COUNTY OF HUMBOLDT

For the meeting of: 7/22/2025

File #: 25-850

To: Board of Supervisors

From: Sheriff

Agenda Section: Consent

Vote Requirement: Majority

SUBJECT:
Professional Services Agreement with Restoration First Responder Network, LLC in the Amount of $107,341

RECOMMENDATION(S):
That the Board of Supervisors:

1. Retroactively approve, and authorize the Humboldt County Purchasing Agent to execute the attached Professional Services Agreement with Restoration First Responder Network, LLC for the period of July 1, 2025 to June 30, 2026 in the amount of $107,341 (attachment 1); and
2. Authorize the Humboldt County Purchasing Agent to execute any amendments, extensions, or modifications to the Agreement with approval by County Counsel, Risk Management, and the County Administrative Office (CAO).

STRATEGIC PLAN:
This action supports the following areas of your Board's Strategic Plan.

Area of Focus: Workforce & Operational Excellence
Strategic Plan Category: 3003 - Enhance employee recruitment and retention

DISCUSSION:

Since 2023, the Humboldt County Sheriff's Office (HCSO) has partnered with the Restoration First Responder Network, LLC (Restoration) to provide critical mental health support for first responders. Recognizing the profound impact of job-related stress, the State of California has classified Post-Traumatic Stress Disorder (PTSD) as a presumptive condition for first responders, meaning PTSD claims are presumed to be work-related unless proven otherwise.

To proactively address the mental health needs of personnel and mitigate PTSD claims, HCSO contracted the services of Restoration for the 2023-24 and 2024-25 fiscal years. This collaboration has been instrumental in enhancing mental health resources, including the establishment of a Peer Support Network and the provision of specialized clinical therapy sessions tailored to the unique experiences of sworn personnel. Restoration has established a dedicated local counseling center to support HCSO employees and other allied first responder agencies.

The primary objectives of this initiative are twofold: first, to continue reducing the incidence of PTSD claims among HCSO personnel, and second, to promote preventative mental health care through ongoing collaboration with the Restoration and the Peer Support Team. By fostering a culture of emotional resilience and well-being, we aim to strengthen the overall health of the agency's first responders. Furthermore, the partnership with Restoration and regional Peer Support Teams is expected to enhance interagency cooperation, expanding access to wellness resources, and reinforcing a shared commitment to organizational well-being.

HCSO remains steadfast in its dedication to providing around-the-clock clinical mental health support for its staff, ensuring they are equipped to navigate the complex challenges of their profession. This investment in mental health services is anticipated to yield significant reductions in workers' compensation claims while improving operational efficiency-keeping deputies in the field and ensuring they remain both emotionally and mentally prepared to serve the community.

HCSO is requesting a sole source exception for this agreement. Building trust with a counselor is paramount for effective therapy. Restoration has already established rapport with HCSO personnel, ensuring a comfortable and supportive environment for counseling sessions. All clinicians have been vetted to provide culturally competent services primarily to those in the first responder field. The efficacy of Restoration Services' counseling interventions is evident from the positive feedback received from deputies and dispatchers. Their expertise in addressing the unique challenges faced by first responders has been invaluable. Continuation of the existing contract ensures a seamless transition without disruptions to the mental health support system currently in place. This stability is crucial for maintaining the well-being of personnel.

HCSO is also requesting the agreement be retro-actively approved to July 1, 2025 so there is no disruption in services. The delay for the renewal agreement was due to timing of collecting signatures and finalizing the necessary documentation for risk and insurance.

SOURCE OF FUNDING:
Sheriff's Training Operations Budget (1100-221170)

FINANCIAL IMPACT:

Expenditures (1100,221170)	**FY25-26**	**FY26-27 Projected***	**FY27-28 Projected***
Budgeted Expenses	$107,341	$110,000	$115,000
Additional Appropriation Requested	$0	$0	$0
Total Expenditures	$107,341	$110,000	$115,000

**Projected amounts are estimates and are subject to change.*

Funding Sources (1100,221170)	**FY25-26**	**FY26-27 Projected***	**FY27-28 Projected***
General Fund	$107,341	$110,000	$115,000
Total Funding Sources	$107,341	$110,000	$115,000

**Projected amounts are estimates and are subject to change.*

Narrative Explanation of Financial Impact:
The funding for this contract in the amount of $107,341 has been budgeted in fiscal year 2025-26 in budget unit 1100-221170 Training Division in object code 2118 Professional & Special Services and is funded by the General Fund.

STAFFING IMPACT:
There is no impact to staffing.

OTHER AGENCY INVOLVEMENT:
None.

ALTERNATIVES TO STAFF RECOMMENDATIONS:
The Board may choose to not approve this Agreement, however this is not recommended as it would deprive first responders of the critical mental health support needed for their profession.

ATTACHMENTS:
Attachment 1 - Agreement with Restoration First Responder Network

PREVIOUS ACTION/REFERRAL:
Meeting of: N/A
File No.: N/A