



COUNTY OF HUMBOLDT

For the meeting of: 5/12/2026

File #: 26-292

To: Board of Supervisors

From: Sheriff

Agenda Section: Consent

Vote Requirement: Majority

SUBJECT:

Professional Services Agreement with Restoration First Responder Network, LLC for Employee Wellness and Mental Health Support Services for Fiscal Years 2026-27 through 2028-29

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve and authorize the Chair of the Board to execute the attached Professional Services Agreement with Restoration First Responder Network, LLC for employee wellness and mental health support services for the period of July 1, 2026, through June 30, 2029, in an estimated annual amount of \$114,976; and
2. Authorize the Sheriff, Undersheriff or Deputy Director of Financial and Support Services to execute any necessary amendments, extensions, or modifications to the agreement with approval by County Counsel, Risk Management and the County Administrative Office.

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:

The Humboldt County Sheriff's Office (HCSO) has partnered with Restoration First Responder Network (RFRN) since 2023 to provide specialized mental health and wellness services designed specifically for first responders. These services support both sworn and professional staff who, as part of their daily responsibilities, are regularly exposed to traumatic incidents, critical events, and other high-stress situations that can have lasting impacts on mental health and overall well-being.

In recent years, the State of California has recognized Post-Traumatic Stress Disorder (PTSD) as a presumptive workers' compensation condition for first responders. This recognition highlights the significant emotional and psychological demands placed on public safety personnel. In response, law enforcement agencies throughout the state have increasingly adopted proactive wellness initiatives that emphasize prevention, early intervention, and accessible mental health resources to support employees before challenges escalate into more serious health concerns.

Through its partnership with RFRN, the HCSO has implemented a comprehensive wellness program that includes proactive annual mental health check-ins, critical incident stress debriefings following traumatic events, peer support training for staff members, consultation services for leadership, and confidential counseling services available to employees and their eligible family members. These services are provided by licensed clinicians who specialize in trauma-informed care and have extensive experience working

with first responder populations, ensuring that services are delivered in a manner that reflects the unique culture and operational demands of public safety work.

Approval of this agreement will allow HCSO to continue proactively supporting the mental health and resilience of its workforce. The objective of this program is to ensure employees have timely access to confidential clinical services, strengthen internal peer support resources, and foster an organizational culture that encourages personnel to seek assistance when needed. By emphasizing preventive care, early intervention, and ongoing support, the program helps reduce the potential long-term impacts of cumulative trauma and work-related stress injuries, including PTSD.

HCSO is requesting a sole source exception for this agreement. Establishing trust and familiarity with clinicians is essential for effective mental health support services, particularly for first responder populations who may be hesitant to seek assistance. RFRN has already established relationships with HCSO personnel and has demonstrated a clear understanding of the unique stressors associated with law enforcement work. The clinicians providing these services have been vetted for their expertise in first responder mental health and have successfully supported the development of HCSO’s wellness and peer support programs.

Continuing this partnership ensures consistency and continuity of care for employees currently using these services and avoids disrupting the wellness resources already established within the agency. Maintaining this relationship allows HCSO to build on progress in supporting employee well-being while reinforcing a culture that prioritizes mental health, resilience, and operational readiness.

SOURCE OF FUNDING:

Sheriff’s State Asset Forfeiture Trust 3642

FINANCIAL IMPACT:

<i>Expenditures (3642,000)</i>	FY26-27	FY27-28 Projected*	FY28-29 Projected*
<i>Budgeted Expenses</i>	<u>\$114,976</u>	<u>\$114,976</u>	<u>\$114,976</u>
<i>Additional Appropriation Requested</i>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Total Expenditures</i>	<u>\$114,976</u>	<u>\$114,976</u>	<u>\$114,976</u>

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

<i>Funding Sources (3642,000)</i>	FY26-27	FY27-28 Projected*	FY28-29 Projected*
<i>General Fund</i>	<u>0</u>	<u>0</u>	<u>0</u>
<i>State Asset Forfeiture Funds</i>	<u>\$114,976</u>	<u>\$114,976</u>	<u>\$114,976</u>
<i>Total Funding Sources</i>	<u>\$114,976</u>	<u>\$114,976</u>	<u>\$114,976</u>

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

Narrative Explanation of Financial Impact:

Funding for the first year of this agreement in the amount of \$114,976 has been included in the Fiscal Year 2026-27 Sheriff’s State Asset Forfeiture submitted budget (3642-000) in object code 2118 - Professional & Special Services. The amounts for Fiscal Years 2027-28 and 2028-29 will be included in future annual budget cycles.

STAFFING IMPACT:

There is no impact to staffing associated with approval of this agreement.

OTHER AGENCY INVOLVEMENT:

None.

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board may choose not to approve this agreement; however, this is not recommended as it would limit access to specialized mental health services designed specifically for first responders and could negatively impact employee wellness, resilience, and operational readiness.

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ATTACHMENTS:

Attachment 1 - Professional Services Agreement with Restoration First Responder Network, LLC

PREVIOUS ACTION/REFERRAL:

Meeting of: 7/22/2025

File No.: 25-850