



# AGENDA REPORT

Police Department

<b>DATE:</b>	May 5, 2026
<b>TO:</b>	Mayor Martinez and Members of the City Council
<b>FROM:</b>	Tim Simmons, Chief of Police Matthew Stonebraker, Captain
<b>Subject:</b>	Contract with Public Safety Family Counseling Group for Mental Health Counseling and Consultant Services
<b>FINANCIAL IMPACT:</b>	The proposed three-year contract has a total not-to-exceed cost of \$525,000, with an annual base amount of \$157,500 and a \$17,500 contingency, for a total annual amount not to exceed \$175,000. Funding is included in the proposed Fiscal Year 2026–2027 Police Department operating budget and will be budgeted accordingly in subsequent fiscal years for the duration of the agreement. (Account String: 01191021-400201).
<b>PREVIOUS COUNCIL ACTION:</b>	December 20, 2022 June 20, 2023
<b>STATEMENT OF THE ISSUE:</b>	Richmond Police Department staff seek approval to enter into a contract with Public Safety Family Counseling Group for mental health counseling and consultant services during and after critical incidents. These services provide 24/7 mental health counseling, crisis response, and critical incident support for Richmond Police Department personnel.
<b>RECOMMENDED ACTION:</b>	APPROVE a sole-source contract with Public Safety Family Counseling Group, Inc. for mental health counseling and consultant services in an amount not to exceed \$525,000, for a three-year term from July 1, 2026, through June 30, 2029, with two optional one-year extensions, for an annual amount not to exceed \$175,000 – Police Department (Chief Tim Simmons 510-621-1802/Captain Matthew Stonebraker 510-621-1204).

## **DISCUSSION:**

Officer wellness is a critical component of the policing profession that is often overlooked. When officers are not well, it can jeopardize their safety, the safety of their colleagues, and the City's ability to retain experienced personnel serving the community.

Public Safety Family Counseling Group, Inc. (PSFCG) is the only known provider in Contra Costa County that specializes in response counseling and consulting services for law enforcement agencies and their personnel (Attachment 1). While the City provides an Employee Assistance Program (EAP) for all employees, the Richmond Police Department initiated a specialized, in-person mental health support program in 2022 focused on sworn personnel. Sworn personnel face unique occupational stressors, including regular exposure to critical incidents such as violent crime, fatalities, and officer-involved shootings, which require specialized, culturally competent mental health services delivered in alignment with law enforcement operations. Traditional EAP services, while valuable, are not designed to provide the same level of rapid, incident-specific response or familiarity with the law enforcement environment.

PSFCG services include, but are not limited to, crisis response and stabilization, individual counseling, critical incident debriefings, training services, peer-led trainings, policy development and review, and one-on-one clinical mental health counseling. These services are available to the Richmond Police Department (RPD) 24 hours a day, seven days a week, year-round.

Richmond Police Department staff recommend that the City Council approve a contract with Public Safety Family Counseling Group for mental health counseling and consultant services in an amount not to exceed \$525,000 for a three-year term from July 1, 2026, through June 30, 2029, with two optional one-year extensions, for an annual amount not to exceed \$175,000 (Attachment 2).

## **DOCUMENTS ATTACHED:**

Attachment 1 – Approved Sole Source  
Attachment 2 – Original Contract