mental health and wellness among the workforce in the fire department and across other city departments, as needed. The program has demonstrated its effectiveness in assisting employees in navigating emotional impacts related to critical incident debriefing, workplace tragedies, and individual needs. The extension and amendment will enhance the program by offering executive staff consulting services, leadership and training for the PEER Support Team and chaplaincy program, mental health awareness training for crews, and ongoing relationship development and resource guidance for staff. It also includes provisions for immediate response to support critical incident defusing after extreme incidents, ensuring that crews and individuals are safe and prepared to return to work.

**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 \$60,000 in 2024 and \$100,000 in 2025

**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
5/21/2024	Committee of the Whole - Public Safety and Human Services	Approve

**Proposed Upcoming Contact(s)**

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

**Time Constraints:**

Budget Biennium 2023/24 and 2025/26

**ANTICIPATED RESULT IF NOT APPROVED:**

The removal of this vital program, which has demonstrated its immense value to numerous employees, would significantly impact the health and safety of fire/EMS personnel and other employees throughout the city.

**ATTACHMENTS:**

Attachment A: 2024 Consulting Services Agreement

Attachment B: (Revised) Extension and Amendment of Consulting Services Agreement with First Responder Counseling and Consulting, PLLC